



## **A Survey of Teachers' Opinion on the Students' Evaluation of Teachers**

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Education holds the golden key to human progress. The role of education as one of the most important factor in the development of a nation is universally accepted. Any country, therefore, needs to accord a higher priority to its educational development and ensure its quality to produce the right kind of personnel she needs. The Education Commission (1964-66) rightly emphasized that education is the one and only instrument that can be used to bring about a change towards social and economic development of the nation.

### **EFFECTIVE TEACHING**

Mangla (2001) defined effective teaching as, "Competence of a teacher to produce agreed upon result." The kind of teaching, which produces no effect on the behaviour of students, fails in its objective of guiding the students towards educative learning experiences. Any method of teaching is effective only to extent it produces learning. Infact, the measure of the effectiveness of teaching is the quality and quantity of learning it produces and is a continuous professional concern linked to a teacher's persistent aim of achieving effective instrument.

### **STUDENT EVALUATION OF TEACHER**

Researchers and Educational planners have been trying to find the answer the factors which make a teacher an effective teacher, all over no tool, could be developed so far to objectively measure teacher teaching performance. The appraisal of educators' performance has been identified as teacher evaluation, teacher observation, administrator and teacher's progress report, merit rating and recently, performance appraisal etc. Usually all these measures mean judgment of teachers by immediate supervisor. This traditional method could not go hand in hand with the very basis of the appraisal i.e. both administrators and teachers realize the benefits from the how well the teacher is performing.

The Rastogi Committee initiated the debate of the Students' Evaluation of Teachers (SET), through the UGC is in dilemma regarding the implementation of this recommendation. The Issue of SET has divided the teaching community in two groups. One, opposing it strongly, whereas the other one may be small number of teachers, strongly favouring it.

### **THE PRESENT STUDY AND ITS SIGNIFICANCE**

"A Survey of Teachers' opinion on the Students' Evaluation of Teachers" is an attempt in the direction of teachers' appraisal by their respective students and consequently, the survey of teachers' opinion regarding students' evaluation of the teachers in Garhwal University. The study will try to formulate a tool, which will be helpful in surveying opinion of the teachers on the various aspects of the SET. The study is further an attempt to identify the causes and effects of the student evaluation of teachers (SET), which make the teachers to like or dislike the SET and subsequently show the positive or the negative attitude towards the SET.

The study will try to find out if there is any difference in the opinion of teachers on the basis of their sex. The Study will also make an attempt to survey and compare teachers belonging to the different faculties of the University.

### **OBJECTIVES OF THE STUDY**

- To evaluate the attitude of teachers towards the SET.

- To make a faculty wise analysis of the teachers of Garhwal University teachers on the basis of their opinion towards SET.
- To make sex-wise analysis of teachers on their opinion towards SET.
- To identify and analyse, teachers with positive attitude towards SET.
- To identify and analyse, teachers with negative attitude towards SET.

#### METHOD AND ADMINISTRATION OF TOOL

A purposive cum random sample of 67 teachers of all the faculties of Garhwal University, Srinagar has been taken for the purpose of the study. The sample consisted of 51 male teachers and 16 female teachers of Birla Campus. The tool namely, "Teachers opinion Survey Scale was prepared by the investigator, and administered to the selected sample.

Sr. No.	Faculty	Male	Female	Total
1.	Science	15	5	20
2.	Arts	22	9	31
3.	Education	6	2	8
4.	Commerce	8	0	8
<b>Grand Total</b>		<b>51</b>	<b>16</b>	<b>67</b>

#### SAMPLE

The sample for the purpose of the present study constituted teachers of the University. All the teachers belonging to the categories of Professor, Reader, and Lecturers were considered for the purpose of selection of the sample. The H.N.B. Garhwal University is constituted by its three campuses, which are located at Pauri, tihri and Srinagar. For the purpose of present study, the teachers of central campus of the University i.e. Srinagar Campus was selected; therefore the study was confined to the Srinagar Campus only.

#### STATISTICS

For the analysis, the statistics used was simple percentage, Mean, Median, S.D., and Skewness.

#### CONCLUSIONS OF THE STUDY

Analysis of the data has led the investigator to reach to certain conclusions. On the basis of objectives set for present investigation, these conclusions have been put in to different categories keeping in view the opinion of the teachers on various aspects of the Students' Evaluation of Teachers.

##### 1. Conclusion based upon the attitude of teachers towards SET

The overall mean scores of the attitude of all the teachers towards the SET, which has been found to be 3.28. Being a value more than 3, it can be safely concluded that the teachers of Birla Campus of The University have a positive attitude towards SET. Further, there was more number of teachers with highly positive attitude towards the SET as compared to the teachers having negative attitude.

The percentage ratio of the male and female teachers selected for the present investigation was 75.92 to 24.07 percent respectively. The attitude values of male and female teachers towards the SET with the mean values 3.276 and 3.302 respectively. The range of the attitude of the male teachers was found between 2.06 and 4.3, whereas the range of female teachers was 2.6 to 4.2 respectively. Though, mean value of female teachers was slightly more than male teachers however, a small difference of means and a very little difference of their ranges, it can not be statistically concluded that female teachers have a more positive attitude towards the SET as compared to the male teachers, however the data leads to conclude that the male and female teachers exhibit identical pattern of their opinion on the SET.

The overall mean values of the attitude of teachers from Science, Arts, Education, and Commerce faculties towards the SET were found to be 3.46, 3.31, 2.89, and 3.16 respectively. The data reveals that only teachers of Education faculty shows their mean value less than 3, meaning by that their attitude towards the SET is negative. The attitude of the remaining faculties was found to be positive towards SET, as all

these faculties have mean value more than 3. On the basis of these results it can be concluded that teachers of different faculties do not show identical pattern of their opinion towards the SET.

## **2. CONCLUSION BASED UPON THE DISTRIBUTION OF TEACHERS IN RELATION TO THEIR ATTITUDE TOWARDS THE SET**

The percentage of teachers with positive, negative and neutral attitudes towards the SET was found to be 62.96, 33.33 and 3.70 percent respectively. These percentage values clearly reveal that there is a large number of teachers which favours the implementation of the evaluation of teachers by the students. As there is a huge gap between the percentage of teachers favouring and disfavoursing the SET, the results set aside.

The apprehension of a section of teachers, planners and administrators that the teachers of the Universities, in India are not in favour of SET, this goes in favour of recommendation of Rastogi Committee for higher education and the plans of University Grants Commission that the Students' Evaluation of Teachers' should be implemented in higher education. This conclusion is further supported by the fact that those teachers who have negative attitude towards the SET also have their mean value 2.47, which is slightly lower than the neutral value of 3. The skewness value of .55 further confirms that there is more number of teachers with slightly negative attitude towards the SET as compared to the teachers with highly negative attitude. On the basis of these results, it can be concluded that the teachers generally exhibit positive attitude towards the SET.

## **3. CONCLUSION BASED UPON TEACHERS OPINION ON THE POSITIVE ASPECTS OF THE SET**

Students are the right judges of the teaching effectiveness of their teachers. Seen individually there is a large mass of teachers i.e. 33.33 percent, which strongly agree with this statement, whereas there is a very small percentage of 5.55 percent of teachers does not agree with the statement. The finding is a strong support for the idea of implementation of the SET in the Universities on the basis of this. There is absolutely no doubt that the students are not right judges of teaching effectiveness of their teachers.

77.85 percent, which agreed with the statement that teacher's evaluation by students will help teachers in knowing and improving their weakness. Only 3.70 percent of the teachers did not agree with statement. Though a large proportion of teachers i.e. 16.66 percent of teachers remained neutral i.e. they were undecided in favour or against the statement, still it can be very safely concluded that there is a strong support from teachers for the statement that the SET will help them in knowing and improving their weakness.

Student evaluation will help teachers to know where they stand as teacher in the eyes of students, large proportion 62.96 percent teachers agreed with the statement, though a sizeable percentage of 16.66 percent teachers did not agree with the statement and 18.52 remained undecided. It can be concluded that SET will help them in knowing where they stand in the eyes of students.

Teachers will give their best only, when they will be evaluated by students. The data reveals that there is 42.584 percent, which does not agree with this statement. Though a very large proportion of teachers i.e. 22.22 percent is undecided. So, it will not proper to accept this statement.

The data shows that 55.549 percent of teachers agreed with the statement that to check the deteriorating quality of classroom teaching, students must be given a right to evaluate the effectiveness of their teachers. Only 25.918 percent of teachers did not agree with the statement. Though there were 18.518 percent of the teachers who were undecided on the statement. So, SET will help in checking the deteriorating quality of classroom teaching.

The data further shows that 53.70 percent of the teachers agreed with the statement that higher education students are mature enough to evaluate the quality of teaching. The percentage of teachers' opposing and those remaining neutral, if combine together, still fall short to the teachers supporting the statement. Hence, this statement can be safely accepted in favour of SET.

As regards the last statement, 59.25 percent teachers were in support of it, whereas 18.511 percent of teachers did not agree with this statement. Though the percentage of the teachers remaining neutral was relatively high, still it can be concluded that teachers' do favour the statement in modern day economic

world where right of consumer is supreme in the market, students being the consumers of education, they should have the right to evaluate the quality of knowledge provided to them by teachers.

#### **4). CONCLUSION BASED UPON TEACHERS OPINION ON THE NEGATIVE ASPECTS OF THE SET**

The reliability of students' evaluation is suspicious, 24.073 percent of teachers agreed with the statement. 5.55 percent of teachers strongly agreed with this statement. The large mass of teachers' i.e. 33.33 percent remained neutral i.e. they were undecided in favour or against the statement. Though a large proportion of teachers i.e. 42.591 percent did not agree with the statement, still keeping in view the large proportion of teachers remaining undecided it will be improper to accept this statement in favour of SET.

49.991 percent of teachers agreed with the statement that the students evaluation of teachers succumb to students interest. Only 24.073 percent of teachers did not agree with the statement. Though a large proportion of teachers i.e. 25.925 percent remain neutral. It is a fear in the mind of the most of the teachers that if SET is implemented, students may resorts to means other than academic in dealing with their teachers, which will be detrimental in the objective evaluation of teachers.

The data reveals that 42.584 percent of teachers agreed with the statement that student evaluation of teachers will effect autonomy of teachers. 38.885 percent of the teachers did not agree with the statement. Though there were 18.518 percent of teachers who were undecided, still keeping in view the closeness of the proportion of the teachers supporting and opposing the statement. This statement cannot be accepted for or against implementation of the SET in Universities.

As regards to the statement that students' evaluation of teachers will lead to trade off between teachers and students, there is 25.925 percent of teachers, which agreed with the statement. The data reveals that 46.289 percent of teachers did not agree with the statement. Though 27.77 percent remained neutral. Hence, data reveals that the SET will not lead to any kind of trade off between teachers and students.

The data shows that 68.517 percent of teachers agreeing with the statement that students evaluation of teachers will dampen teacher's confidence, though 18.517 percent did not agree and 12.962 percent of teachers remained undecided, still it can be safely concluded that the University teachers also have a fear that SET will definitely dampen their confidence.

Students' evaluation of teachers will make mockery of teaching profession. 42.591 percent of teachers agreed with the statement. 35.177 percent did not agree with the statement and 22.22 percent remain neutral. Since there is not much difference between the teachers agreeing of disagreeing with this statement and further, as large proportion of teachers remain undecided, it can only be concluded that the SET will make mockery of teaching profession can neither be accepted or rejected.

The data further shows that 18.511 percent of teachers agreed with the statement that student evaluation of teachers will be misused by the administration. Though there are a large proportion of teachers i.e. 57.406 percent did not agree and 24.074 percent of teachers remain undecided. Keeping in view the large percentage of disagreeing with the statement, it is concluded that fear of teachers that the SET will be misused by the administration, is largely unfounded.

As regards the last statement, 53.703 percent of teachers agreed with the statement that students are not competent to evaluate to their teachers, whereas 29.629 percent did not agree with the statement. 16.66 percent of teachers remained undecided, still it can be concluded that this fear of teachers that students are not competent to evaluate to their teachers, is not totally unfounded. Hence, this fear of teachers against the implementation of the SET is accepted.

An overall view shows that when the teachers opinion on the statement favouring the SET was taken teachers were by and large clear about their opinions, whereas when the same was done for the statement against the SET, a large proportion of teachers remained undecided. It can be concluded that teachers are comfortable in giving their opinion when they are asked to reveal their attitude towards the negative aspects of the SET.

#### **5). CONCLUSION BASED UPON FACULTY-WISE DISTRIBUTION OF TEACHERS IN RELATION TO THEIR ATTITUDE TOWARDS THE SET**

The data further shows that the attitudes of the teachers of Science, Arts and Commerce faculties were positive for the most of the statement, whereas the attitude of teachers of Education faculty was negative

towards the statement. The data further reveals that for teachers of education faculty most of the statements have mean values ranging between 2.2-2.8, whereas for the remaining three faculties (Science, Arts and Commerce), most of the statements have mean value ranging between 2.52-4.21. Hence, it can be concluded that the teachers of the Education faculty have negative attitude towards the implementation of the SET, whereas other faculties have positive attitude towards the SET.

#### RECOMMENDATIONS FOR FURTHER STUDY

1. A similar study may be conducted on the teachers of other campuses.
2. A similar study can be carried out a school level.
3. A similar study can be conducted on male and female teachers separately.
4. The study can be conducted on younger and older teachers separately.

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