



Programme: **Measuring Teacher Effectiveness Programme**
(MTEP)

"What happens in our classroom today will happen in larger society tomorrow. This is why the teacher's role is the most important social role any person can perform."

- says Mr. Azim Premji (Chairman, Wipro)

Thus the 'Teacher' is the most influential and important element in development of a child's personality and character. This observation is especially related to India where parents depend and rely on the school teachers entirely for their ward's good upbringing.

Notwithstanding this fact the importance of a teacher's role in the child's learning span and his success is undoubted. Just as an employee's performance depends on motivation, training and rewards, so are the triggers of 'Teacher performance enhancement'. However, all the above methods rely on a single and the most critical event 'EVALUATION'.

Evaluating Teacher Performance has been recommended by researchers. Various generic approaches and methods are encouraged and suggested.

The MTEP was hence conceived so as to help all the teachers and the management of schools with a simple, systematic, scientific and reliable programme. The programme is conceptualized, designed, developed, tested and released by BJS completely in-house.

Objective of MTEP

'To generate a systematic mechanism to measure teacher effectiveness and analyse the evaluation so as to provide suggestive training modules for improvement'

Benefits -

- Measuring teachers' effectiveness is a hitherto neglected area in the country. With the introduction of this programme this concept shall be introduced. Thus this is a programme, which aims at bridging the gap between the demand and the supply.
- The school management shall get a very clear picture of teachers' performance
- This will help the teachers improve their performance using specific development modules which are incorporated in the programme
- The teachers' performance will directly influence the students and in turn the school performance
- Both academic as well as individual personality development of a child shall be positively affected
- An effective filter for teachers' promotion, increments, training, shall be available with the management

Programme Highlights

Phase I

1 > Expert Committee:

Educationists (Principals / Teachers), HR & Mgt. Consultants, Systems Experts, Heads of educational associations, etc - Contribution by all these members have gone before the MTE Policy was designed and published

2 > MTE Policy

Consist: Objectives, definitions, functions, theme, Procedure, etc. in detail

3 > Technology used

$(6 \times 6) + 6$ (overall) + 1 (Teacher overall) = 43 parameters are used for assessment



The process (Data entry to generation of the final report) is computerized thus increasing the scalability

Different percentages for evaluators are decided. The evaluation is done based on evaluations from 'Self', 'Principal' & 'Peer'; however the programme has the flexibility of accommodating evaluation by 'Student' and 'Parent' also.

4 > Framework applied

Different weightages for different evaluators are assigned

5 > Report

- Charts
- SWOT Report
- Suggestions / Recommendations

7 > Certificate

Certificate

Phase II

As per the conclusions and recommendations of the MTE Report, we shall suggest training modules to enhance performance of the teacher in specific areas. These modules shall be designed, developed and delivered by BJS in-house.