

ABSTRACT OF THE DISSERTATION

SCHOOL ORGANIZATION: THE IMPACT OF TEACHER QUALIFICATIONS ON STUDENT ACHIEVEMENT AT KINGS INTERNATIONAL SCHOOL BRAZZAVILLE

By

Laura Jumbam Viban

THE BOYER SCHOOL OF EDUCATION, 2018

DR. JILLIAN SKELTON, CHAIRPERSON

The purpose of this study was to explore the impact of school organization on student achievement at Kings International School (KIS) Brazzaville. It examined how the KIS administration develops policies and processes necessary for achieving growth and advancement through hiring qualified teachers, supporting, and evaluating them to ensure student academic success.

To achieve the study's objectives, the researcher adopted a qualitative, exploratory case- study approach. The researcher examined the impact of teacher qualifications on student performance at KIS using assessment data from Measures of Academic Progress (MAP) test for students in Grades 3 to 10 from 2013 to 2017, as well as a questionnaire and document review. There was a

ABSTRACT OF THE DISSERTATION

significant improvement in performance throughout time, as depicted by Spearman's Rho correlation test.

Some significant findings were that teachers require a deep understanding of concepts and how to teach them (pedagogical content knowledge) in all the subjects and this trend of perception was almost the same throughout the years. Spearman's Rho indicated that as teacher qualification increased throughout time, so did the performance increase, given the strong and positive value of R (0.866). Spearman's Rho also indicated that as the number of educators with both middle- and high- school level certification increased throughout time, so did the performance, given the strong and positive value of R (1.000).

The research also suggests that when schools strengthen their settings, by providing incentives and better work conditions for qualified teachers, teachers are more likely to be attracted to and remain in these schools. In the light of these findings, the study recommended that KIS, and schools in general, invest in recruiting practices that focus on teacher qualifications.

Keywords: Degrees, Gains Model, international school, school organization, student achievement, teacher certification, teacher collaboration, and teaching experience.