



## **Determine suitable strategies to optimal use of knowledge and experience for the pensioners of the Education and Development organization in various fields of education from the perspective of teachers and administration high schools of Marand (Iran) city in the academic year 2013-14**

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### **ABSTRACT**

*This study aims to determine suitable strategies to optimal use of knowledge and experience for the pensioners of the Education and Development organization in various fields of education from the perspective of teachers and administrators. This study is an applied research concerning nature with an Inductive-qualitative Approach which is a field study with descriptive-case strategy. To gather data, researcher-made questionnaire, its validity was confirmed by experts and its reliability was approved by performing research over 30 and calculating Cronbach's alpha ( $0.87 = \alpha$ ). The statistical population of this study (241 people) includes all male and female teachers and administrators working in the high schools of Marand city in 2013. Among which 150 people with the most years of experience were selected as sample using Morgan table non- randomly. The results showed that the subjects consider the following strategies as necessary in order to use the experiences of pensioners optimally: 1- strategy to provide consultancy service to the field of teaching and learning methods ; 2 – strategy to organize meetings in order to encourage parents to work with school affairs; 3 - Strategy to establish academic associations of Education and Development pensioners for research centers, textbooks authorization centers and Especial Talents Development centers ; 4 - strategy to hold training workshops for non-textual methods of evaluation; 5 - strategy to attend in meetings of school staff and parents in order to encourage parents to equip the school; 6- strategy to attract freely in order to improve student affairs ; 7 - strategy to lecture in research-academic conferences to inform parents.*

**Keywords:** knowledge, Experience, Retirement Education, Teaching – Learning Process

### **INTRODUCTION**

One of the resources being used to solve mankind problems in history is: *experience*, perhaps the most basic and yet the most fundamental way to solve problems lies in personal experiences. It means that *experience* is one of the sources that everyone is familiar with it and uses it in practice [5]. One of the most important, most complex and most widespread social systems is Educational system which the main topics and activities of it is human and his breeding. A system that can include several functions: transmission of cultural elements, various science and technologies, customs and traditions, religion and language to the next generation, help to growth of students' characters in the ethical-emotional and socio-political aspects, training and providing required manpower of society in the fields of industry, services, agricultural, etc [12]. Establishing a new and efficient training system needs new ideas, modern methods and appropriate deployment of experiences and rich knowledge of retired teachers, and answering questions such as: What content should be included in teacher training system? How should theory and practice be integrated? What equipment and training materials are needed? Teachers as facilitators of education, flexible developers, habitual users of book studying, suppliers of curriculum, etc. what do they need to learn? How to evaluate teachers' learning? Makes educational experts to search for keeping up with changes and new developments in order to make changes through identifying innovations and taking advantage of educational retirement experiences [10]. One of the best ways of investigating a program is using experiences of those who have performed this program and encountered its problems and challenges in daily activities [9].

Anhoren considers consult, advise, arrival programs and familiarization as the constitute parts of teachers' support system and emphasizes that people should receive the required trainings when come to teach or work. Preparing arrival programs and familiarization, organizing and fostering the system of professional relationships between teachers and especially designing the systematic interrelationships between novice teachers and experienced teachers in the form of counseling programs and teacher support is one other support method that is remarkably effective in reducing the retirement of teachers [3]. John Dewey (1938) defines the concept of education as "the rebuilding or reorganizing experience to expand its meaning and to enable the individual in order to guide and control his next experiences"[6]. Knowledge is the combination of experiences, values, available information and systematic undergraduate attitudes that presents a framework to evaluate and use new experiences and information [7]. Experience management is a special kind of knowledge management that exclusively deals with experience-based knowledge and is one of the areas of specialized knowledge in the problem solving process. In general, experience management deals with experience collection, documentation, store, reuse, evaluation and maintenance [2]. Experience management is a special kind of knowledge management which deals with empirical knowledge. For example, the knowledge obtained from solving a problem is the experience that can be used in the future. The term experience management has been used by many authors including Tautz and the definitions offered by them emphasize on the process like: collecting, modeling, storing, reusing, evaluating, and maintaining experience [14]. Studies which have been conducted using comparable method in the field of sample-based reasoning, indicate that the use of past experiences continues in solving several new problems [1]. According to William Ouchi's theory, a Japanese professor who is living in America, supporting personnel at all service times, creating in-depth intimacy and understanding among them, cooperating in decision-making, shared responsibility and refraining from the close control and monitor of members cause the personnel consider the organization for themselves and employ all their intellectual power and abilities honestly to produce more efficiency [8].

## MATERIALS AND METHODS

The statistical population (241 people) of this study includes all female and male teachers and administrators working in high schools of Marand (Iran). To determine sample size, Morgan table people with the more service years were selected as sample.

### Data collection tools:

A questionnaire was made by researcher which has measured the teachers attitude toward deploying 7 strategies being used in optimum use of retirees experiences in 9 different areas of education and its sub-components. The number of questionnaire items were 63 and it was in 5-point Likert scale. Face and content validity has been used to ensure the accuracy and validity of questions, and Cronbach's alpha coefficient has been used for determining the reliability of questionnaire. Total reliability coefficient of the questionnaire is obtained 0.87.

## RESULTS

1-Using investigated mechanisms for collaboration and usage of knowledge and experience of Education and Training retirees have what kind of sequence from the perspective of teachers and school administrators?

**Table 1. Ranking of strategies using the experiences of retirees**

variable	Average rating	N	F-test amount	Df	Level of significance
- By providing advisory services	1	150	90.137	6	0.000
- By Holding workshops	2				
- By speech meetings	3				
- By forming association of retirees	4				
- By recruiting as free force	5				
- By speech in scientific and research conference	6				
- By attending to school staff and parents meetings	7				

Based on information of Table 1 and according to results of Friedman test, the main strategy for efficient use of knowledge and experiences of Education and Training retirees, from the perspective of study population are as follow: "By providing advisory services", "By Holding workshops", "By speech meetings", "By forming association of retirees", "By recruiting as free force", "By speech in scientific and research conference" and "By attending to school staff and parents meetings", with the average rating of

39.45, which has been achieved according to test criterion  $F= 90.173$  with the level of significance of  $p=0.000$ , therefore, observed difference in ratings are significant statistically.

2-Is it necessary to determine a good strategy to the optimal use of knowledge and experience of pensioners in the Education and Development organization in the field of parents and teachers association from the perspective of administrators and teachers?

**Table 2. The T-test for viewpoint of administrators and teachers toward strategies for using retirees experiences in the scope of parents and teachers**

Variable	Number	Average	Standard deviation	Skew coefficient	Minimum	Maximum	Single sample t-test	Degree of freedom	Level of significance
<i>Promoting activities of parent-teacher associations</i>	150	3.77	0.87326	-1.312	1	5	1.869	149	0.000

Based on the information of Table 2, the average rating of investigated individuals' perspective in selecting the appropriate strategy for retirees' contribution in order to promote the activities of parent and teacher associations equal to 3.77 with the standard deviation of 0.87, so that the minimum score is 1 and the maximum score is 5 and theoretical average is 3. The amount of test is achieved as  $t=10.869$  with the level of significance  $p=0.000$ , because that the significance level is less than 0.05, it can be concluded that investigating individuals consider the use of investigating strategies for contributions of retirees in order to promote the activities of parents and teachers good.

3-Is it necessary to determine a good strategy to the optimal use of knowledge and experience of pensioners in the Education and Development in the field of Intellectual Development of Children and Adolescents from the perspective of administrators and teachers?

**Table 3. The T-test for viewpoint of administrators and teachers toward strategies for using retirees experiences in Intellectual Development of Children and Adolescents**

variable	Number	Average	Standard deviation	Skew coefficient	Minimum	Maximum	Single sample t-test	Degree of freedom	Level of significance
<i>cooperation with Intellectual Development of Children and Adolescents</i>	150	3.4758	0.99839	-0.954	1	5	5.837	149	0.000

Based on the information of Table 3, the average rating of investigated individuals' perspective in selecting the appropriate strategy for retirees' contribution with Intellectual Development of Children and Adolescents equal to 3.47 with the standard deviation of 0.99, so that the minimum score of cooperation is 1 and the maximum score is 5 and theoretical average is 3. The amount of test is achieved as  $t=5.837$  with the level of significance  $p=0.000$ , so that investigating individuals consider the use of investigating strategies for contributions of retirees in Intellectual Development of Children and Adolescents is good[9].

4-Is it necessary to determine a good strategy to the optimal use of knowledge and experience of pensioners in the Education and Development in the field of Study and Research centers from the perspective of administrators and teachers?

**Table 4. The T-test for viewpoint of administrators and teachers toward strategies for using retirees experiences in research projects and research centers of Education and Training**

Variable	Number	Average	Standard deviation	Skew coefficient	Minimum	Maximum	Single sample t-test	Degree of freedom	Level of significance
<i>cooperation with research projects and research centers of Education and Training</i>	150	3.6300	0.91877	-0.792	1	5	8.398	149	0.000

Based on the information of Table 4, the average rating of investigated individuals' perspective in selecting the appropriate strategy for retirees' contribution with research projects and research centers of Education and Training is equal to 3.63 with the standard deviation of 0.91, so that the minimum score of

cooperation is 1 and the maximum score is 5 and theoretical average is 3. According to conducted single sample t-test criterion and comparing with the average number of 3, the amount of test is achieved as  $t=8.398$  with the level of significance  $p=0.000$ , and because that the significance level is less than 0.05, it can be concluded that investigating individuals consider the use of investigating strategies for contributions of retirees in research projects and research centers of Education and Training is good.

5-Is it necessary to determine a good strategy to the optimal use of knowledge and experience of pensioners in the Education and Development in the field of schools to improve the affairs related to students from the perspective of administrators and teachers?

**Table 5. The T-test for viewpoint of administrates and teachers toward strategies for using retirees experiences in improving the affairs of students**

Variable	Number	Average	Standard deviation	Skew coefficient	Minimum	Maximum	Single sample t-test	Degree of freedom	Level of significance
<i>cooperation with improving the affairs of students</i>	150	4.0242	0.65390	-0.399	2.25	5	19.183	149	0.000

Based on the information of Table 5, the average rating of investigated individuals' perspective in selecting the appropriate strategy for retirees' contribution in order to improve the affairs of students is equal to 4.0242 with the standard deviation of 0.65390, so that the minimum score of cooperation here is 2.25 and the maximum score is 5. According to conducted single sample t-test and comparing with the average number of 3, the amount of test is achieved as  $t=19.183$  with the level of significance  $p=0.000$ , and because that the significance level is less than 0.05, it can be concluded that investigating individuals consider the use of investigating strategies for contributions of retirees in improving the affairs of students is good.

6-Is it necessary to determine a good strategy to the optimal use of knowledge and experience of pensioners in the Education and Development in the field of Especial Talents Development schools from the perspective of administrators and teachers?

**Table 6. The T-test for viewpoint of administrates and teachers toward strategies for using retirees experiences in breeding of talented students**

Variable	Number	Average	Standard deviation	Skew coefficient	Minimum	Maximum	Single sample t-test	Degree of freedom	Level of significance
<i>cooperation with breeding of talented students centers</i>	150	3.9433	0.73782	-0.555	1.88	5	15.659	149	0.000

Based on the information of Table 6, the average rating of investigated individuals' perspective in selecting the appropriate strategy for retirees' contribution with centers of breeding of talented students is equal to 3.94 with the standard deviation of 0.73, so that the minimum score is 1.88 and the maximum score is 5. According to conducted single sample t-test and comparing with the average number of 3, the amount of test is achieved as  $t=15.659$  with the level of significance  $p=0.000$ , and because that the significance level is less than 0.05, it can be concluded that investigating individuals consider the use of investigating strategies for contributions of retirees with centers of breeding of talented students is good.

7-Is it necessary to determine a good strategy to the optimal use of knowledge and experience of pensioners in the Education and Development Organization in the field of publishing institutions to design and compile textbooks and teaching aids from the perspective of administrators and teachers?

**Table 7. The T-test for viewpoint of administrates and teachers toward strategies for using retirees experiences in improving textbooks and teaching aid books**

Variable	Number	Average	Standard deviation	Skew coefficient	Minimum	Maximum	Single sample t-test	Degree of freedom	Level of significance
<i>cooperation with publishing institutes designing and writing</i>	150	3.7933	0.87853	-1.225	1	5	11.060	149	0.000

Based on the information of Table 7, the average rating of investigated individuals' perspective in selecting the appropriate strategy for retirees' contribution in designing and writing of textbooks and teaching aid books is equal to 3.79 with the standard deviation of 0.87, so that the minimum score is 1 and the maximum score is 5 and the skew coefficient is equal to  $sk=-1.125$ . According to conducted single sample t-test and comparing with the average number of 3, the amount of test is achieved as  $t=11.060$  with the level of significance  $p=0.000$ , and because that the significance level is less than 0.05, it can be concluded that investigating individuals consider the use of investigating strategies for contributions of retirees in designing and writing textbooks and teaching aid books is good.

8-Is it necessary to determine a good strategy to the optimal use of knowledge and experience of pensioners in the Education and Development Organization with novice teachers to improve teaching and learning methods from the perspective of administrators and teachers?

**Table 8. The T-test for viewpoint of administrates and teachers toward strategies for using retirees experiences in improving teaching and learning methods**

Variable	Number	Average	Standard deviation	Skew coefficient	Minimum	Maximum	Single sample t-test	Degree of freedom	Level of significance
<i>cooperation with new teachers in improving teaching and learning methods</i>	150	3.7592	0.90070	-1.039	1	5	10.323	149	0.000

Based on the information of Table 8, the average rating of investigated individuals' perspective in selecting the appropriate strategy for retirees' contribution in improving teaching and learning methods is equal to 3.75 with the standard deviation of 0.90, so that the minimum score is 1 and the maximum score is 5. According to conducted single sample t-test and comparing with the average number of 3, the amount of test is achieved as  $t=10.323$  with the level of significance  $p=0.000$ , and because that the significance level is less than 0.05, it can be concluded that investigating individuals consider the use of investigating strategies for contributions of retirees in improving teaching and learning methods is good.

9-Is it necessary to determine a good strategy to the optimal use of knowledge and experience of pensioners in the Education and Development Organization with novice teachers to make better use of teaching aids and materials from the perspective of administrators and teachers?

**Table 9. The T-test for viewpoint of administrates and teachers toward strategies for using retirees experiences in improving the usage of educational aid tools and items**

variable	Number	Average	Standard deviation	Skew coefficient	Minimum	Maximum	Single sample t-test	Degree of freedom	Level of significance
<i>cooperation with new teachers in improving the usage of educational aid tools and items</i>	150	3.7450	0.78800	-0.236	2	5	11.403	149	0.000

Based on the information of Table 9, the average rating of investigated individuals' perspective in selecting the appropriate strategy for retirees' contribution in improving the usage of educational aid tools and items is equal to 3.74 with the standard deviation of 0.78, so that the minimum score is 2 and the maximum score is 5. According to conducted single sample t-test and comparing with the average number of 3, the amount of test is achieved as  $t=11.403$  with the level of significance  $p=0.000$ , and because that the significance level is less than 0.05, it can be concluded that investigating individuals consider the use of investigating strategies for contributions of retirees in improving the usage of educational aid tools and items is good.

10-Is it necessary to determine a good strategy to the optimal use of knowledge and experience of pensioners in the Education and Development Organization with novice teachers to improve evaluation methods from the perspective of administrators and teachers?

**Table 10. The T-test for viewpoint of administrates and teachers toward strategies for using retirees experiences in improving methods of educational evaluation**

variable	Number	Average	Standard deviation	Skew coefficient	Minimum	Maximum	Single sample t-test	Degree of freedom	Level of significance
<i>cooperation with new teachers in improving methods of educational evaluation</i>	150	3.7450	0.80018	-0.386	2	5	11.403	149	0.000

Based on the information of Table 10, the average rating of investigated individuals' perspective in selecting the appropriate strategy for retirees' contribution in improving methods of educational evaluation is equal to 3.74 with the standard deviation of 0.80, and the skew coefficient is equal to -0.386, so that the minimum score is 2 and the maximum score is 5. According to conducted single sample t-test and comparing with the average number of 3, the amount of test is achieved as  $t=11.403$  with the level of significance  $p=0.000$ , and because that the significance level is less than 0.05, it can be concluded that investigating individuals consider the use of investigating strategies for contributions of retirees in improving methods of educational evaluation is good.

### DISCUSSION AND CONCLUSION

Gordon Alporthas defined the attitude as: "A learned predisposition to think, feel and behave towards a person (or object) in a particular way", which results from past experience and has dynamic and direct influence on person's reaction toward all issues and situations depending on attitude. If teachers believe that using retired teachers would cause academic improvement or increase empathy in Education and Training, they have positive perspective. The results of Darling Hammond's study (2000) indicated the relationship between years of teaching experience and teacher's expertise. Using experiences of retirees in education and teaching is a part of knowledge management system and continue to maintain knowledge in organization through determining appropriate processes. The educational system can overcome many related problems by defining strategies of using experiences of retirees in knowledge management processes.

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