

## **ENHANCING TEACHER EFFECTIVENESS THROUGH PSYCHOLOGICAL WELL- BEING: A KEY TO IMPROVE QUALITY OF TEACHERS**

**Saman Zaki\***

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### **Abstract**

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Teachers play significant role in nation building. Teacher contributes in remodeling the destiny of a country through influencing the learners. For improvement in teaching learning program teacher should have improved in all manners. Today, there are number of important issues related to quality of teachers and student achievements have been discussed in educational policies of India for improving Indian education system. For this more concern has been given to teacher effectiveness. This paper has made an attempt to explain the enhancement of teacher effectiveness with the help of psychological well being which is trending topic in positive psychology. When teachers function well, mentally healthy and feeling motivated to teach, they are more effective in their teaching and promote motivation and achievement among their students. In current paper, six dimensions of psychological well being describe how to enhance teacher effectiveness and to make teachers function effectively in teaching learning programs. This paper also discusses projects of India which are initiated for enhancing teacher effectiveness for betterment of Indian education and strategies related to purposeful and

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**\* Department of Educational Studies, Jamia Millia Islamia, New Delhi**

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meaningful engagement in life, to increase self confidence, to develop as independent and autonomous person, realization of personal talents and capacities, to improve professional skills and enlightened self-knowledge for promoting psychological well being of teachers are discussed which in turn results in facilitating teacher effectiveness.

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*“To improve student learning, you do not change the structure. You change the instructional practices of teachers. The schools that seem to do best are those that have a clear idea of what kind of instructional practice they wish to produce, and then design a structure to go with it.” —*

**Richard Elmore, Harvard University**

*“It’s not rocket science—the better the teacher teaches, the better the student learns.” —*

**Harry K. Wong**

### **Introduction:**

Teaching profession is very noble job. Teachers helps a lot in building a nation as they contribute in shaping the destiny on the nation through their teaching skills, influencing the learners and many more. Teachers are the architect of prosperous communities, well mannered society and peaceful nations. For this teachers have to well prepared in teaching learning process and they should have good mental health so that they can help in achievement of students. It is cleared that this century demands teachers to contribute to academic, social, psychological and emotional well being of students. Thus it is important for teachers and teacher educators focus on teacher’s own sense of well being as teacher’s psychological well being is considered as necessary condition for teacher’s sense of effectiveness (Day & Qing 2009). When teachers function well,

mentally healthy and feeling motivated to teach, they are more effective in their teaching and promote motivation and achievement among their students. Researcher observed that the identity of a teacher are constructed not only from the emotional and technical aspects of teaching (knowledge of subject, class management, evaluation of students) but also outcomes of interaction between the personal experiences of teachers and their environment (cultural, social and institutional) in which they function effectively daily. This paper has made an attempt to explain the improvement of teacher effectiveness with the help of psychological well being.

### **Effective Teachers:**

There is a very famous quote by economist Eric Hanushek (2002) “good teachers are ones who get large gains in student achievements for their classes; bad teachers are just the opposite”. The sign of good teachers are warmth, committed, self determined, creative, innovative, flexibility, honesty, understanding of individual differences, compassion, physical strength, believing in growth, self confidence, emotional stability, self acceptance, and ability to learn from experiences ( Hymes, 1968; Yardley, 1971).

Bacmeister (n.d.) mentions five personal qualities which are essential for effective. These include aspects of physical health, such as energy and coordination; patience; genuine respect for children, especially in the development of personality, understanding, and empathy; self-understanding and serenity; a child's eye perspective; and a sense of humor. Further she also believes good teachers should hold basic convictions related to continuity of growth and learning of children and positive relation with pupils and their parents which are very important teaching skills and competencies. Yawkey (1974) defines effective teachers as positive attitude, ability to motivate, willing to learn, child centered approach in teaching, creative and curriculum approach including experiences and academic objectives focus on child interest. Department of Education and Training (2009) discussed some characteristics of effective teacher in a policy paper which include having high expectations, monitoring progress and giving feedback, acknowledging individual differences, using learner related pedagogies, having subject mastery, building positive relations with students, encouraging student responsibility and providing safe environment. Glass (2011) believed that effective teachers constitutes high expectations for all students and willing to help them to learn and have ability to bring positive academic, behavioral

and social outcomes for the betterment of society. Parihar (2011) viewed that effective teacher is one who consistently achieve his goals that are related either directly or indirectly to student learning. All these studies mentioned impetus characteristics of effective teachers which are necessary for effective teaching learning process.

### **Psychological Well Being**

The term well being is a very broader term on which number of studies are done. It is growing concern in recent positive psychological researches. This term is related to positive functioning, happiness, personal growth, flourishing the self etc. Ryan and Deci (2001) opined well being defines society has effect on teaching, parenting, government, therapy , as all these endeavors have goal to change in people's life for better. Well being includes incorporates two approaches hedonic approach (subjective well being) to well being which related to happiness and life satisfaction only. Other approach is Eudaimonic approach (psychological well being) to well being which concerns with complete living of human life, realization of one's potential and fully functioning. This paper is concerned with psychological well being.

Previously researches paid more attention towards human unhappiness and sufferings rather than causes and consequences of positive functioning (Jahoda,1958; Diener, 1984). Therefore, a new conception was introduced for positive functioning, based on amalgamation of many theoretical domains. Thus, the term psychological well being has been emerged, a multi dimensional model of well being. Psychological well being is defined as “.....a dynamic state, in which the individual is able to develop their potential, work productively and creatively, build strong and positive relationships with others and contribute to their community”(Foresight Mental Capital and Well Being Project 2010).

Carol Ryff (1989) mentions six dimensions of psychological well being these are

- *Self Acceptance*- feature of self actualization; important for mental health; optimal functioning, having positive attitude toward the self.
- *Positive relations with others*- warm, close, well established relation with others; concern for others' welfare; capable of strong intimacy and empathy.
- *Autonomy*- feeling of independency, self determined, manages behavior from within.

- *Personal growth*- engages in growth oriented process, feeling of developing and expanding self.
- *Environmental mastery*- having competence and mastery over all situations; involves in making surrounding effectively.
- *Purpose in Life*- directs toward purpose in life; believes in making efforts for achieving goals; focuses on aims and objective.

The following figure describes relation of psychological well to various theoretical conceptions.

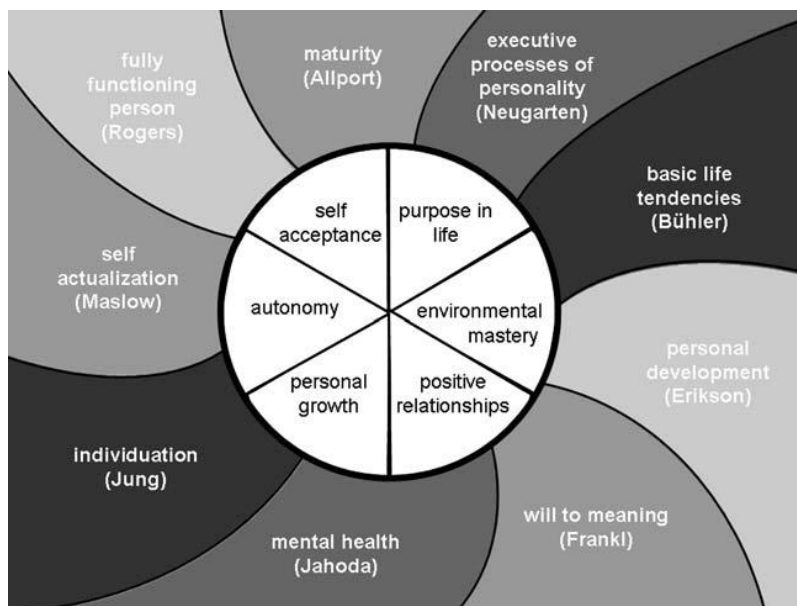


Fig. 1. Core dimensions of Psychological Well Being and their theoretical foundations Ryff & Singer (2006)

### How Psychological Well Being Affect Teacher Effectiveness

It is mentioned earlier psychological well being is the combination of positive affects (hedonic) and functioning with optimal effectiveness in individual and social life (eudaimonic) (Deci & Ryan, 2008). Huppert (2009) summarizes “ Psychological well being is about lives going well. It is the combination of feeling good and functioning effectively.” Huppert takes Ryff’s six dimensions into consideration as ‘developing one’s potential, having some control over one’s life, having a sense of purpose, including working towards valued goals and experiencing positive relationships’. Ryff & Singer (1998, 2000) raised the question of well-being with

reference to development of a lifespan theory of human flourishing. From the perspective of Aristotle, they also describe well-being not as the attaining of pleasure, but as “the striving for perfection that represents the realization of one’s true potential” (Ryff 1995, p. 100).

Self-determination theory (SDT) (Ryan & Deci 2000) is another perspective that help to understand how psychological well being approach help in enhancing effectiveness by attempting to specify both what it means to actualize the self and how that can be accomplished. SDT identifies three basic psychological needs that attempt to achieve human goals effectively—Autonomy (it is sense of willingness and choice in one’s actions); Competence (it is a need to manage and control to oneself and environment effectively) and Relatedness (it defines that need which related to understanding, connectedness, responsibility and care for others). All the three theorise that fulfillment of these three needs is very important for psychological growth (e.g. intrinsic motivation), integrity, and well-being, as well as the experiences of vitality and self-congruence (Ryan and Deci, 2001).

Some Strategies to enhance psychological well being that help in improving Teacher Effectiveness:

It is true that our education can be best only through good quality and effective teachers.

- SDT also known as motivational theory along with psychological well being can help in improving teachers effectiveness. SDT posits intrinsic motivation and extrinsic motivation which possess energy towards achieving any goals in life. Self motivation develops some conditions that foster positive psychological functioning to facilitate optimal functioning. Effective teaching is based upon motivation toward teaching (Perlman, 2013).
- Strengths- based interventions seems of having impact in improving teachers’ psychological well being. It is evident from the one of the study that strengths- based interventions not only improve subjective well being of teachers but also encourage teachers’ ability to flourish to function effectively by reducing emotional fatigue, stress and burnout which hinders one’s potential to work effectively (McCullough, 2015).
- Another strategy is short-term couple therapy using emotional self regulation has impact on psychological well-being. Mikaeili and Barahmand (2013) proved that short-term therapy

with emotional self regulation raises the feeling of self acceptances, autonomy and other aspects of psychological well being. Training in self regulation is essential for teachers.

- Mindfulness is proved to be best to promote psychological well being of beginning teachers. Bernay (2014) stated that mindfulness for initial teachers at an individual level to help manage responses to stress, focus on one's potential and at a pedagogical level for 'mindful' learning strategies to assist learning. He further suggested that mindfulness helps in reducing stress during the first year of teaching and in enhancing the ability of the teachers to cope with the demands of the classroom and work effectively.
- Fostering teaching competence can be helpful in promoting psychological well being through increasing confidence in teachers to work effectively. Teaching competence describes as teachers having faith in themselves related to subject mastery and to utilize their teaching skills effectively. It also includes having access to effective instructional strategies and enabling students to engage in teaching learning process.

### **Government initiative for enhancing teacher effectiveness**

Every teacher education program focuses on quality of teacher which is necessary for making for making effective teaching. It is growing concern in researches for effective teaching. Achievement of quality education depends upon recruiting well-qualified teachers and offering them with effective pre-service training. However , it is necessary to ensure continuous professional development of teachers to enhance their quality. Recently, state government in Bihar along with World Bank has initiated some efforts in this direction and is working on major project to upgrade the teachers training infrastructure. The project **Enhancing Teacher Effectiveness in Bihar Program** (2016) would be providing ICT equipment at teacher training institutes. *"In order to improve the learning outcomes of children in Bihar, it is critical that robust systems for developing high quality teachers are in place,"* said **Onno Ruhl, World Bank Country Director in India**. *"This program will equip teachers with the skill and knowledge they need to be more effective in the classroom by focusing on teacher training, performance, and accountability."* Thus, the state needs much better institutions for teacher education, effective teaching practices, improve the quality, improved teacher performance, strong accountability measures and strengthened monitoring and governance arrangements.

NCTE took measure step for making high quality in teacher selection by evaluating them through Teacher Test Eligibility (TET) in 2010. NCTE were committed to the processes of teacher evaluation that lead to increase teacher effectiveness and improve student learning outcomes.

There were Mentor Teacher Program was launched by Delhi Government in March, 2016 with the aim of making effective teaching by appointing creative expertise group of 200 teachers for assisting teachers in government schools for enhancing pedagogic and academic capacities of existing teachers.

### **Conclusion:**

From the above it is cleared that teaching profession is very impetus role for creating a best nation. For this teacher effectiveness is most important factor which can be enhance through psychological well being of teachers for optimal functioning. There are several strategies related to enhancement of psychological well-being should have followed by teachers and implement in teacher education program for improving teacher effectiveness. It is true that having a feeling of satisfaction in life, effective functioning, positive relations with world and society and positive progress, all are the sign of healthy human being.

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