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13. Anaysis of Performance Appraisal of Teachers Which Improveing Teaching Quality and Students Outcome

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Abstract

The purpose of the study is to reveal what the influencing circumstances in developing teacher educators' performance appraisal are, and how teacher educators perceive the role of staff involvement in developing teacher educators' performance appraisal. In order to fulfil the above goals, semi-structured interviews were conducted with ten teacher educators, currently working at two Universities of Education in Myanmar. The interview results revealed that the acceptability of performance criteria is important and academic staff involvement in developing performance appraisal design should be encouraged. Effective leadership, trust, clear and equitable systems can lead to successful appraisal.

It argues that a comprehensive and well-implemented performance appraisal system, encompassing regular feedback, diverse assessment methods, and a focus on student well-being, can significantly improve academic performance and overall student success. The study highlights the importance of frequent monitoring, personalized guidance, and effective communication with parents to address individual student needs and foster a supportive learning environment. By shifting the focus from summative evaluations to a more holistic approach that includes formative feedback and targeted interventions, institutions can create a positive impact on student learning and development. Furthermore, the paper emphasizes the need for continuous improvement of the appraisal system itself, through ongoing evaluation and adaptation to meet the evolving needs of students

Introduction

Performance appraisals offer a formal platform for providing regular, constructive feedback on student performance. This feedback should be specific, actionable, and focused on helping students understand their strengths and weaknesses. Using a structured approach like the

Situation-Behavior-Impact (SBI) model can help make feedback more impactful and easier to understand. Performance appraisals can be used to collaboratively set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals with students. These goals should be aligned with individual learning needs and academic objectives, providing a roadmap for improvement. Regularly reviewing progress towards these goals helps students stay on track and motivated.

Performance appraisals encourage a growth mindset, where students are encouraged to see feedback as an opportunity for learning and development. Open and honest communication between educators and students is crucial for creating a supportive environment where students feel comfortable seeking guidance and support. By incorporating 360-degree feedback, where students receive feedback from multiple sources (teachers, peers, etc.), a more comprehensive understanding of their performance can be achieved.

Performance appraisals can pinpoint specific areas where students struggle, such as time management, study skills, or subject-specific knowledge. By identifying these areas, educators can tailor support and interventions to address individual needs.

Literature Review

The laboratory serves as the medium through which students have the opportunity to transform their convictions, thoughts, assertions and hypothetical suggestions into the trial [57]. The teacher also on the other hand has a role of partaking in laboratory activities to ensure the transfer of information and truths to students. This in turn helps to sustain and stimulate the curiosities of students in studies containing laboratory work for higher academic output [58]. Consistent with this, one lingers to probe that at what length have the laboratory been able to attain its purpose? Comparing the role of teachers and the laboratory a study emphasized that, the teacher acts as a distributor of knowledge whereas the laboratory plays the role of practice or confirmation [59]. Additionally, they expounded at another end, the duty of a teacher which is to provide direction to students and the laboratory serving as an avenue to unearth information [60].

In contrast, rising proofs suggest that teachers do not display actions that correspond to attaining the specified goals.

Teachers striving for the enhancement of students education esteem that, enhancing teaching books would certainly result in the alteration of instruction [30] and another author asserted about teachers dependence on textbooks [31]. Several teachers assume that textbooks

could offer significant and efficient information without taking into consideration the role of instructors [32]. Textbooks have been emphasized as so essential to academic improvement that, [33] posited that unavailability of significant textbooks for instruction and studies is an unfortunate incidence [34]. Then also, students not able to buy textbooks are one of the factors accounting for their unavailability among students [35].

Objective of the Study

- TO Effective teaching practices, identified through appraisals, can lead to increased student engagement and motivation.
- TO focusing on improving teaching quality, appraisals ultimately contribute to better student learning outcomes and academic achievement.
- TO creates a more positive and conducive learning environment for students.
- TO focusing on ongoing development and feedback, appraisals contribute to a culture of continuous improvement within the school.
- TO acquire new skills and knowledge relevant to their needs.
- TO increased student engagement and motivation.
- TO provide constructive feedback, and guide them towards better instructional practices.

Need of Study

- **Professional Achievement :** Based on the evaluation results, schools can offer tailored professional development opportunities, ensuring teachers receive the support they need to enhance their skills.
- **Teaching Practices:** Feedback from evaluations encourages teachers to refine their instructional methods, classroom management, and engagement strategies, leading to more effective teaching.
- **Quality Improvement:** Regular appraisals help ensure teachers meet established standards and expectations, contributing to a high-quality learning environment for all students.
- **Promoting Continuous Improvement:** The evaluation process motivates teachers to continuously seek ways to improve their teaching, fostering a culture of ongoing professional growth.

- **Growth:** Appraisals provide data that can be used to track teacher performance over time and identify trends, informing school-wide improvement strategies.
- **Positive Impact on Student Outcomes:** Ultimately, effective teacher performance appraisals lead to improved student learning outcomes, as teachers are better equipped to meet the diverse needs of their students.

Methodology of Studies

- **Classroom Observations:** Conduct structured observations by trained evaluators to provide direct feedback on teaching techniques, classroom management, and student engagement.
- **Student Surveys and Feedback:** Collect feedback from students on their learning experiences and perceptions of the teacher's effectiveness, according to Education Advanced.
- **Student Learning Gains/Achievement Data:** Track student progress on assessments and other measures to evaluate the impact of a teacher's instruction.
- **Teacher Self-Assessment and Peer Review:** Encourage reflective practice and professional development through self-assessment and peer feedback mechanisms.
- **Regular and Timely Feedback:** Provide feedback as soon as possible after observations to allow teachers to reflect and make adjustments.
- **Personalized Professional Development:** Tailor professional development opportunities to address individual teacher needs and areas identified through evaluations.
- **Coaching and Mentorship:** Implement coaching programs and mentoring relationships to provide ongoing support and guidance to teachers, says Frontline Education.

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