

Improvement and the Effectiveness of the Teaching performance of the Teachers at the Secondary Level”



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Abstract

The success of any educational system depends on good and well resourced teachers. Teachers cannot be replaced by any other kind of instructional material. It is a reality that teachers are the best in the entire educational system. Therefore, teachers are considered the most important and fundamental factor for the success of any education system. Secondary school teachers are playing a vital and crucial role at secondary school level. The future success of the students depends upon the effectiveness of the teaching performance of the teachers at secondary level. The teacher performance is the most important and crucial input in the field of education. Teachers are the lifeboat of any educational system. School place, books and classrooms are ineffective and meaningless without teachers. But there are various external and internal factors which influence the effectiveness of the teaching performance of the teachers at secondary level. In this paper these factors are studied and suggestions to overcome the effect of these factors on the teaching performance of teachers are discussed.

Keywords: Teaching Performance, Secondary Level

Introduction

The foundation for the success of any school system is undoubtedly the teacher and as a result the quality of education depends on their competence, professionalism, commitment, dedication and attitude. Today there is tremendous change in social system and technology development teachers are required to play the role of an agent for change they have to perform their role with care and sensitivity in promoting understanding and tolerance among young generations. As social and technological changes are rapid there are rapid changes in role of teacher. In order to make the teacher fully equipped to meet the changing social demands and expectations on one hand and technological and economic transformation on the other hand it is necessary to look into the quality of teacher education (Sarita and Tomal, 2004) considered teaching is one of the most influential and powerful profession in society. Teachers are the life boat of any education system. School place, books and classroom are ineffective and meaningless without teachers.

The success of any educational system depends on good and well resourced teacher. Teachers cannot be replaced with any other kind of instructional material. It is reality that teachers are the best in the entire educational system. Therefore teachers are considered the most important and fundamental factor for the success of any educational system. A teacher is more than what is commonly talked about his duties of profession have many other dimensions (Deen, 2000).

The effective and successful learning depends upon the quality of teaching which demands academically competent individuals who care about the wellbeing of children and youth.

It is justified to say that school teachers possess the most crucial position in the entire system of education. The future successes of the students depend upon the effectiveness of the teaching performance of teachers at various levels (Suleman et al, 2011).

Quality of teacher's performance depends on number of factors. The teachers performance is the most important and crucial factor in the field of education. Performance is the action of a person or a group during performing a job or a task. Taneja (1989).

Riley (1994) as an interpreter the teacher has to put latest knowledge and share new experience with the students in order to be a good mediator he has to understand about the way in which the people at

different ages and stages of development perceive the world around them. As a guide a teacher has to train the students 'how to learn' rather than enrich his mind with factual information.

It has been seen that all over the world teachers appear dissatisfied and discounted with their remuneration and salaries. They perceive themselves as poorly paid in comparison with similarly qualified staff in other occupation and departments. Meager pay, low status, and morale are the main cause of poor and unsatisfactory performance and corrupt behavior in the public sector (Thompson, 1995). Across the world millions of teachers are working tirelessly and diligently for unattractive and poor wages, educating the next generation, Mohanty (2000).

According to Cheng (1996) the factors affecting the performance of teachers at secondary level, are of two types - the external factors and the internal factors, influencing how a teacher makes discussion in the classroom. Some of the important external factors are the expectations of the society, the particular school system in which the teacher is employed, the school itself, the grade policies, the parents and the students. Lack of support from work place 'the students' behavioural problems and low morale of teacher and relations with students and community. Some important internal factors that affect the teachers job performance are attitude, aptitude, mastery over subject, teaching methodology, general mental ability, personality, preparation and planning, effectiveness in presenting the subject matter, self improvement, lack of knowledge of ICT, self confidence, motivational skill, fairness on grading, teacher's attitude towards their noble profession and towards students.

Statement of the Problem

To Improve the Effectiveness of the Teaching Performance of the Teachers at the Secondary Level

Objectives of the Study

1. To identify the factors affecting the performance of teachers at secondary level
2. To make workable recommendations to enhance their performance

Research Methodology

Verbal interview with in-service teachers deputed to Govt. College of education for B.Ed. training program for the last 5 years in Govt. College of Education-Jammu.

Sampling

All the male and female secondary school teachers serving at secondary school level in Jammu province attended the B.Ed course.

Factors Affecting the Performance of the Teachers

Lack of coordination inside the school is one of the main factors which affect teacher performance. Due to lack of coordination it is not possible to discuss mutual problems therefore collective and remedial measures cannot be taken to find the solution of these problems.

Our system of education lacks communication between teaching staff, parents, headmasters and concerned higher authorities. Due to this they are not able to coordinate and make

efforts for strengthening of the educational system and end up blaming each other.

Teachers are not given so much respect in society that is why teaching profession is constantly losing its respect and qualified people join other profession.

The salaries of teachers (at secondary level) are unattractive and quite meager. Due to their majority of teachers adopt a number of ways and means to increase their income. In this way the name of their profession becomes dishonorable.

Due to the lack of official accommodation, majority of the time of a teacher is spent in finding an accommodation, majority of the time, teacher spend in finding accommodation, when finally they get it next transfer is due, it disturbs them because they spend most the time in far-flung areas away from their home.

Due to the problem of transportation teacher come late and leave the school as early as possible.

It is a reality that teachers are not provided any training; they are unaware of the challenges of the future and are unable to train their students properly.

Political interference is one of the major factor teachers are inducted through political approaches which are not liable to merit.

Due to existence of multimedia of instruction as well as ever changing medium of instruction confuses both the teachers and the students.

As majority of the teachers are inducted on political basis and are not able to teach. In addition they are not provided any training which is required to be a good teacher. Sometimes most of the in-service teachers are deputed for B.Ed. training program after 10-15 years of service.

Overcrowded classrooms, sometimes at primary level, single teacher not only teaches several classes under a tree or in a shabby room but also administer and manage the school too e.g. having the charge of MID DAY MEAL. If teacher goes on casual leave the school is closed up. Unavailability of instructional materials, due to that a teacher fails to explain all concepts and mostly ends up confusing student.

Most of the teachers never maintain cumulative record card due to lack of facilities, training and burden of work. Due to absence of these things on one side it is different for school staff to assess a student and on the other hand every teacher makes assessment of a student himself which at time is misleading too.

Recommendations-Suggestions

Keeping in view the above given factors some workable suggestions are made:-

1. It is strongly recommended that basic educational facilities should be provided to each school on emergency basis e.g. furniture, transport facility, toilet facility and teaching learning material(TLM) because provision of basic facilities play an important role in strengthening an instruction.
2. In order to remove mental dissatisfaction of the secondary school teachers a proper service structure and time scale should be there, so that they may perform their duties without tension.

3. It is seen that overcrowded classroom negatively affect the performance of teacher it is recommended that more rooms should be there and adequate teaching staff should be appointed according to strength of students.
4. It is strongly recommended that teachers at secondary level should be given special pay package so that they may feel satisfied and perform effectively.
5. Appointment and posting in far flung areas negatively affect the performance of the teachers' especially female teachers, so, it is strongly recommended that teachers should be appointed in their local areas so that they perform their duties effectively.
6. Teachers should be handed over proper work according to their abilities so that they may perform efficiently.
7. Special in-service training should be given to teachers in class room management and training in teaching technique methods and techniques.
8. It is strongly recommended that head of the institution should have democratic mind set and adopt the principle of equality. Head of the institution should solve the official problems of the teacher on priority basis so that teacher may perform their duty effectively
9. Teachers have to be sensitized to the new curricular concerns, issues, and transactional approaches.
10. Initial induction and in-service training of the teacher (ICT) at the state district and block level is very vital to make teachers performance effective.
11. There should be involvement of all the teacher education institutions in the process of curriculum development and all form of teacher education.
12. It is also recommended that research studies should be conducted to know the factors affecting the performance of teachers at primary and higher secondary level.

Conclusion

If all the suggestions would be taken into consideration at various levels by higher authorities and teacher educators certainly the effectiveness of teaching performance of the teachers will increase they will become professionally enriched and excellent in performance of their duties.

Across the world millions of teachers are working tirelessly and diligently for unattractive and poor wages educating the next generation (Mohanty, 2000).

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