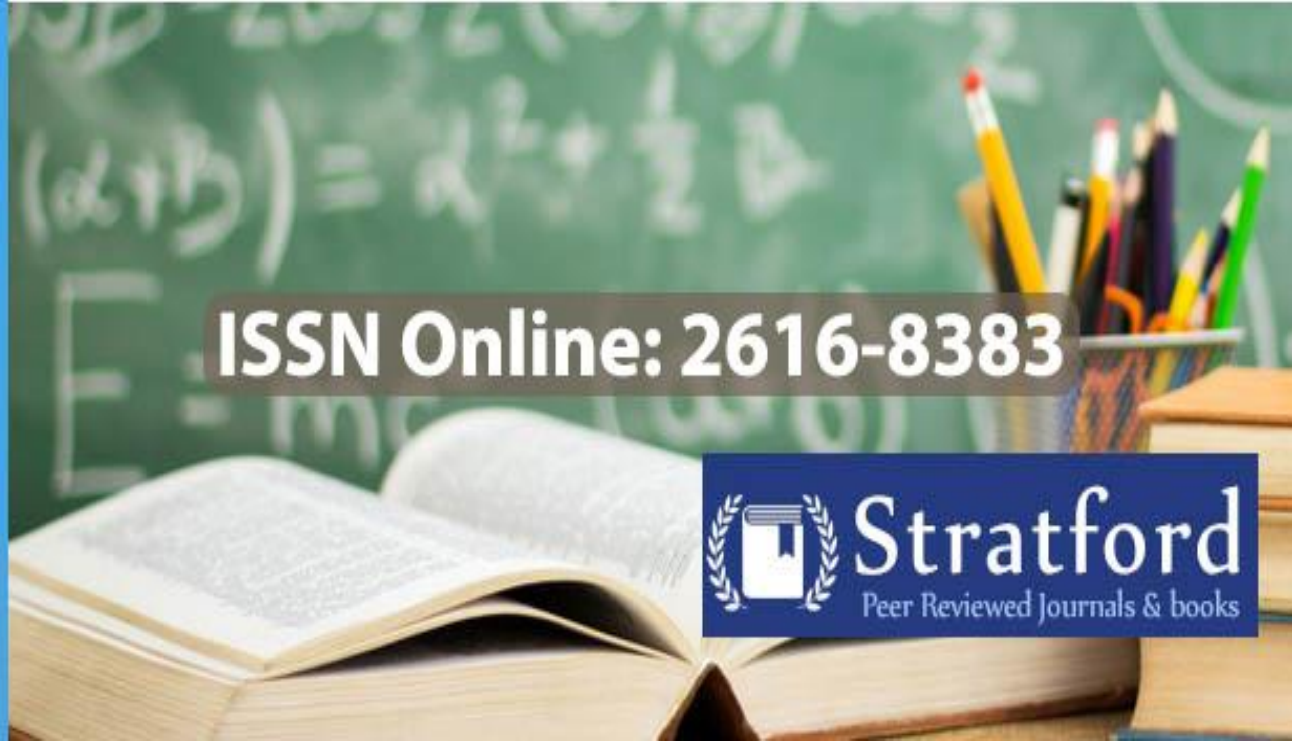


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## **Effect of Capacity Building of Teachers on Performance of the Students in Higher Institutions of Learning in Turkey**

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# Effect of Capacity Building of Teachers on Performance of the Students in Higher Institutions of Learning in Turkey

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## Abstract

Performance is the measurement of student achievement across various academic subjects. Teachers and education officials typically measure performance using classroom performance, graduation rates and results from standardized tests. Academic achievement is vital for the successful development of young people in society. Students who do well in school are better able to transition into adulthood and achieve occupational and economic success. Thus, the study sought to examine the relationship between teachers' capacity building and students' performance in higher institutions of learning in Turkey. The research was a desktop review. The findings and inferences were based on the results from previous studies. The research findings indicated that the relationship between the capacity building of teachers and the performance of the students in higher institutions of learning is positive. The study results showed that capacity building for teachers is done through continuous professional development to improve the quality of education. Capacity-building approaches purposefully minimize an over-reliance on outside experts/lectures as sources of knowledge, resources and solutions. The study recommended that capacity building of the teachers should be encouraged within the higher learning institutions in Turkey. The study further recommended the capacity building of the teachers can include organizing for benchmarks, seminars and enrollment in tertiary instructions. Further, it was recommended that teachers be given some holidays/breaks so they can refresh themselves. Capacity-building methods that are participatory and develop a culture of shared learning need to be encouraged within institutions. Further, it was recommended that needs analyses, essentially the capacity-building methods need to be examined regularly. This will facilitate the institutions to identify and determine the capacity that needs to be built in teachers.

**Keywords:** *Capacity Building, Teachers, Performance, Students, Higher Institutions of Learning, Turkey*

### **1.1 Background of the Study**

Capacity building is the process by which people and institutions acquire, enhance and keep the abilities, understanding, devices, tools and various other resources required to perform their jobs effectively (Çelik & Gür, 2019). As education and learning systems progressively react to new social, financial and digital requirements, executions of plans tackle new value. Teachers make use of many strategies to end up being linked to their students since they do recognize the value of building close student-teacher partnership for this reason this aids to keep trainees and take part in learning, encourage best behavior and provide trainees with a sense of satisfaction and belonging (Downey, 2020). Turkey has made key considerable enhancements in academic efficiency in the current years. In the worldwide aspect, United States of America and UK have actually stood- up in efforts to promote learners efficiency through concentrating in teachers' quality. United States of America has actually been in the leading edge by creating training requirements and methods for boosting efficient teaching and UK invested in study to promote instructor structure and boost quality of learning (Jepketer, Kombo & Cooter, 2018).

An effective educator is required to interact, satisfy within groups and share experiences to boost learners performance (MacDonald, Stodel, Thompson, Muirhead, Hinton, Carson & Banit, 2021). Structuring or re-orienting specialist advancement to today's educational needs will certainly allow teachers enhance strategy to training resulting in awareness of reliable students learning. In moving forward Turkey has actually kept and expanded improvements while focusing on inclusiveness for learners to obtain quality and participate in education without discrimination about the pathway they adhere to (Arnold, Bartlett, Gowani & Merali, 2020). Although students' performance has actually been boosted fairly, smaller part of Turkey has attained standard proficiency in analysis, mathematics and science. A lot of restrictions are progressively being established to give morale and promote reliable training to enhance learners efficiency. Within professional education and training, labor market viewpoints and abilities results are less established than in academic pathways. Turkey's academic attainment levels continue to be lower than the OECD standard, yet with substantial rise in the current years (Retzlaff-Roberts, Chang & Rubin, 2021). At tertiary degree, accomplishment for Turkey stood at 33% which was listed below the average of 44%.

Turkey had the largest rates of school-level seclusion amongst low and high up-and-comers, along with an above typical isolation index for advantaged learners, recommending few learning and social segregation among the Turkish system (Große & Renkl, 2017). Low per-student investing, underdeveloped targeted funding techniques and the reasonably high expense of higher learning to household's posture difficulties in effectively supporting deprived and various other at risk trainees. Breaking patterns and learning new behaviors needs recurring training and preparation in addition to assistance and capability building (Atkinson & Messy, 2020), but education sector is not constantly particularly effective on this front. TALIS 2018 showed that even though several instructors proactively join expert growth, they repeatedly report high demands particularly areas, especially instructing learners with special demands and making use of ICT abilities for teaching (Pal & Bursuck, 2019). The gap between the significance given to preparing teachers to get digital abilities and utilize modern technology in their teaching on one hand and sustaining them in learning to notice on-line risks on the other is very essential to underline (Compton, 2017).

## **2.1 Literature Review**

Education and learning is a standard and basic right, means of social mobility and social-economic growth (Connolly, 2020). Student's efficiency is very crucial in any kind of education and learning system because it provides opportunities for young people to attain their full individual possibilities, built their future and required for attaining national aspirations of social, economic and political growth. Teachers around the world recognize demand for reliable training to enhance students' learning achievement. Methods used by teachers to improve students' discovering are very important and have to fulfill set academic and training criterion (Russo, 2020). Building teacher capacity indicates promoting human resources to allow educators' teach efficiently. Improving learners' performance certainly improves procurement of abilities in cognitive, psychomotor and affective domains which are essential for intellectual and social growth (Savic & Kashef, 2021).

Brown and Lauder (2021) conducted a study to analyze the current educational reform campaigns in North Cyprus with particular emphasis on building head instructors' capacity to lead training advancement and organizational enhancement, and boosting the system capability to support head educators in the efficient task of their functions. The research study frames the present domain of headship in North Cyprus within the external system framework in which head teachers operate, shows the nationwide framework for constructing head educators' capacity to lead, and considers how the existing possibilities for management ability building can be boosted, in addition to the system infrastructure, to supply a context within which the boosted ability can be realized. The study employs a mixed approach layout with an inductive drive, where the qualitative paradigm has a dominant and the measurable has an additional status. Surveys, qualitative interviews, and documentary analysis were utilized to answer the study concerns the research discovers. Findings plainly reveal that the case of North Cyprus is a circumstance of vernacular globalization. Carried out in an extremely global context in reaction to very certain issues, the reforms are influenced by local histories and stories of the country as long as by such global imperatives as the increased need for up-skilled people. The study reveals that head teachers operate within a very central system, which lacks facilities, a solid concentrate on mentor and learning, and reputable surveillance and analysis systems. It prevails for heads to spend a considerable amount of time taking care of bureaucratic and operational issues, and concerns of guideline and professional growth seem to be beyond their remit. This is a problem that needs to be transformed. There are additionally significant issues with the specialist growth possibilities for head educators that need to be attended to.

A study by Erarslan and Rankin (2018) was carried out with an objective of getting an insight right into just how instructors work almost with the Communicative Oriented Curriculum in English and what variables that could influence the teachers' technique. The research was carried out at 3 state primary schools in Turkey by utilizing multidimensional qualitative study procedures, including classroom observations and interviews. Outcomes showed that all individuals showed attributes recognized to an Eclectic-Oriented teaching strategy positioning them in the middle of a continuum from Transmission to Interpretation-Oriented teachers. The outcomes were later on compared with the initial research displaying both a gratifying and unsatisfying result depending upon a qualitative or quantitative comparison. Findings likewise suggested that a holistic viewpoint needs to be thought about in order to analyze and understand the results.



Deprez, Busch, Ramirez, Araque & Bidonde (2021) performed a research with a purpose to evaluate the top quality policies for education in Turkish National Educational System according to the opinions of the supervisors of departments for policies that are in charge at Ministry of National Educational and the estimate of the plans on top quality of education. The research is created as a qualitative research version and interview technique which is among a technique of phenomenology model. Study hall of this research which has actually utilized purposive sampling is consisted from every one of the directors of academic polity divisions that supervise of General Directories within the Ministry of National Education. Information was examined by content evaluation in Nvivo10 packet program. It's found that the styles and codes that were disclosed in the research show parallelism with system approach. It's come through that there are advances both abilities of physical and quantitative aspects as lowering the type of colleges, reducing the class sizes and satisfying the colleges with faith task according to the research. Despite of these founding it additionally established that high quality troubles in education and learning are still keeping. It's determined that there are several things to do particularly carrying out academic quality plans; advancing of capacities of administration, instructors and programs, applying management processes; continuing on discovering ability of the trainees; giving of democratization and involvement and supplying equal rights in possibilities. Furthermore, it has been established that the lack of honesty in communication and coordination throughout the polity setting and also implementation process negatively influences the system. It has been gotten to that the directors of polity divisions handle organizational adjustment in the context of shaping and doing with legislations and regulations. It's suggested that ordered central structuring and range that caused by high power have actually caused challenge for transparency and participation; continual changing and treatment abraded the system and decreased the quality of education and learning.

Sherr, Rodgers, Varrall, Mueller and Adato (2018) in their study kept in mind that it is essential for educators to understand variables such as physical features, knowledge, perception, gender, ability, learning styles, which are specific differences of the learners. An effective and productive learning-teaching procedure can be intended by thinking about these individual distinctions of the trainees. Since the students' own learning speeds and passions differ, these features should be considered by the educator. The aim of this research was to identify exactly how science teachers are highlighting the private differences of trainees throughout the learning-teaching process. Qualitative research technique was utilized in this research and case is developed according to phenomenology. According to research findings, half of spoken with scientific research instructors specified that specific differences are very important for determining the learning styles of trainees. Once more, half of the instructors highlighted that pupils recognize their specific distinctions with the help of tests, homework's and activities during the teaching and learning process. Teachers also mentioned that in order to design the learning-teaching process appropriate to the private distinctions of the students, the learners would begin engagement in the lesson and the specific distinctions could be sustained by boosting the experiment and school trips.

Turkey higher education happens in public and private colleges and non-profit post-secondary occupation colleges (Johnstone, Arora & Experton, 2019). In 2018, 87% of learners in Turkey anticipated to finish higher learning contrasted to 69% in the same year. However numerous did not yet have low scholastic proficiency in important abilities, and the higher system does not have the ability to fulfill those needs.. Policy makers usually referred to a new national curriculum as a key resource for improving using technology in research areas, fostering the training of electronic skills and supporting the emotional well-being of students (Johnson, Becker, Cummins, Estrada,

Freeman & Hall, 2018). In other instances, focus are placed on the way the curriculum supplies models of how to use modern technology in the research areas or what ought to be suitable conditions for learners to develop and wide knowledge in a specific place. Countries have likewise mentioned methods that assist teachers and greater organizations create specific sections of the curriculum, with a specific focus on modern innovation (Petrides & Nodine, 2021).

Countries like Canada, Mexico and New Zealand, curriculums have laid policies dedicated to the execution of new innovations, concentrating on a particular areas defined in their specific curricula, whereby the policies consists of detailed curriculum execution actions and resources to assist the higher learning institutions. In the addition to restructuring the curriculum, another strategy utilized by nations is to take certain curricular growth guidelines to assist extend the present curriculum. The raising empirical evidence shows that developed nations are concentrating in school effectiveness and educators' effectiveness and accountability for student performance is compulsory (Reynolds & Teddlie, 2018). Building teacher capacity makes teachers to get teaching skills and knowledge, share teaching experiences and interact among themselves, gain access to career opportunities for professional growth and increases teachers' teaching quality. Capacity building forums exposes teachers to variety of professional development opportunities which includes; curriculum support and study groups and mentoring and induction programs (Diego, 2020).

In addition, specialist advancement generates the experience from outside the learning organizations allowing instructors to work collaboratively with peers, to get possibilities for mentoring and teaching concentrating in the classroom, the instructors in the option of locations to create activities to take on (Nash & Sproule, 2020). This proof reveals that expert growth makes a change in educator teaching techniques, enhances finding out quality in the classroom helping learners who might therefore improve learners finding out (Sahlberg, 2019). The capacity building techniques for boosting students' efficiency consists of renovation of teachers' knowledge and abilities, arranging workshops, seminars, mentoring, coaching of educators and trainees. Scientists have actually made payments when it comes to the value of educators' pedagogical and content understanding trainee efficiency. Educators have concrete pedagogical and material expertise of subject matter and the knowing procedure that affects trainee accomplishment (Taylor & Sobel, 2021).

Education in higher institutions in Turkey is cost-free for residential students that enroll with the general public institutions; with fees charges in place for worldwide trainees and who have not finish within the set time line (Klitgaard & Treverton, 2018). Personal establishments bill costs to all trainees; directors establishes the amount of fees to be billed by a particular institution. Trainees in Turkey pay for living and lodging expenses and might get grants, car loans and scholarships for funding these expenses. All government funding in this stage is straightly funded by the main government to higher education establishments, in the form of spending plan instead of obstruct, this might limit a lot much of the targeted circulation of capital at local or institutional degree (Black, Hashimzade & Myles, 2019). Tertiary institutions are required to generate earnings, and the increasing pressure on public tertiary institutions to do so with increasing worldwide enrolments, teaching in both evening and summer colleges and looking for contributions. Advantaged trainees, who might pay for the personal coaching in readiness for the college exams, likewise pay to go to private establishments, hence using multiple avenues whereby to get higher

education and learning, lots of which might be unbelievable to their more deprived peers (Dyhouse, 2021).

A strong supply of highly certified and involvement of educators is crucial in any kind of learning sector (Quartz, Thomas, Anderson, Masyn, Lyons & Olsen, 2018). In Turkey tertiary learning governance is systematized neither through tertiary education boards, whose participants are neither assigned presidentially nor by higher education institutions for four years. College establishments have restricted management, scholastic and economic freedom. In public college institutions, directors are selected from following nomination by tertiary education board, which again declares the employment of scholastic staff and introduction of other programmes (Moodie & Eustace, 2018). Private institutions have board which chooses deans, but director's appointment needs tertiary education board approval. In 2015, there was at very least one college in every district in Turkey, according to a research performed showed that it had significant effect on local economic environment and female involvement (Smits & Hoşgör, 2020). There are rapid expansions occurring, current efforts which aims at dealing with problems and ensure top quality and addressing an absence of institutional diversity. Expansion likewise puts pressure on tertiary education board, as participation in day-to-day management matters can prevent system management.

Japanese international Co-operation Firm (2007) revealed that ability advancement leads to constructing capabilities of people, establishments and countries. Empirical evidence revealed that any kind of initiative to enhance reliable teaching has to concentrate on effective teaching qualities. Building teachers' ability with workshops has actually been thought about weak means of advertising expert knowing. Educators are needed to update their teaching abilities and expert understanding to maintain a standard to transforming learner's landscape and to stay reliable with the current technology (Czaja & Sharit, 2020). Teachers are thus called for to prepare certain innovative and successful learners. Understanding achievement in building educators' capacity need to first identify resource individuals to be included in mentoring and coaching educators in vast array of training methods which produce outcomes. Within the coaching period educators have the ability to share concepts, comprehend the affiliations in between their values, understanding and practice (Lyle, 2020). Furthermore, instructors come to be metacognitive in their job, reflective, exploratory and verbalize when taking care of trainees. For effective capability building program, resource individuals require to be created inside by the tertiary institutions.

Additionally, carefully developed on-line knowing sources can offer vibrant and adaptable chances for instructor professional growth. Where sources are continual, abundant and assisted by a devoted training program gradually, they are more probable to have a larger result on the specialist growth of educators (Welner, Burris, Wiley & Murphy, 2019). Large open on the internet training courses also provide recurring expert growth in innovation skills. Such as Webwise in Ireland, it helps incorporate web safety and security into mentor, learning and carrying out research. In Portugal, mixed understanding training programs are being brought in to assist psychologists grow perspectives and skills to assist educators in embracing treatment techniques in the learning areas to avoid and inhibit turbulent and bullying actions (Hornbrook, 2020). Furthermore, to formal learning for educators, there are likewise a range of efforts which deal with educators and other stars like psychological wellness professional. As many difficulties surpass the walls of learning institutions setups, adult and larger area participation play a vital duty in attending to the problems of technology and psychological wellness. These collaborations are commonly calculated

interactions targeted at increasing the ability of institutions to boost the method they construct and reinforce technological abilities (Becker, Cummins, Davis, Freeman, Hall & Ananthanarayanan, 2021).

Bernstein and Cashore (2019) performed a study to check out the scope for initiative and independent activity that lies with institution principals in Kazakhstan, with a certain focus on capacity building methods. The study was situated within a huge collaborative project between three establishments: the University of Cambridge Faculty of Education, Nazarbayev University Graduate School of Education and Nazarbayev Pundit Schools. A mixed technique study style was utilized to collect information in 20 schools and 11 other academic organizations in six various geographical areas in Kazakhstan. The findings suggested that capacity building techniques are required if developments are to be implemented throughout all colleges. They likewise laid out the obstacles associated with making college reforms efficient and draw on the funding structure. The conclusion considered the effects for professionals and policy-makers.

After collaborations with households, mental wellness professionals and medical consultants are the next level of generally recorded educational organizations partnerships (Gueldner, Feuerborn & Merrell, 2020). All these consultants are called for in practically a third of the nations and are mostly present in an additional third. Emerging problem conjunction with the education, learning and physical health is ending up being progressively enhanced by mental health and wellness experts, as awareness grows regarding the value of emotional wellness (Fisher, 2021). Cultivating digital abilities and including ICTs in the establishments entails greater than merely trading books and tablets. It elevates the problem of unprecedented investment in learning of modern digital and professional growth to build the capacity of instructors for recognizing the utilization of material and pedagogical ramifications of modern innovation (Baldwin, 2020). Moreover, it indicates developing more powerful links with the entire society, for the majority of the possibilities and problems that came with the utilization of innovation existing within and outside institutions of research.

### **3.1 Research Methodology**

The research was a desktop review. The findings and inferences were based on the findings from previous studies

### **4.1 Research Findings and Conclusion**

Learners' achievement remains one of the most end results of learning in any education system and shows the performance of educational objectives by educators, trainees and the establishment assisted by values of accountability. In majority of instances, educators capability structure is tailored to some subjects omitting other critical topics, few instructors get the possibilities for capability development. Even with steps taken by some establishments monitoring in Turkey to enable vice chancellors, educators and trainees to go to workshops and conferences with goal to enhance trainees' scholastic efficiency, there is majority of educators who have not gone to teachers' capacity building programs. The study concluded that understanding gotten will aid teachers to much better address learners' performance. Additionally, it is required for instructors to subject trainees to other educational tasks like co-curricular tasks. This will certainly aid learners to notice talents and instructors can assist trainees to nurture these talents to highlight the most effective from each trainee that may help them to have more revenue producing resources in future. Besides instructor ability advancement, several aspects affect the trainees' efficiency consisting



huge concentration on co-curricular tasks, minimal capital to fund, institution monitoring assistance, reduced student entrance habits and scarcity of teachers in the establishments of tertiary institutions. There is requirement for targeted capability advancement for educators to be assisted to accustom educators' developments and fluctuations in mentor as a technique.

### **5.1 Recommendations**

The study recommended that capacity building of the teachers should be encouraged within the higher learning institutions in Turkey. The capacity building of the teachers entails increasing their exposure. The study further recommended the capacity building of the teachers can include organizing for benchmarks, seminars and enrollment in tertiary instructions. The school management can mobilize resources for the teachers to be equipped with higher capacity building. Further, it is recommended that teachers be given some holidays/breaks so they can refresh themselves. Capacity-building methods that are participatory and develop a culture of shared learning need to be encouraged within institutions. Further, it is recommended that institutions adopt modern technology to attain scale and provide individual attention to teacher needs. Needs analyses essentially the methods of the capacity building need to be examined regularly. This will enable the institutions to identify and determine the capacity that needs to be built in teachers.

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