

Research Paper—Education



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TEACHER EFFECTIVENESS



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ABSTRACT

Education has always been a matter of prime concern for any country. Perhaps, we have not been able to create the kind of society that we need and hence we have to think of the center around which the education system revolves i.e. the Teacher and his effectiveness. According to Gupta and Kapoor, Teacher effectiveness consists of following abilities: Art of teaching, class room management, his adjustment in his society, positive attitude, his job involvement, initiative and enthusiasm and professional ethics. According to D. G. and Mitzel there are three criteria's of teacher effectiveness 1) Presage Criteria, 2) Process Criteria, 3) Product Criteria

The government policy of education changes from time to time and the entire education system gets affected. The teacher, being the active part of the system is widely affected by government policy. The investigator used self made questionnaire consisting of seven questions. It was given to 25 teachers of Adarsh Vidyalaya, Patan and their views regarding the effect of government policy on teachers effectiveness were received.

- Most of the teachers are not satisfied with interview system and recommend suggestions.
- The fixed salary given to Shikshan Sahayak reduces the effectiveness of a teacher.
- The teacher considers the strength of 72 students a determinant factor that adversely affects the effectiveness of a teacher.
- Seminars, Training Karmyogi shibirs have not been able to give expected results.
- Some of the teachers are in favour of reducing the work load, but all have to favoured it.
- Teachers are of the view that some provisions should be made to send the teachers for higher studies M.Phil., M.Ed., as it will enhance the effectiveness of a teacher.

Introduction

Education has always been a matter of prime concern for any country. In India, before centuries Bhartuhari said, This acceptance of the paramount importance of VIDYA i.e. education compels us today to think very seriously on the issues that highly and acutely affect education system. Perhaps, we have not been able to create the kind of society that we need and hence we have to think of the center around which the education system revolves i.e. The Teacher and his effectiveness.

Teacher Effectiveness-For years, debate has been going on among educationalists on what affects the student's achievement more – the uniqueness of the school or the teacher. Teacher surely is a determining factor that affects the achievement of a student. To define effectiveness of a teacher is not too easy. So first of all let us understand what the teacher is supposed to do. The teachers' main task is systematic exposition of the subject matter. In his job are also included clarity of teaching goals, content mastery, power of communication. The teacher as a good communicator with clarity, appropriateness, tenacity and use of multi faceted channel can reach to the level of learners. If with all these jobs, the teachers can get the expected outcome of the teaching, then it results in his far better effectiveness. If teacher can execute his ability, skill, experience, knowledge and will into action then it is effective teaching.

According to Gupta and Kappor, Teacher effectiveness consists of following abilities Art of teaching, class room management, his adjustment in his society, positive attitude, his job involvement, initiative and enthusiasm and professional ethics. According to D. G. and Mitzel there are three criteria of teacher effectiveness.

• **Presage Criteria**-In presage criteria are included the teacher's cognitive abilities, intelligence, aptitude, educational and professional abilities, personality values, interest and moral attitudes.

• **Process Criteria**-A process criterion is concerned with the teacher's practical teaching abilities, skills, educational activities and his behavior. Feed back as an equipments is used to improvise process criteria.

• **Presage Criteria**-In The results of the student's achievement and their attitude show the product criteria of teacher effectiveness.

Teacher effectiveness has also been defined as a combination of five working skills, ten competencies and five commitments.

Government Policy—Before centuries education system was not under the control of state, i.e. government. Today, government holds control over it. The government takes decisions regarding education system and the institutions have to follow them. The government policy of education changes from time to time and the entire education system gets affected. The teacher, being the active part of the system is widely affected by government policy.

Research Procedure—The investigator used self made questionnaire consisting of seven questions. It was given to 25 teachers of Adarsh Vidyalaya, Patan and their views regarding the effect of government policy on teachers effectiveness were received.

Content Analysis & Interpretation—In response to the first question, the investigator received various suggestions. Some teachers firmly believed that there should not be any marks of personal impression of a candidate as it would lead to corruption. Hence the teachers should be selected purely on the basis of his merit marks. While some teachers believed that sometimes the candidate has

highest merit but no knowledge so there should be some provision to consider his knowledge, talent, skills. A teacher recommended developing a system similar to the banking recruitment system. One interesting suggestion was made by the principal who said that the trust should be allowed to select any of the first three selected candidates.

- With regard to the salary given to Shikshan Sahayak most of the teachers opinioned that it is unfair to give them fixed salary of Rs. 4,500 /- while they bear the work load equal to that of all Assistant Teachers. They feel that they are exploited and it adversely affects their competencies but it is also found that they work sincerely, honestly.

- Most of the teacher have considered the strength of students a determining factor which badly affects the effectiveness of a teacher. The teacher can not personally KNOW the student. The strength of the students as suggested by the teachers, should be reduced to 40 to 45.

- Responding to the Karmyogi Training, Seminars majority of the teachers believed that it is merely. A waste of time, money and energy. It serves no purpose. The teachers are compelled to attend the training and hence they attend it without enthusiasm.

- Responding to the question of work load, many teachers opinioned that due to excessive work load, they don't get sufficient time for preparation and it results in low effectiveness of teachers.

- The teacher are not sent for higher studies, particularly in the field of research such as

M.Ed., M.Phil. The teachers opinioned that the government does not make provision for teachers to pursue higher studies and hence the teachers are deprived of research knowledge and current trends of education and that also adversely affects their effectiveness.

- The teachers had very strong objection against the latest policy that the recruitment of a teacher will be made on the basis of the names obtained from employment office. Some teachers expressed fear that it would lead to corruption. This policy has no relation with the quality of a teacher and it is a highly impractical way that will reduce the effectiveness of a teacher.

Finding and Conclusions—Most of the teachers are not satisfied with interview system and recommend suggestions

- The fixed salary given to Shikshan Sahayak reduces the effectiveness of a teacher.

- The teacher consider the strength of 72 students a determinant factor that adversely affects the effectiveness of teacher.

- Seminars, Trainings, Karmyogi Shibir have not been able to give expected results.

- Some of the teachers are in favour of reducing the work load, but all have not favored it.

- Teachers are of the view that some provision should be made to send the teachers for higher studies M.Phil., M.Ed., as it will enhance the effectiveness of a teacher.

- The recruitment of a teacher through the names obtained from employment office would be highly impractical.

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