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TEACHER EFFECTIVENESS IN THE CURRENT CONTEXT: A CONCEPTUAL  
FRAMEWORK

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ABSTRACT

The role of teachers is pivotal in the quality of education, particularly at the secondary level, where students undergo significant intellectual, social, and moral development. According to Mahatma Gandhi, a good teacher instills character, discipline, and self-reliance in students. Teacher effectiveness, which impacts students' academic success, behavior, and character formation, relies heavily on their teaching skills—such as subject knowledge, pedagogical methods, digital tool utilization, classroom management, assessment, and communication abilities. The character, qualities, and professional competence of teachers are vital for national educational progress, fostering creative thinking and technical competence among learners. Teachers must remain updated with educational advancements to effectively contribute to shaping the future of education. Increasing demands on teachers emphasize the necessity for their effectiveness, particularly in navigating complex classroom environments and school climates. The study indicates that teacher effectiveness directly correlates with student achievement, hence the growing focus on teacher quality and preparation to enhance educational outcomes.

**Keywords:** *Teacher Effectiveness, Secondary Level Teachers, Current Situation, Secondary Education, Framework*

1. INTRODUCTION

The 21st century is the century of information and communication technology. Changing times have also digitized the process of education. Digital advances in technology have transformed the world outside the classroom. The classroom is now transforming from traditional to digital, and from one-way to two-way communication. The progress of any nation depends on the quality of education and its practices. Education is not merely about imparting information; it is a creative, moral, and social process.

Secondary education serves as the critical phase in which students establish the groundwork for their further educational pursuits and professional trajectories. A teacher's proficiency directly influences their instructional efficacy. The utilization of digital resources in education delineates the pedagogical competencies of instructors, which in turn influences their effectiveness. Dr. Radhakrishnan stated, "The role of the teacher in society is paramount." It serves as the hub for conveying intellectual traditions and technical expertise across generations, thereby sustaining the flame of civilisation. This belief has persisted since antiquity.

Teachers are the foundation of a nation and society, capable of controlling its condition and direction. Chanakya said that teachers are the builders of nations. The progress and development of any nation is highly dependent on the competence and quality of its teachers. Undoubtedly, teachers are a vital contributor to a country's educational development. Education Commission Report (1966) "An effective teacher is one who does not confine education to mere knowledge but makes it useful for life." The character, qualities, abilities and professional competence of a teacher are the foundation. On which ultimately depends successful human, social and national educational progress. The spirit of creative thinking and perception can be brought into the young mind only by a competent teacher. Educating students involves appropriate behavior, knowledge, and technical competence. Therefore, teachers must actively participate as technical educators by staying updated with new educational systems to transform the nation's future. Bringing quality to education requires the highest quality teachers. Only a skilled teacher can bring about change in the education process. Thus, in the new century, the role of teachers has become that of a friend and guide of the student, a facilitator, an ICT savvy person and a managerial worker. Dr. J.C. Aggarwal (2018) stated, "An effective teacher is one who acts as a motivator, guide and supporter for the overall development of students." To provide quality education, teachers must possess qualities such as teaching competence and teacher effectiveness. Effective teaching plays a crucial role in shaping a teacher's potential. Teacher effectiveness in secondary schools plays a role in students' academic achievement, behavioral development, and character development.

## **2. TEACHER EFFECTIVENESS**

The Collins English Dictionary defines the term "teacher effectiveness" as a combination of the words "teacher" and "effectiveness." A teacher is an individual who facilitates the acquisition of knowledge, skills, and specific professional attributes in students. To facilitate and direct the learning experiences of students. The term 'teacher' denotes an individual who is proficient, adept, capable, collaborative, modest, passionate, and inventive. Cuban and Bidwell assert that "effectiveness is determined by the alignment between expectations and behavior." Teacher effectiveness, as defined, is the alignment between the anticipated behavior of the teacher and the observed behavior of the teacher. Dr. A. N. Jha (2021) Effectiveness extends beyond teaching; it alters the behavior, cognition, and disposition of the student. NCERT (2005) "Teacher effectiveness refers to a teacher's ability to induce positive transformations in students' learning, engagement, cognition, and behavior." Dr. R. P. Sharma (2019) Teacher effectiveness denotes a teacher's capacity to enhance learning results. NCTE (2011) states, "An effective teacher inspires students by simplifying and motivating the learning process." Ministry of Education, Government of India (2020) "Teacher effectiveness denotes a teacher's capacity to cultivate students' curiosity, creativity, and ethical values." UNESCO (2014-Hindi version) defines "teacher effectiveness" as the capacity of an educator to generate enduring beneficial effects on students.

In the current context, where all aspects of life are being rigorously addressed, teacher effectiveness is crucial to inspire students to confront the challenges of the contemporary environment. Dr. Sudha Singh (2020) defines "teacher effectiveness" as the mechanism by which an educator facilitates student growth through their conduct, techniques, and methodology. Consequently, these educational objectives and results also raise concerns regarding teacher efficacy. Teacher effectiveness refers to the capability of educators in

relation to their performance during interactions with students in the classroom. An effective educator is one who adapts student performance according to the objectives and priorities of their teaching. Student success is contingent upon the effective dissemination of knowledge within the classroom. This results in effective learning outcomes. Consequently, based on the aforementioned definition of teacher effectiveness, it is evident that a teacher whose students attain high levels of achievement in their subject is deemed an effective teacher. Teacher effectiveness is considered a multidimensional concept as it encompasses various teaching dimensions, including subject matter mastery, effective communication, class planning, presentation skills, and interpersonal relationships. Teacher success encompasses the educator's attentiveness, perfectionism, dedication, competence, and optimal efficiency. Instructor effectiveness is alternatively defined by the actions of the teacher during the instructional phase of education. The efficacy of teachers can be assessed through their influence on students' progress, enhancement, and transformation, all of which correlate with the contributions of individual educators. Training in the broader context is a process of self-realization. An effective educator embodies the requisite attributes and conduct to attain the intended results of instruction. In other words, an effective teacher is one who is able to utilize existing capabilities to achieve the desired outcomes. Kulsum (2006) believes that teacher effectiveness requires teacher qualities, appearance, behavior, etc., and processes such as students' interaction with teachers and development factors such as the outcome of the teaching process, i.e., students' achievement. Glass (2011) stated that successful teachers use multiple means to organize and structure learning experiences, constructively monitor student success, take appropriate instruction, and respect diversity to enhance the classroom and education use a variety of tools to assess learning by doing and have a civic mindset, collaborating with other teachers, staff, parents and education workers to ensure children's progress.

## **2.1 Importance of Teacher Effectiveness**

The efficacy of educators is crucial in the teaching-learning process. Given its centrality to the program's requirements, meticulous observation and critical analysis are essential, as enrichment and effectiveness can directly influence students' learning results. Only effective teachers are able to realize the true goal of education for their students. An effective teacher, who teaches effectively, is indispensable even in the most equipped education system, It can pave the way for a progressive and productive society. Teacher effectiveness refers to the impact of teacher performance on students.

Like teacher performance, teacher effectiveness depends largely on the context the teacher works in. According to Papanastasiou (1999), "No single teacher quality or characteristic is sufficient to define an effective teacher. Wenglinsky (2000) stated regarding teacher effectiveness that classroom practices are crucial to learning. In his research, he found that what happens in the classroom is important and how a teacher teaches is crucial. Practices that promote higher-level thinking and active participation are most successful. The problem is translating this knowledge into an acceptable evaluation process. Related to this, Paris and Paris (2001) state that "effective teachers do not rely solely on teacher-directed instruction. They provide their students with a substantial amount of support and feedback during reading and writing." They avoid excessive talking, which gives their students time to engage in literacy activities.

Effective teachers promote self-regulation in their students. They encourage students to work independently and take responsibility for their own learning.”

## **2.2 Characteristics of an Effective Teacher**

To truly understand teacher effectiveness, it's important to identify the characteristics that contribute to a teacher's success in creating a supportive and engaging learning environment. Some key characteristics of teacher effectiveness are:

1. Strong communication skills
2. Subject matter knowledge
3. Classroom management skills
4. Empathy and emotional intelligence
5. Adaptability and flexibility
6. Continuous professional development
7. High expectations for all students
8. Ability to promote critical thinking and problem-solving
9. Constructive feedback and assessment
10. Passion for teaching

## **2.3 Key aspects of teacher effectiveness in the current context**

In the present era, also known as the digital era, information technology era, or 21st century education era, the role of the teacher has shifted from that of a traditional knowledge provider to that of a guide, motivator, and facilitator.

1. Technological proficiency - Making the education process simple and effective using digital tools.
2. Adaptability - Adapting to changing curriculum, technological changes, and diverse student needs.
3. Student-centered learning - prioritizing student participation and interest in teaching methods.
4. Promoting critical and creative thinking - encouraging students to think, question, and innovate, not just memorize.
5. Emotional intelligence - Understanding and responding empathetically to students' mental, social, and emotional needs.
6. Value-based education - Integrating moral, social, and national values into teaching.

## **3. KEY CHALLENGES TO TEACHER EFFECTIVENESS IN INDIA**

### **3.1 Inadequate Training and Lack of Resources**

The Indian education system comprises numerous educators lacking enough professional training. The deficiency of training about contemporary pedagogical techniques, technological adeptness, and classroom management adversely affects teacher efficacy. The deficiency of libraries, digital technology, instructional materials, and other fundamental resources in several schools constrains the quality of the educational process.

### **3.2 The Dominance of Traditional Teaching Methods**

In today's times, the aim of education is not merely the transfer of knowledge but the development of analytical and creative thinking. Yet many teachers still rely on rote-learning and lecture-oriented methods, which hinder the overall intellectual growth of students. This tendency prevents them from adopting active learning methods such as interactive learning, project-based learning and problem-solving approaches.

### **3.3 Lack of Motivation and Social Prestige**

Inadequate salaries, limited opportunities for promotion, and a lack of social respect are among the major factors affecting teachers' professional motivation. When teaching is seen only as a means of earning a living, innovation, dedication and motivation within the teacher are bound to decline, which adversely impacts the education of students.

### **3.4 Unbalanced Teacher-Student Ratio**

Especially in rural and government schools, the teacher-student ratio is not balanced, resulting in one teacher handling too many students. This situation limits opportunities for personalized learning and neglects the individual educational needs of students. A balanced teacher-student ratio is essential to ensure quality education.

### **3.5 Lack of technical skills**

In the age of digital education, it is essential for teachers to be technologically empowered. However, many teachers lack the proper training to use essential digital tools such as smart boards, e-learning platforms, and online classroom operations. This lack of technical knowledge prevents them from innovating in teaching.

## **4. CONCLUSION**

The present study clearly shows that teacher effectiveness is a result of the teaching skills possessed by the teacher, and teaching efficiency is a process. Teacher effectiveness in all aspects is essential to meet the growing demands of the teaching community. It is very important that future teachers are versatile in their abilities, interpersonal relationships, classroom management techniques, teaching efficiency and use of technology to make the learning environment more comfortable. To be an effective teacher, it is essential to develop a variety of skills. Teaching is not just about imparting information, but an inspirational, technical, and ethical process, This can only be accomplished by a skilled teacher. An effective teacher can be understood as one who helps students develop intellectual skills, understanding, habits, values, attitudes, and adjustment.

Effective teachers also lead to optimal academic performance and all-round development of students.

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