

# INVESTIGATING THE IDEAL TEACHERS' QUALIFICATIONS BASED ON REPERTORY GRID TECHNIQUE: A PHENOMENOLOGICAL ANALYSIS

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## Abstract

**Purpose:** The purpose of this study is to reveal school administrators' cognitive constructs related to ideal teachers' qualifications.

**Method:** In this study, the phenomenological approach was used to determine the ideal teachers' qualifications. The study was conducted on 24 school administrators working in the Giresun and Ordu city centres during 2015-2016 academic year. Criterion sampling technique was used to determine the study group.

**Problem:** Teacher quality has long been an important issue for parents, educators, and policymakers.

Phenomenological patterns aim to put out the facts that stored in mind structure of individuals. With this respect the most important thought in phenomenological studies is to try to understand their meaning structures and intentions by looking from perspective of each single individual.

**Findings:** As a result of analysis, school administrators have produced 240 valid cognitive constructs related to ideal teachers' qualifications. The cognitive constructs were analysed and then similar constructs were classified. After the classification eight main construction groups were determined. The main construction groups are namely, (i) personal characteristics ( $\eta=51$ , %21,2); (ii) professional competency ( $\eta=45$ , %18,7); (iii) organisational commitment ( $\eta=35$ , %14,6); (iv) Professional commitment ( $\eta=27$ , %11,2); (v) openness to development ( $\eta=26$ , %10,8); (vi) student-centeredness ( $\eta=22$ , %9,2); (vii) collaboration/ coordination ( $\eta=20$ , %8,3); (viii) communication skills ( $\eta=14$ , %5,8).

**Conclusion:** Considering the cognitive constructs of school administrators related to ideal teachers' qualifications it can be said that the school administrators give more priority to "personal characteristics", "professional competency", and "organisational commitment" for ideal teaching.

**Keywords:** Qualification, teacher, administrator, cognitive constructs.

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