

# Teacher Competency Assessment In The Classroom: Current Issues

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## Abstract

Teacher competency has been considered as an important topic in education. The competencies need to be assessed within process of learning and teaching, this helps in verifying position of students with reference to the variables of education concerned. This study is based on identification of the issues related to teacher's competency assessment in classroom. In the current study, researchers have used literature review for identifying issues in "teacher competency assessment". There is a need of a paradigm shift in the teaching pedagogy based on the culture at work in various industries. There is a need that the education philosophy works in close association with the real world of work. Competency instruments act towards support of managing this change. Every subject should be taught in association with a practical aspect. There should be some general instruments for measurement and there should be some specific instruments which lead to measurement of the education being imparted based on the profession where students could seek their career in. There should not be only classroom teaching rather there is a need for workshops, seminars, field visits etc. for the students so that they get a real time experience about the world around them. This study focusses on assessment of teachers competency based on their teaching pedagogy in the current scenario.

**Keyword:** Competency, Assessment, Teaching Pedagogy.

## 1. Introduction

Classroom assessment and teacher competency play a very important role in learning and teaching process. Assessment can be regarded as a formal attempt which is made for determining status of student based on education's variable of interest. Some believe that educational assessment means whatever exists within the students based on their learning. The knowledge which students gain could be qualitative or quantitative. Authentic assessment is not actually a jargon or charged phrase. Before it was used to be in the form of multiple choice questions, fill in the blanks, quiz, assessment based on school etc. In a workplace, when assessment is being carried out among individuals, they are not given any

kind of multiple choice questions. There are some other criteria which are considered for evaluation. Like in business, there are some other parameters for assessing performance of business. Competency can be referred to underlying characteristics of individuals which are causally related to the criterion referenced as effective as well as better performance in any situation or job.

## 2. Literature Review

Historically, the teacher assessment was started in the year 1950 after World War II, when many veterans entered the college education. This resulted in occurring of changes in the assessment world. These changes have been mentioned by Huba & Freed (2000)

There were many universities who faced crisis financially, population of the students who attended college became diverse and there were concerns raised about the skills and abilities of college graduates and this was believed that the college graduates are not possessing required abilities and skills which were required in workplace. The politicians and public valued higher education more. There has been a need to modify the reforms being followed in colleges, integrity in college curriculum, reclaiming legacy and involvement in the learning. Later an education system which is learner centered has been applied in higher education. Later on, performance programme attracted the investors towards investment in the educational institutions. For making sure that a higher quality status is being retained in the educational institutions, assessment was being conducted by accreditation agencies which were working at the regional level.

Besides above scenario, there have been other things also which emerged in assessment field. In 1987, "National Centre for Montessori Education [NCME]" made it affordable for standardization of assessment in world's teacher classroom. These discussions included "American Association of Colleges for Teacher Education (AACTE)", the "American Federation of Teachers (AFT)" and the "National Education Association (NEA)". The main points which were discussed in meeting were related to usage of various measures during classroom teaching and student's assessments in classroom. The experts indicated that the teachers should know about measurement of student's assessment and training status of prospective teachers related to student's assessment [Sanders and Vogel, (1993)].

Additionally, there have been numerous important assessments in the field of education like helping the teachers in identifying student's understanding, selecting suitable curriculum for meeting the needs of students, creating new classroom arrangement and directly helping the teachers in choosing suitable teaching aids towards the process of learning and teaching. Furthermore, there exist many people who are not even aware about assessment which would help in monitoring students' development and preparing student's report which would further help in student's improvement and also improve the teaching

and learning progress; [Morrison (2008)]. Based on the details mentioned in the report by Gareis (2006), there is a list of assessment's importance, but it seems that all the teachers are not aware about them and hence they do not implement much of them in assessing students. Based on this report, some teachers are trained formally on the basic assessment principles. There are few teachers who apply their expertise in their classroom teaching as compared to various other competencies. Therefore the purpose of this paper is to understand various competency domains for assessment of teachers teaching methods and also to find the impact of it on the student's performance.

Moreover, there are many other topics which have highlighted the importance of assessment which has been developed among the teachers teaching in different fields. According to "Sanders and Vogel (1993)" through the establishment of standards for teacher's competence in assessment of students could acknowledge necessity in learning and teaching progress. Besides the issues in standardized assessment, the issues in assessment training should be empathized. A proper system of training should be developed wherein competencies are covered which play an important role in "pre service preparation". Fleming (1979) pent up certain issues which are related to assessment of teacher's competency. He also stated that mostly teachers lack in skills for moving towards the measurement of writing for improvement in future. He races up the issues which are required to be empathized and developed in the teaching pedagogy like bilingual programme in schools, development of naturalistic methodology as well as development of options in criterion which is referenced as a measurement for classroom teacher.

### **3. Rationale of the Study**

Competency instruments are being used practically for improving teacher's qualification as well as their ability while teaching in the classroom. This approach is being used in different colleges and time and again assessments are also being carried out for understanding the improvement in the skills and abilities of teachers. The way traditional teaching used to be during a few years back has changed to a great level and the teachers need

to upgrade themselves with the new ways of teaching. There is a need that the teachers are given proper guidance for improvement in qualification of the teachers, developing content based on new curriculum, strengthening training programmes and assessment of teacher's performance plays a very important role. The quality of the graduates has improved with the change in the technique of teaching. The graduates who are entering the industry have failed in meeting the industry demands. The graduates who have recently passed out from various colleges and universities are lacking in industrial experience. There is a need of a paradigm shift in the teaching pedagogy based on the culture at work in various industries. There is a need that the education philosophy works in close association with the real world of work. Competency instruments act towards support of managing this change. Every subject should be taught in association with a practical aspect. There should be some general instruments for measurement and there should be some specific instruments which lead to measurement of the education being imparted based on the profession where students could seek their career in. There should not be only classroom teaching rather there is a need for workshops, seminars, field visits etc. for the students so that they get a real time experience about the world around them. This study focusses on assessment of teachers competency based on their teaching pedagogy in the current scenario.

#### 4. Research Methodology

This study is based on convenience sampling. Teachers who are teaching in different domains like engineering, management and commerce have been considered. In all, response from 200 teachers have been taken who are working in different institutes in Chhattisgarh. This study is based on primary data and a structured questionnaire has been designed for collection of data. Secondary data has been collected from different sources like thesis, journals, newspapers etc.

#### 5. Research Objectives

- To understand various competency domains for assessment of teacher's teaching methods
- To assess the teacher's competency-based teaching pedagogy

- To study the impact of teacher's competency based teaching on student's performance

#### 6. Hypothesis in the Study

$H_{01}$  – There is no significant impact of teacher's competency based teaching on student's performance

$H_{11}$  - There is a significant impact of teacher's competency based teaching on student's performance

#### 7. A Measurement Model

Since many decades, there has been a practice of instruments in the field of education for bringing about a major change in different fields like medical, engineering, management etc. There are many challenges which come in the way when graduates enter into any business or job. In their profession, they find the need of practical training and also exposure to the latest techniques being followed in their area of profession. There is a need that there should be improvement in education quality, training should be programmed, there should be proper tools for measuring teacher's performance and the content of curricula should be revised as per the requirement of industry. In this study, the teacher's competency based assessment has been done based on four competency domains i.e. teaching competency, professional competency, communication competency and personal competency. Competency measurement instruments have been derived from the competency models. The instrument is required to be developed keeping in view the domains and profession in the day to day working.

#### 8. Competency Domains

In this study, four competency domains have been considered, the first one is teaching competency which indicates the requirement of teacher's ability for integrating theory as well as practice in the classroom activities. The teachers should have the ability to design learning and teaching objective. The second domain is professional competency. This indicates that the teachers should be a master in the content of knowledge with latest information which is required by the learners. There is a need that the learners master the skills and knowledge based on needs of industry in the current scenario. The third domain is communication competence. It is

about imparting skills and knowledge to students and making them capable to share their knowledge and skills which they have attained while learning. This requires communication competence. Sometimes the teachers are good in communication and they might be good in a particular area of education and they are able to communicate with the students well, but they

should be able to communicate with colleague, industry officials and also the parents of learners as well. The fourth competence is personal competency which involves the ethics, self-image as well as personal goals which might enhance teacher's competency towards more efficient job performance.

## 9. Data Analysis

Assessment of teacher's competency-based teaching pedagogy

Sr. No.	Competencies	Very high	High	Neutral	Low	Very low	Total
<b>A</b>	<b>Teaching competency</b>						
<b>1</b>	Different teaching technique	42	112	6	35	5	200
<b>2</b>	Practical approach which reflects teaching objectives	16	125	5	47	7	200
<b>B</b>	<b>Professional competency</b>						
<b>1</b>	Content of knowledge based on industry requirement	8	130	7	52	3	200
<b>2</b>	Imparting skills as per industry needs	16	142	9	28	5	200
<b>C</b>	<b>Communication competency</b>						
<b>1</b>	Convey learning contents	33	123	11	29	4	200
<b>2</b>	Consulting learners	21	129	10	32	8	200
<b>D</b>	<b>Personal competency</b>						
<b>1</b>	Ethics and self-image	30	113	9	41	7	200
<b>2</b>	Personal goals	14	121	8	48	9	200

### Interpretation

This study is based on various competency domains that is teaching competency, professional competency, communication competency and personal competency. The teachers have indicated whether their competency is high or low. A 5 point likert scale has been used which indicates the competency level among teachers ranging from "Very high" to "Very low". Each of these competencies mentioned above play a very important role and are very important for the teachers to be implemented in the current scenario. The teachers have indicated that they consider using a different teaching technique is important so that the students do not find it monotonous while learning new concepts.

There is a need that a practical approach is added in the teaching pedagogy. It is very important that proper content should be delivered during classroom teaching based on industry requirement. Skills should be imparted based on the requirement in the industry. Every industry has a different requirement like telecom, IT, Insurance, Banking etc. It is necessary that required skills get developed before the students leave college after their graduation. The teachers find it to be important that the learning content is well designed and response of the learners are also taken into consideration for further improvement. The teachers should consider ethics, self-image and personal goals while teaching and they also play a very important role in making the students capable for their career.

## 10. Impact of teacher's Competency based Teaching on Student's Performance

Sr. No.	Performance criteria	Very high	High	Neutral	Low	Very low	Total
<b>1</b>	Academic performance	98	42	7	24	29	200

2	Participation in Extra-curricular activities	45	67	9	48	31	200
3	Student's communication in the classroom	23	37	11	87	42	200
4	Improvement in student's professional knowledge	39	24	8	87	42	200

The above table indicates that with changes in teaching pedagogy based on competencies, there has been improvement in the performance of students. Based on the teacher's response towards the performance of students, there has been improvement in academic performance to a great extent. It is important for the students to learn the basics of their curricula and later they will be able to implement them during their professional performance. The students participation in extra- curricular activities has not much improved as this requires more confidence among students as this does not require any theoretical knowledge. It depends upon the interest of individual students which leads to their performance in extra-curricular activities. The teachers can change the teaching pedagogy upto a new level, but it is very important for the students to communicate properly in the classroom. If the students have the ability to communicate in the class, it means they will be able to function properly in their future, when they into a completely professional environment. The requirement of industry at present is about being professional in work. When students acquire better understanding about the professional concepts

they are able to flourish in their career to a great extent. The result as indicated in the above table for improvement in professional knowledge, there are lesser students who have gained professional knowledge. The main reason behind this is there are lack of webinars, workshops, field visits etc. during the academic career and this results in lack of professional knowledge among students.

### 1.1. Testing of Hypothesis

$H_{01}$  – There is no significant impact of teacher's competency based teaching on student's performance

$H_{11}$  - There is a significant impact of teacher's competency based teaching on student's performance

For testing the above hypothesis, regression has been applied through SPSS 20. Regression indicates the impact of one variable on the other variable. In this study, "teacher's competency based teaching" is considered as independent variable and "student's performance" is considered as dependent variable.

Regression<sup>a</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	49.130	1	49.130	58.146	.012 <sup>b</sup>
Residual	538.363	604	.874		
Total	587.493	605			

a. Dependent Variable: Student's performance

b. Predictors: (Constant), Teacher's competency based teaching

The above table indicates the significant value as 0.012 which is less than 0.05, this indicates that the null hypothesis has been rejected i.e.  $H_{01}$  – There is no significant impact of teacher's competency based teaching on student's performance and alternate hypothesis has been accepted i.e.  $H_{11}$  - There is a significant impact of teacher's competency based teaching on student's performance. The teachers have indicated that they consider using a different

teaching technique is important so that the students do not find it monotonous while learning new concepts. There is a need that a practical approach is added in the teaching pedagogy. It is very important that proper content should be delivered during classroom teaching based on industry requirement. Skills should be imparted based on the requirement in the industry. Every industry has a different requirement like telecom, IT, Insurance,

Banking etc. It is necessary that required skills get developed before the students leave college after their graduation. The teachers find it to be important that the learning content is well designed and response of the learners are also taken into consideration for further improvement. The performance of students has improved with changes in the teaching pedagogy and some more changes should be made so that the students are prepared in advance for their professional career.

## 12. Findings

- There is a need of a paradigm shift in the teaching pedagogy based on the culture at work in various industries.
- Competency instruments act towards support of managing this change.
- There is a need that there should be improvement in education quality, training should be programmed, there should be proper tools for measuring teacher's performance
- It is very important that proper content should be delivered during classroom teaching based on industry requirement.
- The teachers should consider ethics, self-image and personal goals while teaching
- The students participation in extra-curricular activities has not much improved as this requires more confidence among students as this does not require any theoretical knowledge.
- The teachers can change the teaching pedagogy upto a new level, but it is very important for the students to communicate properly in the classroom.

## 13. Conclusion

Competency can be referred to underlying characteristics of individuals which are causally related to the criterion referenced as effective as well as better performance in any situation or job. Competency instruments are being used practically for improving teacher's qualification as well their ability while teaching in the classroom. This approach is being used in different colleges and time and again assessments are also being carried out for understanding the improvement in the skills and abilities of teachers. The way traditional teaching used to be during few years back has changed to a great level and the teachers need

to upgrade themselves with the new ways of teaching. There is a need that the teachers are given proper guidance for improvement in qualification of the teachers, developing content based on new curriculum, strengthening training programmes and also assessment of teacher's performance plays a very important role. The quality of the graduates has improved with the change in technique of teaching. There should not be only classroom teaching rather there is a need for workshops, seminars, field visits etc. for the students so that they get a real time experience about the world around them.

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