

Language Teachers' Views and Suggestions on the Central Teacher Selection and Recruitment Exam in Turkey

Abstract

This study inquires into whether prospective English language teachers consider the central exam, *KPSS* (The Selection Examination for Professional Posts in Public Organizations) valid to select and recruit English language teachers, and what suggestions they have concerning the improvement of the exam. The findings indicate that the majority of the participants have negative attitudes towards the exam and think that it is not valid. Moreover, they point out that the exam must include the subject knowledge. Therefore, there is an urgent need for the policy makers to know what they want teachers to do in classrooms and schools, then test and select teachers accordingly.

Key words: *teacher selection, teacher recruitment, language teachers, Turkey.*

Introduction

Growing enrolment and pending retirement have given rise to an increasing demand for teachers in any country. The supply of teachers, on the other hand, has been declining. According to Dolan (2008), "the relationship between teacher supply and demand is such that supply represents the number of teachers eligible to teach, and demand represents the number of teaching positions available" (4). However, in some countries such as Turkey, this relationship is rather problematic. In some school subjects, trained teachers are available in excess of the requirements of the system, while in others untrained teachers have to be appointed due to