

## Abstract

This research aims to improve teachers and staff as individuals, team, and organizational learning through the organization development interventions (ODI) for Assumption College Nakonratchasima, a school with 3,087 students, from kindergarten to higher secondary, with 213 Thai teachers, and 32 foreign teachers. Researcher has conducted an action research with a mix of both quantitative technique and qualitative approaches to examine with an aim to improve the quality of the current understanding, practice, and factors enable individuals, team and organization learning. An Organization Development Intervention (ODI), a set of designed planned actions, organizing workshops, and on spot trainings in an atmosphere of schooling activities was designed and implemented to improve organizational learning. The progress analysis was determined from the Mean scores of the different gap scores of the variables between the PRE ODI and Post ODI. The pair simple t-test was applied as statistical analysis to test the hypothesis. Ho1 is rejected, as there is a significant difference between PRE ODI and POST ODI on individual learning, team learning and organizational learning. The qualitative data indicates that the teachers and staff at the school have demonstrated improvement in their interest and support for the school vision, which has become widely accepted by teachers and staff. The school gradually has improved its organizational learning, taking the role of a learning organization, which provides the chance of consciously and continuously pursuing quality improvement. This study has resulted in the change of personal attitudes and practices. In another words, ACN teachers and staff as individuals, team, and organizational learning have improved through OD Intervention that enables them to break through the turbulent situation, ensuring sustainability and retaining its competitive advantage in very competitive and changing circumstances.

**Keywords:** school organizational learning, learning organization