

# Teacher Effectiveness and Factors Promoting Teacher Effectiveness

Ashaq Ahmad Ganai

Research Scholar Central University of Kashmir, Srinagar, India

Email: [ashaqqanai\[at\]cukashmir.ac.in](mailto:ashaqqanai[at]cukashmir.ac.in)

**Abstract:** *The usefulness and effectiveness of the education system largely depend upon active, resourceful, competent, and effective teachers. Teachers' competence, capability, and effectiveness make a school good or bad, flourishing or deteriorating. So the quality of teaching depends upon the efficiency of the teacher. One can say that teacher effectiveness is the capability of teachers to teach in such a manner that he/she is successful in bringing the desirable change in the student's behavior. It is assessed not only from the academic pursuits and classroom teaching of the teacher but from the sum total influences exerted by the teacher upon the students. It is well known that effective teaching results in positive outcomes. It has been recognized that the better personality of the teacher and a healthy attitude towards his work contributes to effective and efficient teaching. The effectiveness of a teacher lies not only in the presentation of his subject matter in an effective way but to make the whole environment of the classroom conducive for learning ensuring all round development of a child. Teachers shape the child which ultimately leads to the development of a nation for that purpose teachers should not only teach but their teaching should be effective. Teachers not only teach the students but they are the role models of their students so they should be effective teachers in all respects. This paper sheds light on teacher effectiveness and factors promoting teacher effectiveness. It further gives some suggestions through which teacher effectiveness could be increased.*

**Keywords:** Teacher effectiveness, content knowledge, instructional delivery, pedagogies, learning outcome, resourceful.

## 1. Introduction

Children are the true builders of a nation. The growth and development of a nation depends on its children. So for the true development of a nation due care of its children should be taken and it is the education system of a nation that molds a child and makes him a true asset of the nation. A well-educated child is not only an asset to his family but also to the entire nation. The education sector is rightly called the backbone of a nation. The effectiveness of the education system depends on the effectiveness of its teachers because it is the teacher who shapes and molds the children. The educational system forms the backbone of any society and it has been rightly recognized as the most important sector that contributes towards the growth & development of a nation. It is a reality that, the efficiency of this system rests on the effectiveness of the teachers.

Kothari Commission (1964 - 1966) rightly observed that the "destiny of India is being shaped in her classrooms" so it is directly related to the effectiveness of the teacher. So it can be said that it is the teacher who shapes the destiny of a nation. No educational program can be successful without proper teaching and for that teacher effectiveness is a must. As far as teacher effectiveness is concerned, *Barr (1952)* has aptly defined it as a relationship between teachers, pupils, and other persons concerned with educational understanding. *Crawford and Bradshaw (1968)* view an effective teacher as one who can: (a) Encourage and promote student understanding (b) Develop study skills (c) Mold desirable attitudes towards ideals of education and (d) Contribute to the emotional adjustment of pupils. *Flanders and Simon (1969)* defined "teacher effectiveness as an area of research which is concerned with the relationship between characteristics of teachers' teaching acts and their effect on the educational outcome of classroom teaching." *Anderson (1991)* described it as, "An effective teacher is the one who

quite consistently achieves goals, which, either directly or indirectly, focus then learning of their students." An effective teacher helps the students in the development of basic skills, understanding proper work habits and desirable attitudes, value judgment, and adequate personal adjustment.

The effectiveness of a teacher can be measured by his instructional delivery, the way he assesses his students to know the learning outcome, the way he interacts with his students, and other personal qualities of a teacher. An effective teacher is not only worried about the student learning outcome but an effective teacher is concerned about the overall growth and development of his students. An effective teacher should have due consideration for the individual differences of the students, as the students come from different backgrounds. An effective teacher knows how to manage a class. There is a large difference between the class environment of an effective and an ineffective teacher, thus we can say that effective teachers have great management skills. Another important quality of an effective teacher is good interaction skills. An effective teacher knows very well how to interact with his students as this teacher - student interaction is very important for a constructive teaching - learning process.

A great philosopher has said "If competent teachers can be obtained, the likelihood of obtaining desirable educational outcomes is substantial" so it can be said with ease that it is the effective teacher who helps to attain the national goals. It is said that students are the building blocks of a nation and make a nation strong, they shape the destiny of a particular nation and it is the effective teacher who molds these raw building blocks into pearls that take the nation to the highest level of progress and prosperity. Students are the true assets of a nation they are the actual resource of a nation. It is the effective teacher who gives proper shape to this human resource so that they may not prove to be assets to their families but to the entire nation. So it can be said that it is

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the effective teacher who molds this ordinary human resource into a productive human resource. This is what makes an effective teacher a human engineer. It is the effective teacher who trains and molds the human resource which can otherwise get wasted. To sum up the all-round qualities of a teacher we can quote "He has to concern himself with the total development of the child and not only with one or two aspects; must be friendly to him and help him in his emotional and social development; he must be a philosopher illuminating the way of his intellectual and spiritual progress; he must be his guide in his moral and aesthetic advancement. He must be 'all things' to all his pupils, a physician concerned about their physical health, a mental hygienist leading them carefully to sound mental health, a philosopher guiding them painstakingly in their search for truth, a moralist assisting and encouraging them to acquire goodness, an artist helping them to find beauty. In fine, he must be a minister ministering to their every need; such a ministry calls for dedicated service."

### Importance of the teacher Effectiveness

The term teacher effectiveness refers to the measure of success of a teacher in carrying out institutional and other specified duties demanded by the nature of his/her position. Teacher effectiveness includes efficacy in strategies of instruction, students and classroom management, interpersonal relations, evaluation, feedback, etc. Teacher effectiveness is made up of two familiar words 'teacher' and 'effectiveness'. A teacher is a person who teaches i. e. impart knowledge or skills to the learner. 'Effectiveness' is the quality of being successful in producing an intended result. The role of the teacher is to concentrate on the facilitation of learning and development of all students to the practical abilities of the teacher. They should have a deep understanding of the students, the subject they teach, the nature of learning, and the world around them. The occurrence of a globalized world in a framework of competition together with the pressure of an exploding knowledge base has given rise to new challenging roles for teachers.

### Factors Promoting Teacher Effectiveness

#### Teacher's knowledge

Knowledge is a familiarity, awareness, or understanding of someone or something, such as facts, information, descriptions, or skills which is acquired through experience or education by perceiving, discovering, or learning. The term content knowledge refers to the body of knowledge and information that teachers teach and that students are expected to learn in a given subject or content area, such as English language arts, mathematics, science, or social studies. Content knowledge generally refers to the facts, concepts, theories, and principles that are taught and learned in specific academic courses, rather than to related skills—such as reading, writing, or researching—that students also learn in school. A teacher's efficiency largely depends upon his knowledge.

#### 1) Motivation

Motivation is a key factor in students' success at every stage of their education, and teachers play a pivotal role in providing and encouraging it. Of course, that is much easier

said than done, as all students are motivated differently and it takes time and a lot of effort to learn to get a classroom full of students enthusiastic about learning, working hard, and pushing themselves to excel. For that reason, providing motivation is a skill that all teachers must develop. Here are some practical ways for teachers to practice that skill and motivate their students.

#### 2) Group learning

Effective teachers always supplement traditional teaching methodologies with strategies like group learning, cooperative learning, and peer learning. If all these strategies are used properly they become quite powerful tools in the hands of a teacher. The use of such teaching strategies increases the learning outcome of the students which is the ultimate of an effective teacher and thus makes a teacher effective.

#### 3) Having high expectations

Effective teachers always have high expectations from their students. They have a firm belief in their students that they will defiantly achieve good in their lives. Effective teachers motivate all the students and engage them in the learning process rather than simply accepting that some students cannot be engaged and are destined to do poorly. An effective teacher always tries to find out ways and means to help his students so that they may come up to his expectations. They believe every student is capable of achieving success at school and they do all they can to find ways of making each student successful. This high expectation of the teacher makes a student work hard.

#### 4) Using different pedagogies

Effective teachers are those who make use of different teaching pedagogies as per the need of the students. There are many things that students can learn themselves through discovery, with the teacher structuring the learning to suit. There also are many things that require the teacher to teach more directly. Students not only learn by being exposed to learning opportunities but they also need to be explicitly taught those things all students need to know. Some students will learn these things quickly and with only minimal direct teaching. Other students will need concerted direct teaching and correction by the teacher before they master the learning required. Effective teachers help students learn on their own as well as with and from others. They know that students learn best if they are provided with opportunities to learn not only from the teacher but also from other students and from sources outside the school that are now more readily accessible through various forms of technology.

#### 5) understanding of teaching content

An effective teacher is the master of his subject. Effective teachers have a thorough knowledge of their subject content and skills. Through this mastery, they inspire in their students a love of learning. They also understand how student's best learn concepts, content, and skills. Effective teachers use their knowledge of learning processes to determine which will be most effective to help the particular students in their classes learn successfully.

#### 6) Building positive relationships

Effective teachers develop productive relationships with their students – they get to know them and take a particular interest in their overall development and progress. They treat their students with respect and expect the same in return. Effective teachers work collaboratively to benefit student learning. In addition to the development of positive relations with the students, an effective teacher should be democratic in outlook. An effective teacher can never be autocratic. It is this democratic outlook of the teacher that helps him in developing good positive relations with his students.

#### 7) Providing a secure environment

Effective teachers provide a safe and orderly environment, both physically and emotionally, so students can achieve their potential. They know students learn best if they are in a classroom where they feel safe and confident to attempt new tasks even if at first they are unsure about how to tackle them.

#### 8) Encouraging student responsibility

Effective teachers teach in a way that encourages students to take greater responsibility for their learning. They make sure their students know what the goals of the learning program are; understand how these goals will be assessed; know whether they are on track to achieve success; and are actively involved in evaluating their learning.

#### 9) Develops self - confidence among students

Research has shown that students are more affected by positive feedback and success. Praise builds students' self - confidence, competence, and self - esteem. Recognize the sincere efforts of your student. If a student's performance is weak, let the student know that you believe he or she can improve and succeed over time. Explain where the student needs to improve, but also praise areas where the student is doing well. Always congratulate students for doing something correctly; it will give them confidence in themselves, the subject, and the teacher. Give the student his/her dignity and he/she will reward you with his/her effort. Students, even the best ones, can become frustrated when they feel like they are struggling or not getting the same recognition as other students. Make sure that all students get a chance to play to their strengths and feel included and valued. It can make a world of difference to their motivation.

#### 10) Be passionate about the subject

A teacher's enthusiasm or passion is a crucial factor in student motivation. If students see that their teacher is zealous to be in the classroom and excited about teaching them, they will automatically get motivated to learn, and when the students are motivated half of the teacher's work is done. Therefore, an effective teacher is devoted, enthusiastic, and passionate about his subject. This passion and zeal are contagious as this positive energy of teachers gets transferred to the students which lead to the development of a positive learning environment.

#### 11) Organized and well structured

An effective teacher should always be organized. He should always plan things. An effective teacher should always follow a proper plan as it saves him from going astray. Planning saves both the time and effort of the teacher. This

organized and planned nature of the teacher sets the stage for effective teaching and learning process.

## 2. Suggestions

Given this conclusion, the following recommendations are suggested:

- 1) All forms of distractions in the teaching professions should be removed where possible.
- 2) Attendance of seminars, conferences, and workshops must be made compulsory for all categories of teachers. Where necessary teachers should always go for in - service training to update their skills and knowledge.
- 3) Teachers should cultivate the idea of always relating with individuals, groups, and Organizations outside the school communities purposely for students' learning;
- 4) Teachers should take teaching job seriously and ensure prompt attendance to their classes.
- 5) Teachers should give opportunities to students to practice newly learned concepts and to receive timely feedback on their performance.
- 6) Teachers should use a variety of instructional and verbal methodologies and visual aids to foster the use of students' ideas and engagement in the learning process.
- 7) Teacher should elicit responses from students each time a question is asked, before making on to the next student or question.
- 8) Teacher should present material in small steps with practice opportunities.
- 9) Teachers should have a clear strategy for pupil management. They should establish clear boundaries for pupil behavior.

## 3. Conclusion

Teacher effectiveness plays an important role in teaching– learning process. An effective teacher does not create an image of the students but rather helps the students to create an image of their own by understanding the problems of the students and helping them, by making any subject interesting, by controlling the class, and by being fair with the students while dealing with them. Teacher effectiveness 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. 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.

Teacher effectiveness is the product of several variables namely academic, subject mastery, intellectual level, love for children, job satisfaction, teaching experience, professional growth, age of teacher, techniques used in teaching, etc. Among all these variables the most important variable is the teacher's knowledge, personality, and above all his interaction with the students. So Effective teachers are those who can demonstrate the ability to bring about intended learning outcomes that enable them to achieve the desired results for their students.

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