Appendix-B

Teacher Effectiveness Scale (TES)

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Directions:

Here are a few items reflecting effectiveness in your work. How about knowing how effective you are in your work. Please read each item and try to think how well it describes your style of work. Give your answers on the separate answer-sheet given to you.

The information collected through this scale will be used for research purpose only and never to your disadvantage. Your co-operation in this regard is highly solicited.

PLEASE DON'T WRITE IN THE BOOKLET
Statements:

1. The organization of my course content is well planned.
2. I select contents, materials, and activities for increasing students' learning experiences.
3. I prepare materials and equipment for teaching in advance so that I can use them effectively, whenever needed.
4. I promote problem solving approach among the students.
5. I use a variety of learning experiences in each class that I taught.
6. I use textbook as well as other instructional materials.
7. I divide the class for group work according to their interest and ability of the students.
8. I make my students understand the objectives planned for future work.
9. I make some students work on projects, and some students study, depending on how far behind they are.
10. I make class-work a pleasure.
12. When the habitually hostile student makes a friendly gesture towards classmate, I commend his good behaviour in the class.
13. I give adequate reward to my student who improves his work.
14. I appreciate my student who cleans and erases the blackboard.
15. I give the slow learners the opportunity to learn at their own pace.
16. I change class-room environment for motivating the students' learning.
17. I motivate the students by relating lesson with students' own experiences.
18. I give assignments of optimum difficulty to enable the students to complete them.
19. I select the subject that deals with students' own present day problems.
20. I spend a lot of time asking students to make their own decisions about the course plan or group project.
21. I use verbal comments as feedback to help students improve their performances.
22. I use various techniques of measurements for evaluating students' learning.
23. I use formative evaluation to diagnose the students' apparent strengths and weaknesses.
24. I view evaluation as a means to facilitate teaching and learning process.
25. I assess home assignments, project reports, and class-room questioning to evaluate the day to day performance of students.
26. I assess weekly tests to enable the students to make progress in learning.
27. I keep bulletin boards attractive and up-to-date.
28. My students decide about their own projects to work upon.
29. My students feel free to express their ideas in class.
30. I tell stories and encourage my students to tell about funny things happened to them.
31. When the students are working in a group, I let them decide how the project should be handled.
32. I am fair and square in dealing with students.
33. I am considerate of students' feeling in the class.
34. I respect students' opinions, and encourage discussion in class.
35. I accept the deficiencies and shortcomings of my students.
36. I maintain a dignified pupil-teacher relationship.
37. I co-operate with administrative authorities.
38. I help my colleagues in finding solution to the problems.
39. I welcome suggestions from the head and colleagues.
40. I am considerate of my colleagues.
41. I provide opportunities for parent-teacher conferences.
42. I cooperate with the students' parents.
43. I send the reports of the students to their parents about their progress in studies.
44. I believe and participate in Parent-Teacher Association enthusiastically.
45. I understand and adhere to school board and administrative policies.
46. I respect the confidential matters relating to students, parents, and school personnel.
47. I think that teaching is the only profession that provides opportunity to grow and learn.

48. I have an ample opportunity to display my talent.

49. I feel competent in my present job.

50. I have adequate opportunities to make progress in the job.

51. I get opportunities to do creative jobs.

52. I am satisfied that the people give proper recognition to my work as a subject specialist.

53. My principal promotes a sense of belongingness among the teachers in the school.

54. I find satisfaction with tenure, pension plans, hospitalization, cumulative sick leave, and credit union etc.

55. The school provides me with adequate resource materials, audio-visual aids, and projection equipment.

56. Library facilities are adequate for the subject area which I teach.

57. School secretarial service is available for my use.

58. The school environment is so attractive that encourages me to work to my satisfaction.
59. I feel that I am adequately rewarded in my job.
60. I help my students to make progress in their work.
61. I get feedback from students to know how well I have taught.
62. When the students experience failure, I examine my own performance in order to be more helpful to them.
63. I identify strategies to achieve my goals.
64. I involve students in framing the objectives and strategies for achieving goals.
65. I willingly join in-service training to gain experiences for my academic growth.
66. I work with the supervisor for improvement of my teaching.
67. I seek extra duties for school activities.
68. I respond well to constructive criticism.
69. I am satisfied with the progress that I make toward the goal which I set for myself in this present job.
70. I work with the school counsellor for assisting students in personal and academic problems.
Answer-sheet of Teacher Effectiveness Scale

Name .............................................................. School .........................................................
Class ................................ Date .................................................. District ...........

Directions :
1) A=Always, B=Frequently, C=Sometimes, D=Rarely, E=Never
2) Please put a cross mark on any of A, B, C, D, or E which is the appropriate answer for you.

Example:
If you think you always do that, you put a cross mark on A.
1. x B C D E

If you think you never do that, you put a cross mark on E.
1. A 3 C D X

3) Please rate yourself on every item and do not leave any item unanswered.