

# A Study of Teaching Effectiveness in Relation to School Academic Performance



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## Abstract

*Teachers form the nucleus of any system of Education. They are one of the main pillars of the society, responsible for educating young people for future careers for different walks of life. It is also a truism that No system of Education can rise above the levels of its teachers. No program of Education Reform can be implemented without the willing and active co-operation of teachers. Teachers could be the most powerful agents of social regeneration. variables Teacher effectiveness is the product of several namely academic, subject mastery, intellectual level, love for children, job satisfaction, teaching experience, professional growth, age of teacher, techniques used in teaching, etc. and effective teachers contribute positively toward academic achievement, classroom management, student motivation, and personality development of learners and bring about intended learning outcomes that enable them to achieve the desired results for their students. This paper emphasized the need for professional development programs and supportive educational environments to enhance teacher effectiveness among secondary school teachers. This conceptual paper suggests the ways to enhance the school academic performance and discuss the relationship between the school performance and teaching Effectiveness.*

**Keywords:** Teaching Effectiveness, School Academic Performance

## Introduction

Teaching is considered as one of the oldest profession as well as noble profession. The very word teacher is value loaded. Every teacher is expected to be an ideal man imbued with high moral character. Professionally s/he is supposed to have rapport with all concerned with the profession.

Teachers form the nucleus of any system of Education. They are one of the main pillars of the society, responsible for educating young people for future careers for different walks of life. It is also a truism that No system of Education can rise above the levels of its teachers. If Education is the fundamental institution of any society the

teachers are center to any school, college and university. No programme of Education Reform can be implemented without the willing and active co-operation of teachers. Teachers could be the most powerful agents of social regeneration, because the whole structure of educational edifice is based upon the teachers.

The impact of teachers on upcoming generation that is on the students is very subtle and long lasting.

## Conceptual Framework of Teacher effectiveness

It is an area of research that is concerned with the relationship between the characteristics of

teachers, teaching acts, and their effects on education, and discriminating between more or less effective teachers. Teacher effectiveness refers to the ability and competence of teachers to bring desirable changes in students' behaviour, learning, and achievement through effective teaching practices. It includes classroom management, communication skills, teaching strategies, subject knowledge, instructional planning, evaluation techniques, and interpersonal relationships. Effective teachers create a positive learning environment where students feel motivated, engaged, and encouraged to participate actively in the teaching-learning process.

A teacher is said to be effective when the teacher has attained the necessary competence in their roles and functions such as preparation and planning for classroom management, knowledge of the subject matter, teacher characteristics, and interpersonal relationship. Maximizing teacher effectiveness is a major goal of education.

It is rightly remarked that, if competent and effective teachers can be obtained, the likelihood of attaining desirable educational outcomes is substantial. As these trend and concerns regarding teachers are as follows:

- The need for further professionalization of teacher vocation, as well as more commitment and responsibility on the part of the teachers.
- Deterioration in the social standing of teachers.
- Deterioration in working conditions including teacher's salaries in real terms and some time in times in term of the actual amount.
- Teacher's morale has gone down almost everywhere, standards have dropped and commitment is slowly eroded away.

Studies suggest that teacher quality is more important factor in student learning than socio-economic factors and that superior teaching can overcome the serious social disadvantages faced by students. The teacher should not only be a communicator but also a mobilizer, motivator, co-coordinator.

School may have excellent material resources in the form of equipment, building and textbooks and although curriculum may be appropriately adapted to community requirements but if the teachers are misfits or are indifferent to their responsibilities, the whole program is likely to be ineffective and largely wasted.

### **Teaching Effectiveness: Crucial need**

Teacher plays a pivotal role in the process of nation building and social development. The contribution of effective teacher can be witnessed in the following manner:

Effective teacher → Talented students → Good Quality → HR → Improved Level of productivity → Strong Economy, Great Nation.

Teacher Effectiveness means producing a desired or intended result according to a pre-determined goal. The result must be explicit and available for service so as to meet the needs of the individual and the society. So every teaching activity should be directed towards effective attainment of a planned outcome. The effective and successful teachers share some common characteristics. Success in teaching depends almost entirely on attitude and approach.

During the meetings of Academic Resource Centers at Local, Block, District and State levels teachers can share their talents, expertise, innovations and teaching experiences to help each other.

### **Qualities of Effective Teachers**

An effective teacher possesses various qualities such as enthusiasm, confidence, clarity in teaching, emotional stability, patience, flexibility, and professional commitment. Effective teachers not only focus on academic achievement but also help students in their moral, emotional, and social development.

Use different teaching methods according to the needs and interests of learners and encourage critical thinking, creativity, and self-learning among students.

Teacher effectiveness is influenced by several personal, professional, and environmental factors.

Demographic variables such as gender, marital status, teaching experience, school location, and type of school may significantly affect teachers' performance and effectiveness. For example, experienced teachers may possess better classroom management skills and instructional competence, whereas younger teachers may use innovative teaching techniques and technology more effectively. Similarly, teachers working in urban schools may have better access to educational resources and professional development opportunities as compared to teachers working in rural schools.

### **Suggestions to Enhance School Academic Performance**

Although the teacher does not have much freedom regarding framing the curriculum, developing text-books, deciding school timings and school holidays, certification and evaluation patterns, but transaction of instructional inputs is in his/her hands. Moreover, he /she have full control over his/her class. To maximize students' potential for learning, he/she can use the method appropriate to the level of the learner and to the subject matter. In his/her approach, he/ she have to be innovative and resourceful.

We know that performance of school is measured in terms of academic achievement of students and discipline among staff and students. It is also important that schools have sufficient number of staff to execute school activities effectively. Teachers have to perform certain administrative work in addition to teaching. Sometimes it happens that teaching suffers as administrative work becomes more important. This situation is very common in schools situated in rural areas. As we know that education is the evolution, we must think innovative ways to tackle all the hurdles, so that studies of students do not suffer.

Following are some suggestion for teachers to Enhance school academic Performance in terms of teaching-learning process:

**Formation of subject association:** Formation of subject associations in the neighborhood is one step for your professional growth. The as-

sociations are made up of the subject teachers in a particular area such as 'Mathematics Teacher Association' 'English/Hindi Teachers Association'; 'Science Teachers Association' and many more as per the need of teachers. You can initiate such step in your area. These associations not only help in solving problems but also in promoting teaching and learning of the related subject.

**Updating latest Digital knowledge through various medium:** Learning, as we know, is life-long process. Digital technology and print media, have so much of information and knowledge that you can continuously update your knowledge using these resources. You can the surf digital platforms regularly because it opens the floodgates of knowledge and information. It has become the urgent need that all teachers are familiar with the use of computers and Digital media.

Further, widen your own awareness about the latest trends in education and about the social problems and current issues such as Education for All, education for SC/ST children, girl child, children with disabilities, women's issues, peace education, conservation of environment, consumer awareness etc.

**Taking maximum advantage from professional training programmes:** Teachers undergo various in-service professional training programmes. These training programmes have been planned to upgrade the knowledge and the skills of teachers in content, pedagogy and contextual areas. We have to understand that these training programmes are opportunities provided for sharing experiences and innovations as well as to get chance to solve problems. We have to take interest in such training programmes and demand more and more quality, enrichment in such programmes so that the higher authorities also try to put maximum inputs in training programmes.

You can keep one period for completing your administrative work. During this period some assignments/activities may be given to children and class monitor may be asked to supervise them.

Help of educated parents/retired persons/unemployed educated youth may be taken if you have to do some other works. However, you have to establish good relationship with community members so that they understand the genuine problems of the school.

Problems and issues related to school performance may be discussed with village education committee/school welfare committee/PTA members and possible solutions may be arrived at.

You may develop your own time-table keeping in view the past experience. The time-table may be such that other than teaching work can easily be accommodated.

Every school has very bright students. Identify students' abilities/knowledge in different subject (language, mathematics, science and social sciences) and take their help whenever required. But this should not be done because you have to take rest or do some personal work during that time. Students should full faith in you and understand your genuine problem, and then only they will come forward to help you.

Help of senior students may also be taken to organize co-curricular activities such as games, other competitions and cultural activities.

To make teaching-learning process interesting, activity-based and innovative, you can take help of students in making teaching aids, charts, models, games to make learning effective. Help of artisans/artists in the community may also be taken. If you invite such persons to school as subject persons and give them due respect, they will readily agree to help the school.

You may convince the authorities to bring some changes in school timings, holidays and syllabus as per the need of the children. Once convinced, the authorities may allow you to do so.

### **Inculcation of effective teaching**

Every teacher has benefited by the inculcation of these strategies:

**A Positive Attitude:** Attitude refers to how people think and act, and it can make or break an individual's performance when carrying out their

activities and obligations. It is commonly stated that one's attitude can be either positive or negative. Teachers' bad attitudes in the classroom may result in poor school performance, while good attitudes expressed by teachers in the classroom may result in excellent performance. A teacher's attitude has a direct or indirect impact on pupils' school performance and achievement, whether deliberately or unconsciously. A positive attitude is a great asset in life. You will be thrown many curve balls in life and especially in the teaching profession with positive attitude. A positive attitude will help you cope with these in the best way. Control your emotions and your thinking to work in a cool manner for achieving goals and avoid against them. Create a favorable image of yourself that commands respect from colleague.

**High Expectations:** An effective teacher must have high expectations. You should strive to raise the bar for your students. If you expect less you will do less effort. You should work on an attitude that says that you know students can achieve to your level of expectations, thereby giving them a sense of confidence too. This is not to say that you should create unrealistic expectations. However, your expectations will be one of the key factors in helping students learn and achieve. Undertake activity according to your capability. Overcome personnel social and professional obstacles and challenges, if any through sustained goal-directed effort.

**Consistency:** In order to create a positive learning environment for your students you should know what to expect from you each day. You need to be consistent. This will create a safe learning environment for the students and they will be more likely to succeed. It is amazing that students can adapt to teachers throughout the day that range from strict to easy. However, they will dislike an environment in which the rules are constantly changing. Manage your stress and time effectively. Focus on and heighten your motivation for goal-directed and overcome procrastination.

**Flexibility:** One of the tenets of teaching should be that everything is in a constant state of change.

Interruptions and disruptions are the norm and very few days are 'typical'. Therefore, a flexible attitude is important not only for your stress level but also for your students who expect you to be in charge and take control of any situation. Try to become more efficient while at work .Try to communicate more persuasively in any situation.

**Fairness:** Many people confuse fairness and consistency. A consistent teacher is the same person from day to day. A fair teacher treats students equally in the same situation. For example, students complain of unfairness when teachers treat one gender or group of students differently. Students pick up on this so quickly, so be careful of being labeled unfair. Limit yourself to success-oriented goals, Identify and build on your fundamental character, strengths and abilities. Limit yourself to success-oriented goals.

**Sense of Humor:** A sense of humor can help you become a successful teacher. Your sense of humor can relieve tense classroom situations before they become disruptions. A sense of humor will also make class more enjoyable for your students and possibly make students look forward to attending and paying attention. Most importantly, a sense of humor will allow you to see the joy in life and make you a happier person as you progress through this sometimes stressful career. Alleviate one's anxiety significantly to improve one's daily functioning Experience the satisfaction of a job well done and positive achievement.

Teachers should provide adequate academic information to their pupils while also emphasizing the importance of knowledge in their practical lives as responsible individuals. System must be given opportunities for incentive and reinforcement in order to ensure that they are motivated to engage in successful teaching and educational activities.

### Conclusion

We have a responsibility to the societies, we serve to ensure that we are as efficient in fulfilling its general objectives as we can be and we have a responsibility to ourselves to ensure that our skill and labor are not wastefully employed.

We have achieved a great deal in the past, but in the present era the teacher should *not only be a communicator but also a mobilizer, motivator, co-coordinator* because it is the proven fact teacher's methods and tactics, classroom coordination, professional attitude, practical knowledge, and capacity to teach using examples have statistically significant effects on students' school performance and preferences.

The good teachers in the present time are in dearth and the issues and concerns raised above prove that there are some lacunae in the system, which need deep thinking and action both on planning and implementation level as there are the ways and means are available, only Teachers would sincerely try to inculcate "Towards better teaching" as a permanent Value in personal and professional lives.

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