



Impact of Teachers' Training on Students' Learning at Elementary Level

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ABSTRACT

A student's achievement is a direct result of high-quality teacher preparation. This study was carried out to explore the essential components of teachers' training programs and how they influence student learning. The research focuses on how teachers' training influences the academic progress of students at elementary level. The objective of this study was to examine how various elements of teacher training, such as teaching approaches, methods, strategies, content expertise, and classroom management, influence the academic performance and engagement of elementary level students. A student's performance is an outcome of effective teacher training. This study has been conducted to investigate the relationship between teachers' training and student academic performance. The data has been collected from teachers of shaheed Benazir Abad and Daur.



Introduction

The goal of this research is to see the influence of teacher training on students' academic attainment. Angrist and Lavy (2001) stated that there is substantial teacher training in developing countries than in developed countries. Peter (2012) observes the influence of educators' training on the gig of Students in Kenya. According to him a newly inducted teacher after pre-service training goes through various kind of training. These trainings improve teachers' usefulness and increase student performance. Teacher training makes a positive effect on teacher productivity and it enhances student achievement. Effective training focuses on knowledge, skills and abilities that are essential for the best teacher, hence all students may make a good performance at the lower level. Peter says that there are several effects on teacher training. For example, teacher training enhances content delivery in the classroom, which results in an improvement in student achievement.

According to Peter, teacher training and the great utilization of educating and learning assets, which prompt better under study execution. Also, teacher training makes an effect on teacher knowledge, skills, time management, personality and evaluation methods. Various studies have uncovered an association between educator training and their profitability. Moreover, they have not demonstrated whether, in real sense, educators preparing impact students' academic performance. Education is crucial for enhancing people's quality of life. The act of passing down knowledge, skills, and experiences from one generation to the next in an ongoing process is known as intergenerational transfer. A workforce that is well-educated and highly skilled, possessing modern skills, is essential to effectively compete and reap the benefits of the opportunities presented by globalization. Like many other countries across the globe, endeavors were being made in our country to enhance the quality of education through the implementation of both pre-service and in-service training initiatives at all levels.

Educating is a profession that requires skills and proficiency to impart knowledge to the next generation, meeting the standards and hopes of society. The seven turning into this field undergo training through the practice of teaching and learning.

Smoothly put, Niazi. According to (2005,p.33),it is essential to offer teachers ongoing training to ensure they can effectively adjust to changes in their roles and work settings resulting from the integration of information technology into education and training. Additionally, It is worth mentioning that employees may receive in-service training through various methods such as on-the-job training, refresher courses, orientation sessions, workshops, seminars, and conferences.

At the elementary stage, the development of foundational literacy, numeracy, and critical thinking skills is vital, making teacher training all the more crucial. Failure by teachers to implement the knowledge and skills gained from training may lead to limited enhance mentsin students' academic achievements. On the other hand, effectively conducted training has the potential to result in noticeable improvements in both student involvement and academic performance.

The study endeavors to investigate how teacher training from institutions such as PITE influences the learning of students at the elementary level. Through analysis of the strengths as well as the limitations of these training programs, the study aims to offer valuable perspectives on enhancing these initiatives to effectively enhance the quality of education.

Statement of problem

Students' learning attitudes have been changed, and the performance of educational institutions is going down day by day. Students of the present age, have many intentions other than study. It is necessary to change the attitude of students towards learning. For this purpose, teachers must be more equipped with teaching skills. So that students could be taken more towards study-oriented activities. It will also improve the progress and performance of the educational organization.

Objectives of the study

- To identify the key components of an effective teacher training program.
- To analyses the impact of teacher training on students' learning.

Research question

- What are the key components of an effective teacher training program?
- What is the impact of teacher training on students' learning?

Literature Review

Prior research has explored various facets concerning the training of teachers and its influence on the learning of students and the performance of organizations. These studies further elucidate the correlation between training and various facets of students' performance. One aspect involves enhancing teachers' skills in creating inclusive learning environments through training, as stated by Shaymaa et al. (2017)

“Content knowledge” pertains to teachers' comprehension of the subject matter they are required to instruct. As per Shulman (1986), possessing content knowledge goes beyond simply mastering a subject; It also entails the capacity to structure, elucidate, and tailor it in a way that is understandable for students. He underscored the importance of teachers having a profound understanding of their subject, including its structure, principles, and interrelation with other fields.

Wong and Wong (2009); Hussain, Mustafa, Makhdum, & Ullah, (2022); Mustafa, Abro, & Awan, (2021) emphasize that effective classroom management goes beyond simply regulating behavior; it involves fostering a setting that encourages student motivation and active participation. Their method emphasizes transparent guidelines, established routines, and steady anticipations, enabling students to concentrate on learning undisturbed.

Skinner (2008) highlights the importance of utilizing behavior management strategies, including positive reinforcement and consistent consequences, to assist teachers in effectively handling student behavior. His work is frequently referenced in teacher training programs to assist educators in developing strategies for encouraging positive behavior and handling disruptive behaviors.

Prior studies by Aaronson, Barrow, and Sander (2007). Another researcher, Harris and Sass (2011) conducted a pertinent study examining the effects of teacher training on the interaction between students and teachers, and its outcomes. Additional research findings, for example. Baker (2016) discusses the correlation between teacher training and the improvement in students' performance. The literature review by Clotfelter, Ladd, and Vigdor (2007) delves into the beneficial effects that trained teachers have on student learning.

Harris (2008) delved into the influence of teachers' training on students' performance. It is advocated for a standardized system to be established for the formulation of teachers' training programs to enhance students' learning experience (Silvia Baldiris et al, 2016). Training for teachers improves the skills to effectively engage with students, thus fostering a more positive attitude towards learning among students (Mahesar, ul Mustafa, Latif, Azeema, Rao, & Ventriglio, (2024); ul Mustafa, Nishat, & Abro, (2022); Zachary, Eleazar, and W Wilfred, 2016).

Teacher training has been found to improve students' cognitive learning strategies, promoting the use of a deep learning approach, as demonstrated in the study by Noahand Olusola (2015), which has proven to be effective in enhancing students. According to Zachary et al. (2016), teachers' training has been shown to improve students' learning capabilities, as highlighted by Shaymaa et al. (2017), and enriches students' knowledge in the respective subject areas, as found by Tate, Thompson, and McKerchar (2005).

Teacher training aids students in achieving a deeper grasp of the subject matter. Moreover, it enhances students' cognitive abilities as observed by Zachary et al in the year 2016. Training involves the use of various techniques for acquiring and improving learning and communication skills, ultimately enhancing students' approach to learning (Batte, Forster, and Larson, 2003).

Data collection

The data for this study were collected using a self-administered questionnaire (Google Forms). The participants were from HM Khoja School teachers, and Government provincialized high School teachers, and the researcher gathered the different responses for further processing.

Data Analysis

The data was collected, organized, and analyzed using percentages as the conventional statistical measure. For ensuring the accuracy of the result, this data was also analyzed through MS Excel software.

Conclusion

The destination of this study is to explore the impact of teacher training on students' academic performance. Consequently, despite elimination of time, cost, and area, respondents. This study concludes that a teacher's teaching has a significant effect on their students' achievement. Hence, the objective which we set is achieved as there is a strapping connection between the independent variable (teachers' training) and dependent variable (students' academic performance). Hence, the results proved the research questions. Data collected from respondents is justifying the results. It is the professional trainings which develop awareness among teachers to learn new innovative technologies. Utilizing pedagogical skills can enhance the effectiveness of incorporating advanced instructional tools in classrooms, thereby fostering student engagement and interest, behavior, attitude and social emotional development. Although teacher training institutions provide different components for professional training to teachers. It includes components such as pedagogical strategies, content knowledge, classroom management, instructional technology and professional development, which helps improve students' learning environment.

Recommendations

The government should arrange training programs for teachers, and train them effectively. Only professional degree holders should be allowed to join the teaching profession. Significantly, training institutions must have different components to teach their trainees powerfully.

- It is beneficial to include instructional psychology content tailored to learners in the teacher training program. In this way all the teachers will be familiar with the psychology of the students.
- Untrained teachers should be trained on an emergency basis.
- It is advisable to discourage the practice of cramming in schools. For this purpose, all the papers should be unseen and conceptual.
- Teachers holding highly professional degrees should be given special allowances. In this way, teachers will obtain more and more professional qualifications
- After the training, it should be compulsory to conduct an exam. If the teachers fail these tests, they should be warned.
- Master trainers should have the authority to alert teachers if they are not fully committed to the training program. Good handwriting should be given extra marks. In this way, teachers will give importance to it.

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