



ASIA LEADERSHIP
ROUNDTABLE

BANGKOK
2011

Educational Reform and Change in the Asia Pacific Region

Teacher Evaluation as a Catalyst for Organizational Learning

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The study aimed to investigate how the Teacher Evaluation program prompted organizational learning in the context of Taiwan. In order to enhance teacher professional quality and growth, a program of teacher evaluation was launched by the Ministry of Education since 2006. The program was designed as formative in nature, aiming for professional development of teachers. Owing to the lack of studies examining the link between teacher evaluation and school improvement, a qualitative case study was used as the approach to explore the context, processes, and consequences of using evaluation to facilitate organizational learning at a high school. Cognitive and cultural perspectives were used to analyze the individual, team, and organizational level of learning stimulated by evaluation.

Key words: School improvement; organizational learning; evaluation

