

Need Analysis of Workshops for Effective Teaching among teachers at Secondary School level in Karachi, Pakistan

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Abstract

Nowadays, teachers' role is considered as a vital place in the academic success of students because they have a strong impact on helping, shaping, creating, supporting and establishing student's strengths, goals and facilitating them to explore knowledge. It is essential that the teachers should be equipped to the professional skills and competencies as well as possess required qualities and characteristics that are needed in learning process. Today, teacher has to develop their skills and broaden their approach for teaching through a wide range of creative activities and share various innovative ideas that can be incorporated in teaching to engage students in an effective manner as well as able to apply different strategies to keep students motivated during learning process. For this purpose teacher has to involve in various training sessions especially workshops as they are very helpful for that need. The main objectives of this study is to highlight the importance of workshop for teachers to enhance the abilities of classroom management & implementation for latest techniques, better understanding of students learning needs and more productivity towards effective teaching process. The method that was used in this study was descriptive method. The population of study was consisted on teachers of private schools in Karachi. Within those 100 teachers from 32 schools were selected as sample for the data collection by using questionnaire. The results revealed the essential importance of workshop at school level as a growing need of effective teaching-learning process among teachers and students. One of the major challenges of countless social and economic issues is low-quality education system. Among all the SDGs, SDG4 mainly highlights to provide high quality education. SDG4 means, striving to have every child receiving high-quality education by 2030. The major hindrance in learning skill is being taught by the teachers, who are not interested in the professional development programs. Teachers training workshops are becoming one of the important sources to cope with continuous changes occurring in teaching-learning process therefore it should be a part of educative setup from school level. In the light of results, recommendations were also presented such as training workshop should be conducted as per need of diverse aspect of teaching skills and practices, feedback is essential need to the fast changing demands of teaching learning process and to develop the mode of participation in it among teachers for advancement at their work places. The students trained and guided by the professionally equipped teachers would be in a better position to put their knowledge and abilities into greater use for economic development and growth of the country.

Keywords: Effective, teaching-learning, workshop, professional development, productivity

Introduction

Every Educational process has some major areas which makes the whole process successful and effective such as; aims and objectives, curriculum, teaching methods, examination etc. Among them teaching has given very fundamental place. It is necessary and important that teacher should be completely guided for each level especially at school one. As school is the place where teacher can train and prepares the students for their future/practical life. Therefore, it is the responsibility of a teacher not to give knowledge and information but also understand the nature of the student, their intellectual abilities and attitudes, their difficulties, values, behavior, needs as well as transfer the knowledge in such way that they can utilize it and get maximum benefits also. They should also facilitate and provide opportunities to the students for the application of their skills and abilities in concern fields or areas. So, it is necessary that they must be fully trained and equipped to make the learning process meaningful. Due to the fulfillment of teaching- learning skills, the teacher should be aware about latest methodologies, techniques and tools to transfer the knowledge effectively among the students, but also enable them for the practical approach of what they have learned in the school. Therefore, the teachers have to enhance their knowledge in concern subjects to get full command but also know the teaching strategies such as workshop, seminars, refresher courses, short term training etc. Among such techniques, workshops are very much helpful for the teachers to access and keep in touch with the current need of concern teaching subject and methodology. In the words of Pamela Hamilton (2016) “A work shop is a collaborative working session in which a team achieves and agreed goal together. The goal could be to solve a problem, create ideas, work through on issue or find agreement between team members.” A Teacher’s role is considering as a major role in the academic success of student because they have a big impact on helping, shaping, creating, supporting and establishing student’s strengths, goals and knowledge. Therefore, it is essential that the teacher should be equipped to the professional skills and competencies and possess required qualities and characteristics that students are needed into teaching-learning process. Therefore, teacher should always ready to enhance his/her skills and update herself/himself from concern knowledge also regarding his area of teaching. For this purpose, she/he can engage herself or himself in various activities such as seminar, workshop, refresher courses or programs especially workshops are very helpful for that need. Workshop for teachers offers a unique platform that provides them knowledge, experience and guidance about the most up-to-date information of the teaching techniques. It promotes the professional development of teachers and also gives a chance to do more improvement and enhancement in their teaching skills. Workshop is useful for the teachers to develop the basic skills among students and motivates them

towards learning. It develops the more productivity among teachers and students as well as prepares them to build balance personality of the students. It also allows the teachers to learn the techniques of classroom management and helps in creating stimulating yet enjoyable physical, mental and emotional environment in the classroom. It gives the guidance to the teachers to maintain the discipline in the classroom that enables teachers to the communication abilities that makes teaching more effective. It gives the understanding and working with higher order thinking skills. It also provide guidelines to those teachers who are facing different challenges while teaching as it makes the teachers to feel more confident about many teaching-learning problems related to students. Workshops support teachers with ideas for grouping based on data, managing lessons and adopt the suitable teaching methodologies according to the student's need and capabilities which is essential for educational trends and challenges. It also allows teachers and administrators to understand the common core and how to implement new standards and techniques in their schools and classroom. So they will be in better position to handle teaching-learning issues and apply effective strategies.

In the fast changing world, there have been a great number of changes in education system seen on continuous basis everywhere. Due to these changes, new expectations appeared towards our schools also. Now a days, school need to teach their students how to gain information and how to select and use them. The changes that took place in schools have also changed the role of teachers. In the past, teachers used to be major source of knowledge, the leader and educator of their student. Now a days, teachers are used to be a facilitator of learning; leading discussions, enhancing students skills and performance, enabling active participation of students, engagement with ideas and many more. Today, it is a major responsibility of teachers to provide information and show their students how to tackle them. For the fulfillment of schools and students requirement, workshop is useful to provide the training of effective teaching to the teachers. It is a source of providing the training of classroom management , appropriate teaching methodologies, updated curriculum, examination pattern etc. As teacher is a person who develops readiness among students to adjust in a society so, it will be also helpful to achieve the higher status in a society. It is imperative that teachers acquire the totality of the information and qualities of education through instructions and training which minimize the development of an individual physically, mentally and morally. Teaching strategies acquired from workshop would be effective only in the hand of effective teachers. Since workshops are useful for the teachers, it is important to determine its effect on the students and even measures its effectiveness. Due to the high demand of the workshop, it is necessary that the teachers especially at school level should not only engage

in various types of workshop but also capable to conduct for the other teachers also.

WilliamH.Johnson, workshop will not only change the way you teach but may be even change the way you look at your own life.

Aims of study

- To highlight the importance of workshop for the enhancement of interest among students towards their studies by the teachers at school level.
- To know how much it is helpful to develop more productivity among teachers and students during teaching-learning process.
- To enhance the better understanding of the existing curriculum and new pedagogies and teaching skills.
- To develop the abilities of classroom management and implementation of latest techniques among the teachers.
- To what extent it enable teacher to understand the attitudes, values, behavior and learning abilities of the students.
- To know how much it will be helpful to the continuous professional development of teachers.

Review of Related Literature

Workshop is an educational seminar or series of meetings emphasizing interaction and exchange of information among a usually small number of participants. If we talk about professions, firstly the teaching profession is very vast all over the world. Due to its high scope, teacher should be completely guided for every level but especially at school level. Workshops play an important role to helping teachers by providing complete information, knowledge and techniques about teaching such as; how to teach students? How to enhance their ability and skills? How to groom their personality? How to manage classroom issues etc.

History of workshops

Teacher education today is an integral part of any educational system. Teaching being both a skill and an art was found amenable to transmission in the early years of 19th century. Teaching is a lot like acting, a high energy, performance profession that requires a person to act as a role model. When people realize the importance to give the training to the teachers then different educational institutions and organizations started to train the teachers through short courses, seminars, workshops, refresher courses etc. We are having various institutions, organizations and experts in our country as well to provide support and assistance in this area such as PMC, TRC, PELTA,

CBEC, TCF, SPELT, SEF, IED-AKU, IEARN, PITE etc. These organizations are conducting various kinds of workshops at every level especially at school level for teachers to enhance quality teaching-learning process.

Types of workshops

Jeff E. Brooks-Harris & Susan R Stock-Ward (1999) describes four types of workshops activities based on the model by David Kolv 1984; Reflecting on experience activities, Assimilating and conceptualizing activities, experimenting and practicing activities and planning for application activities. There are different types of workshops which are effective for the above mentioned purpose such as:

- Group Workshops
- Workshop for new educators
- Workshop for current educators
- Workshop for teaching skills
- Workshop for understanding child
- Workshop for effective classroom management
- Subject specific workshop
- Teacher (self) development workshop

Principles/Procedures of Conducting Workshop:

In order to conduct an effective and successful workshop, you need to address its, planning, preparation and implementation. Following are the some guidelines and principles which are aimed at helping workshop leaders or facilitator to conduct workshops for teachers:

- 1) Once you know what your topic will be, planning a workshop ultimately means figuring out what you want to do. In order to do what, you have to consider a number of factors i.e. consider the audience, topic, workshop size and time. According to Robert.L. Jolles (2015) Before we start working on putting participants in to the seats referred to as ‘populating the room’, you must figure out what these participants coming to hear.”
- 2) The aims and objectives of workshop should be clear to all.
- 3) The people who will actually be part of the workshop, is probably the most important piece of the puzzle here. Understanding them and their needs will do more than anything else.
- 4) Give latest and up-to-date knowledge and information to the participants in order to maintain their attention and interest.

- 5) Make materials and hand-outs as attractive and interesting as possible. Organize printed material so that it's easy to read and digest.
- 6) Ask for feedback on the ideas, techniques, method that you presented.
- 7) If you can find a way to record all their review, summing up and feedback, it will prove extremely helpful to you in developing other workshops, or in revising the one you just conducted.
- 8) Collect evaluation forms. Make sure you get one from everybody.
- 9) In the end, appreciate the audience for their patience and listen carefully.
- 10) Through workshop, teachers should develop teaching strategies according to the psychological needs and interest of students and know how and when to use these strategies.

Importance of workshop at school level:

Workshops are important for every level especially at school level for the teachers. Brookfield (2005) this perspective in a way, is new to teaching in that professional development and in service training simply consisted of workshops or short term courses that offered teachers new information on specific aspects of their work.” Like other activities, workshops for teachers are very important because it introduce new teaching techniques to the teachers that can open new avenues of learning that carries throughout their lives. It is very much essential for the development of child's personality and motivates him towards learning.

- I. Classroom Management: Workshop plays a big role in the classroom management and implementing of new concept in the classroom. Teachers are usually required to participate and attend workshop to learn about any information or technique that can be useful to overcome the classroom issues.
- II. Teaching Skills: Attending workshops are very much beneficial for teachers to enhance and upgrade their teaching skills. Cochran-Smith & Lytle (2001), Many have referred to this dramatic shift as a new image or a new module of teacher education for professional development.
- III. Social Training: Workshop provides an opportunity for social training of students. Through workshop, teachers guide their students how to interact with each other and how to behave in different settings. It will help to adjust in their present life as well as their future life.
- IV. Development of basic skills: As school life is considered the base of the child's personality and their future life. So, it is a big responsibility of the teachers to prepare a child's personality and develop their skills.

- V. Professional Development: Workshop for teachers offers a unique platform that provides them knowledge, experience, skills and guidance about the most up-to-date information and teaching techniques. Ganzer (2000) "Professional workshops and others are formally related meetings are the part of a professional development experience."
- VI. Communication skills: A Teacher must have the powerful communication skills through which they can motivate their students towards learning also communicate with their parents.
- VII. Increase Experience: Workshops are structured learning experience. It will increase the experiences of the teachers because it gives opportunity to learn new ideas, knowledge and give a chance to experience the things by themselves which is helpful to develop the abilities among students.
- VIII. Interaction between student and teachers: Every day teachers make countless real-time decision and facilitate dozens of interaction between themselves and their students. Teacher-student interaction is the key of quality learning in classroom. So in this regard workshops provide support for improving the quality of teacher-student interactions and ultimately, students learning.
- IX. Academic issues: Workshop is very much helpful to overcome the academic issues and keeping up academic standards. It gives the basic strategy for addressing problems. It gives a sense that how to find and fix common classroom academic problems.
- X. Assessment Process: Workshop has a crucial place for monitoring the progress of any students receiving a classroom academic or behavioral intervention. (Dylan William) Every teachers need to improve not because they are not good enough, but because they can be even better. Thus, workshop gives systematic assessment techniques for evaluating and assessing the student's academic achievement, classroom behavior and performance timely through different ways.
- XI. Motivation: Motivation both intrinsic and extrinsic is a key factor in the success of students at all stages of their education and teachers can play a vital role in providing and encouraging that motivation in their students. Workshop helps that how to structure the course more interesting through different activities which motivate students towards learning.
- XII. Subject matter: Workshop helps teachers to make their subject matter more interesting. It influence teacher's classroom practices significantly and lead to improved student achievements.
- XIII. Confidence and Leadership: Workshops offer tools and techniques that teachers can implement to help students develop self-confidence and leadership qualities which is helpful

to speak and share the thoughts confidently. As self-confidence is the fundamental basic from which leadership grows.

- XIV. Guidelines for instructor: New teachers have numerous difficulties that they confront every day. Workshop helps to get ready new instructor for these difficulties and challenges. It can help them feel surer about numerous regular issues that emerge for teacher' severy day.
- XV. Parent Involvement: One of the most important contributors to student success is parental involvement in the learning process. The best teacher can instinctively reach out to parents of their students and know how to draw them into a conversation about their child's learning. This is a skill that is taught to the teachers in workshops.

Methodology:

The method that was used in this study was descriptive method. The data was collected through personal observation and a self-developed questionnaire within the population of 32 private schools of North Karachi town which were selected as sample. Within sample 100 teachers were taken for the collection of data by using questionnaire method and tables were also prepared. After the collection of data the researcher has used the SPSS for the statistical analysis. Later on suggestions were also made to emphasis the need and importance of workshops for teachers at school level.

Estimations and Results: In this section different estimation procedures have been used to analyze the effect of workshops on secondary school teacher's performance and their teaching in private schools of Karachi.

Table 1

| S# | Items regarding importance and need of workshop for effective teaching | Yes | No | Total |
|----|--|-----|----|-------|
| 1 | Helps you to adopt appropriate teaching pedagogies | 91 | 9 | 100 |
| 2 | Motivate the students to take more interest in learning | 94 | 6 | 100 |
| 3 | Helps for the development of balance personality of students | 93 | 7 | 100 |
| 4 | Give <i>guidelines for the classroom management</i> | 93 | 7 | 100 |
| 5 | Provide <i>the opportunities to increase your knowledge in concern subject</i> | 91 | 9 | 100 |
| 6 | Helps for the enhancement of basic skills among students | 91 | 9 | 100 |
| 7 | Develop professional skills among teachers | 94 | 6 | 100 |
| 8 | Help to promote interaction between students and teachers | 87 | 13 | 100 |
| 9 | Provide learning opportunities according to student's psychological needs | 95 | 5 | 100 |
| 10 | Helpful for social training of students | 80 | 20 | 100 |
| 11 | Enable the students to show better performance in their studies | 88 | 12 | 100 |
| 12 | Made easier to overcome the learning difficulties of the students | 88 | 12 | 100 |
| 13 | Enable the teachers to build eye-contact while teaching | 77 | 23 | 100 |
| 14 | Create project or activities among students | 93 | 7 | 100 |
| 15 | Source to cope up with advance learning | 94 | 6 | 100 |
| 16 | Attended workshop related to your concern teaching field | 80 | 20 | 100 |
| 17 | School administration gives opportunity to you for organizing workshop | 72 | 28 | 100 |
| 18 | Give opportunity to learn effective material and teaching techniques | 98 | 2 | 100 |
| 19 | Helpful in increasing the standard of education | 98 | 2 | 100 |
| 20 | Get encouragement from administration while participating in it | 40 | 60 | 100 |

One-Sample Test

The one sample test use to determine whether a sample comes from a population with a specific mean. This population mean is not always known but it is sometimes hypothesized.

Table 2

| | Test Value = 0 | | | | | |
|--------------------------|----------------|----|-----------------|-----------------|---|-------|
| | t | Df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference | |
| | | | | | Lower | Upper |
| EF | 44.410 | 99 | .000 | 1.060 | 1.01 | 1.11 |
| Pedagogy | 37.897 | 99 | .000 | 1.090 | 1.03 | 1.15 |
| Classroom management | 29.850 | 99 | .000 | 1.200 | 1.12 | 1.28 |
| Administrative appraisal | 32.496 | 99 | .000 | 1.600 | 1.50 | 1.70 |

Moving from left to right t-value, the degree of freedom and statistical significance (p-value) of the one sample t –test. If $p < .05$, it can be concluded that the population means are statistically significant different. If $p > .05$, the difference between sample estimated population mean and the comparison would not be statistically significant different.

According to the table 2

Ho: There will be no significant difference on effective teaching regarding conduct of need analysis of workshop.

There is statistically significant difference between means ($p < .05$), ($0.00 < 0.05$) and therefore we reject the null hypothesis means There is statistically significantly difference in effective teaching and the need of workshops.

Ho: There will be no significant difference on pedagogy regarding conduct of need analysis of workshop.

There is statistically significant difference between means ($p < .05$), ($0.00 < 0.05$) and therefore we reject the null hypothesis means There is statistically significantly difference between pedagogy and the need of workshops.

Ho: There will be no significant difference on class room management regarding conduct of need analysis of workshop.

There is statistically significant difference between means ($p < .05$), ($0.00 < 0.05$) and therefore we reject the null hypothesis means There is statistically significantly difference between class room management and the need of workshops.

Ho: There will be no significant difference on administrative appraisal regarding conduct of need analysis of workshop.

There is statistically significant difference between means ($p < .05$), ($0.00 < 0.05$) and therefore we reject the null hypothesis means There is statistically significantly difference between administrative appraisal and the need of workshops.

Reliability analysis: The test of Cronbach's alpha reliability analysis is used for the determination of reliability of instrument and collected data. This measure indicates the consistency of a multiple item scale. The questionnaire has been designed to conduct this research comprises 20 questions. In the reliability test the value of Cronbach's alpha should be greater than 0.5, according to the parameter (Leech et al., 2005, p.67). The results of reliability test are presented in Table 2, which shows that the value of Cronbach's alpha is in the very good range on the questionnaire i. e. 0.963 which indicates that our data and the instruments are almost reliable and we should get consistent results by using this instrument. It confirms that our data and instrument are reliable for any further estimation.

Table 3
Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .963 | 20 |

Regression analysis: Table shows the results of regression analysis. Results indicate that need analysis of workshops for effective teaching among teachers at school level have a significant effect. The effect of pedagogy on PT (Private school teachers) is significant which less than 0.05 is ($0.000 < 0.05$). The effect of ET (effective teaching) on PT is significant which is less than .05 ($0.000 < 0.05$). Similarly the effects of CM (class room management) and Workshop on PT are 0.000 which is less than 0.05 ($0.000 < 0.05$). In the output of below tables we can see that constant and dependent variables are statistically significant.

Table 4

Coefficients

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|--------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | .808 | .087 | | 9.251 | .000 |
| Pedagogy | .695 | .013 | .983 | 52.862 | .000 |

a. Dependent Variable: PT

Table 5

Coefficients

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|--------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | .230 | .099 | | 2.322 | .022 |
| ET | .957 | .018 | .983 | 52.302 | .000 |

a. Dependent Variable: PT

Table 6

Coefficients

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|--------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 2.181 | .252 | | 8.670 | .000 |
| CM | .545 | .042 | .793 | 12.869 | .000 |

a. Dependent Variable: PT

Table 7

Coefficients

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|--------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 2.745 | .390 | | 7.031 | .000 |
| Workshop | .503 | .075 | .563 | 6.741 | .000 |

a. Dependent Variable: PT

Conclusion

The results revealed the essential importance of workshop at school level as a growing need of effective teaching-learning process among teachers and students. One sample test is showing the rejection of null hypothesis and emphasizing over the need of workshops for effective teaching, pedagogical skills, classroom management and administrative appraisal. Degree of significance is also showing the same highest degree of acceptance. As workshops gives guidelines to the teachers not to adopt various pedagogies and techniques as per student's learning capacities and desires but also become a tool to solve learning difficulties and maintain interest among students in their studies. Beside this workshops are equal beneficial for students as they will able to understand the concern subject matter with clear concept which made them to apply the theory into practice more effectively in further studies as well as in their future also. Nowadays these workshops are becoming one of the important sources to cope with continuous changes occurring in teaching-learning process therefore it should be a part of educative setup from school level.

Recommendations

- 1) Due to the importance of workshops for teachers especially at school level it is necessary to engage the teachers in them. For this purpose, allowances should be given to the teachers by concern administration and in the end of workshop certificates by organizers. Administration of school should arrange the workshops for training of the teachers and give equal facilities to all the teachers of the workshop.
- 2) Through workshop, teachers should be aware about those techniques and methods through which they will be not only plays their role in the better learning of students but can also evaluate their own teaching process.
- 3) Administration should invite the experts for the workshop so they will give the awareness of the new facts and information about modern teaching methods and techniques. Thus, other teachers can also get benefits from their knowledge and experiences. It is also the responsibilities of teachers to fulfill their duties of teaching with honesty and well-intentionally and co-operate with the administration in organizing the workshops.
- 4) Through workshop, teachers should not only increase their knowledge, skills and abilities but also keep them up-to-date. It is necessary to arrange the workshop continuously to give the awareness of new teaching pedagogies, latest trends and modern teaching techniques so teacher will be able to understand the psychological and individual needs of students and can continuous the teaching according to the modern requirement.

- 5) Teacher should create friendly attitude with their students so that student will not feel any hesitation in asking anything and develop self-confidence. For this, different activities should be conducted in the classrooms that are adopted by teachers.
- 6) 6)Through workshop, teacher should use the modern technique in the classroom timely like pair work or group work because they can easily conduct the activities by dividing the whole class into the small group. By this, we can't only get the better educational result but also every student can take part in the classroom activity.
- 7) Through workshop, teacher should realize the need and importance of feedback because due to this, they will be aware that whether the students get the understanding of the topic/lesson or not. It will also give the chance to evaluate and improve their teaching styles.
- 8) 8)Such workshop should be conducted once in every month or during summer and winter breaks so teachers can easily become part of it and administration make sure that it should be compulsory to attend and take participate in it.
- 9) 9) Different topics should be selected while conducting workshops which should be related to teaching skills, curriculum strategies, classroom discipline etc. So teachers will be able to explore other areas of teaching-learning process also.
- 10) Through workshop, teachers should be aware to develop creativity and practical skills among students so they will have better guidelines and training for such purpose easily.
- 11) After completing each workshop, feedback should be taken from the teachers so it will aware the worth of workshop besides the implementation of particulars by the concern.
- 12) Most of the teachers wants to become a high achiever to have a good socio-economic status and for this purpose they wants to be equip with advance approaches and specific professional skills such requirements will be help out by participating in various kinds of workshops.

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