

Experiencing a Learning Organization: School Administrators Identify Causes of Teacher Ineffectiveness

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ABSTRACT This study aimed to determine school problems that cause teacher ineffectiveness, and to find possible solutions to these problems in school improvement. This descriptive study aimed to analyze and identify the current situation. Semi-structured interview technique was used to collect qualitative data. Participants in this research were 17 administrators from 6 schools in city of Gaziantep in the 2012-2013 academic years. In the experience of learning school, school administrators detect problems of the school and aim to find solutions with meetings. Within the research project of the Learning Organization, 12 meetings were held guided by an experienced coach. Participants were asked: "What are the factors that cause ineffectiveness of teachers in school improvement?" In this qualitative research, content analysis was carried out on recorded administrators' responses. In the findings of research 5 main themes were identified: inadequate teacher education, lack of diversity, limited teaching ability, lack of motivation, and emotional exhaustion. Consequently the administrators identified several responses including determining salary based performance and arranging seminars to develop pedagogical content knowledge.