

DOCUMENT RESUME

ED 300 351

SP 030 656

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 TITLE Improving Teacher Attitude and Morale through
 Maintaining Teacher Effectiveness: An Indiana Staff
 Development Model.
 INSTITUTION Indiana State Univ., Terre Haute. Professional School
 Services.; Mount Vernon School District, IN.
 SPONS AGENCY Indiana State Dept. of Education, Indianapolis.
 PUB DATE Sep 88
 NOTE 44p.; For related documents, see SP 030 657-659.
 PUB TYPE Reports - Research/Technical (143) --
 Tests/Evaluation Instruments (160)

EDRS PRICE MF01/PC02 Plus Postage.
 DESCRIPTORS Attitude Measures; *Collegiality; Elementary
 Secondary Education; Helping Relationship; *Peer
 Teaching; *Staff Development; Student Attitudes;
 Teacher Attitudes; *Teacher Effectiveness; Teacher
 Morale

ABSTRACT

The purpose of this study was to determine the effects of Maintaining Teaching Effectiveness, a staff development model, upon public school educators' attitudes toward various professional and personal factors. The techniques used for the project included a collegial support network and peer coaching. A total of 24 educators participated from November 1987 to May 1988. At the beginning and again at the conclusion of the study, attitude inventories were administered to all participants. Attitude surveys were also administered to students to determine their perception of their teachers' effectiveness. The mean scores of pretests and posttests were compared to determine the projects' effectiveness. The results indicated that the teachers were improving in their performance of the objectives of the program as indicated by the gain in posttest scores as compared to pretest scores. The program appears to have been effective in improving teacher attitude, enhancing collegial support, and in increasing the students' perception of their teachers' effectiveness. Statistical data from the study are included as well as a copy of the survey questionnaire.
 (Author/JD)

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ED 300351

Improving Teacher Attitude and Morale
Through Maintaining Teacher Effectiveness:
An Indiana Staff Development Model

A Project of the Metropolitan School District
of Mount Vernon, Indiana

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Teacher Quality Program of the
Indiana Department of Education

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ABSTRACT

The purpose of this study was to determine the effects of Maintaining Teaching Effectiveness, a staff development model, upon public school educators' attitudes toward various professional and personal factors.

A total of 24 educators participated from November 1987 to May 1988. At the beginning and again at the conclusion of the study, attitude inventories were administered to all participants. Attitude surveys were also administered to students to determine their perception of their teachers' effectiveness. The mean scores of pretests and posttests were compared to determine the project's effectiveness.

The results indicated that the teachers were improving in their performance of the objectives of the program as indicated by the gain in posttest scores as compared to pretest scores. The program appears to have been effective in improving teacher attitude, enhancing collegial support and in increasing the students' perception of their teachers' effectiveness. All results were significant at levels that were less than .0008.

BACKGROUND OF THE PROBLEM

Professional mortality is eroding both the number and the quality of our nation's teachers. In an unprecedented fashion, the once revered teaching profession is now the target of potshots from sources as varied as the media, the U.S. Department of Education, social critics, and justifiably concerned parents. Combined with the inherent stress of the job, these factors cause approximately 50 percent of teachers to leave the profession within five years. Further, Stone (1987) reveals that among the first to leave are the most academically able.

What can be done to stop the mass exodus of the "best and brightest?" What help can be given to those who are struggling on the frontlines in our classrooms? Rodriguez and Johnstone (1986) remind us that "teaching can be a very lonely profession." As any strategist knows, a single soldier can never win the entire war. Just as the G.I. in the foxhole receives assistance, supplies, and guidance from an entire support network, so should the teacher be revitalized, encouraged and challenged by a similar system.

One of the most effective methods of providing that system seems to be through a collegial support group. Within the confines of such a group, teachers could begin to think of one another as resources (Bang-Jensen, 1986) and learn by sharing their successes and failures with one another (Westcott, 1987). Colleagues, according to Alfonson and Goldsberry (1982), have "the value of proximity, immediacy and a first-hand knowledge of the other's workspace." Who, then, could be better equipped to help teachers maintain their current levels of effectiveness and challenge them to strive for higher levels than fellow

teachers?

Unfortunately, administrators sometimes "fail to recognize the considerable knowledge and expertise in their own teaching staffs" (Westcott, 1987). As a result, many inservice programs are one-day sessions which Smith-Westberry and Job (1986) believe are viewed by teachers as "disorganized, dull and irrelevant to their needs." In addition, Rodriguez and Johnstone (1986) note that teachers resist having others "diagnosing and prescribing for them." Perhaps the worst failure of these inservice efforts is the lack of any follow-through (Van Cleaf & Reinhartz, 1984). Obviously, real growth is more probable through a program that offers "follow-up practice, coaching and peer support" (Rodriguez & Johnstone, 1986). The solution, then, would appear to be some type of collegial group.

Among the different approaches under the broad spectrum of peer collaboration, "coaching" is the one selected for this Mount Vernon study. Coaching, as defined by its originators, Joyce and Showers (Servatius & Young, 1985), is "close follow-up by a supportive advisor who helps a teacher correctly apply skills learned in training." Servatius and Young were responsible for establishing a pilot program in Santa Clara County, California, through the Educational Development Center, which offers programs to 33 local school districts. The most productive outcome of the successful first year was that "teachers who receive both training and coaching are implementing the trained skills correctly and consistently" (1985, p. 53). This contention is supported by others, including Martin Brooks (1985) who states that "peer teaming and peer observation are critical" to the implementation and success of the Cognitive Levels Matching Project in Shoreham, New York. Additionally, Van Cleaf and Reinhartz (1984) claim that the success of their

"Perceivers and Non-Perceivers" program is largely due to the members of the teams coaching one another.

Coaching is, ideally, an on-going process of teachers coaching or training one another (Showers, 1985). It provides a uniquely individualized form of instruction which provides the advantage of being both emotionally and professionally supportive (Stone, 1987). In fact, Showers (1985) says that coaching has several purposes:

1. To build a community of teachers who continuously engage in the study of their craft.
2. To develop the shared language and set of common understandings necessary for the collegial study of new knowledge and skills.
3. To provide a structure for the follow-up to training that is essential for acquiring new teaching skills and strategies.

Although the presentation of every new skill begins with an assigned, trained coach, each team member, by the latter development of a skill, is able to be both coach and student. Through the process of coaching, teachers are brought to a point of collaboration and sharing, which, according to Bang-Jensen (1986), is an "effective, efficient way to improve instruction and to encourage teacher growth." Confidence, both in themselves and in the support group, inevitably begins to have a positive effect on teachers' performances in the classroom and on their attitudes toward teaching and the educational environment.

Servatius and Young (1985) offer possible reasons for the success of coaching. The first is accountability, the fact that collegial support and commitment is in the same building, not in the central office. Second, support and companionship develop among the team members, extending beyond the learned skill. Third, specific feedback is

offered so participants are encouraged in correct skill implementation and helped with observed difficulties.

In response to a survey of inservice education, one consultant reported that his most successful results came from "continuous work with a school" (Tomlinson, 1986).

STATEMENT OF THE PROBLEM

General statement of the problem: How can the effectiveness of experienced teachers be enhanced?

Specific statement of the problem. Will the Maintaining Teaching Effectiveness program enhance, both personally and professionally, the attitudes and perceptions of the participants and their students' opinions of them?

Hypotheses: Following are the six hypotheses needed to test the effectiveness of the Maintaining Teaching Effectiveness program.

- 1) Maintaining Teaching Effectiveness participants will show increases in scores on an instrument which measures levels of concern.
- 2) Maintaining Teaching Effectiveness participants will show increases in scores in feeling tone.
- 3) Maintaining Teaching Effectiveness participants will show increases in scores on an instrument which measures interest.
- 4) Maintaining Teaching Effectiveness participants will show increases in scores on an instrument which measures success.
- 5) Maintaining Teaching Effectiveness participants will show increases on an instrument which measures knowledge of results.

- 6) Maintaining Teaching Effectiveness participants will show increases on an instrument which measures rewards.
- 7) Maintaining Teaching Effectiveness participants will show increases on an instrument which measures the total of sections (1-6) on the attitude measure.
- 8) Elementary students of Maintaining Teaching Effectiveness participants will rate their teachers' effectiveness as adequate or above.
- 9) Secondary students of Maintaining Teaching Effectiveness participants will rate their teachers' effectiveness as adequate or above.

METHOD

Subjects. Twenty-four (24) professional educators participated in the training program. All were employed by the Metropolitan School District of Mount Vernon. All participants were experienced teachers and most were above average in enthusiasm and desire to improve.

Treatment. All subjects attended regular sessions of the Maintaining Teaching Effectiveness program. They were instructed by a cadre of teachers who had previously completed the training

Assessment. Subjects were tested at the beginning and the conclusion of the training. Students of the participants were similarly tested. The following affective measures were used to measure progress.

#	Measurement	Items	Type GF Instrument
1	Level of Concern	9	Likert
2	Feeling Tone	12	Likert
3	Interest	12	Likert
4	Success	15	Likert
5	Knowledge of Results	7	Likert
6	Reward	7	Likert
7	Total of (1-6)	62	Likert
8	Elementary students' perception of their teachers	25	Likert
9	Secondary students' perception of their teachers	36	Likert

Tests were machine scored. All measures have yielded reliabilities of .90 or above. Examples of each of the scales and the frequencies of responses are contained in Appendix B of this report.

Analysis. Summary results were analyzed by a one-tailed pooled t-test. The Statistics with Finesse statistical packing was used to perform the statistical calculation. Results were tested at the .05, .01, .001, and the .0001 levels.

The t-test was used to ascertain whether there was a difference between the means of the pretests and the posttests for each of the dependent variables.

Pooled t-tests were also performed on the pre- and post-inventories which measured the students' perception of their teachers' effectiveness.

If Maintaining Teacher Effectiveness is an effective staff development program, then the attitude and beliefs of participating teachers

and their students should improve significantly.

RESULTS

Complete results are contained in Appendix A of this report. A summary of the results is contained in Table I. Tables II-VIII contain the pretest and posttest scores from program participants. Tables IX and X contain the frequency of response from students whose teachers participated in the project. From the tables, it can be observed that participants achieved gains that were highly significant. Furthermore, teachers also were perceived as having improved by elementary and secondary students. All tests of statistical significance give evidence of the magnitude of the difference between the pretest and posttest gains that were demonstrated by both the teachers and their students.

It is a fair generalization that all measures demonstrated that the project attained its goals in that both teachers and students perceive that instructional tasks have improved in a manner that the project attempted to encourage. The magnitude of the statistical significance of the gains on all of the measures is from .0008 to .0001.

Table 1
Summary Statistics from Questionnaire
Results

Instrument	Pretest Mean	Pretest Standard Deviation	Posttest Mean	Posttest Standard Deviation	t	Significance
<u>Educators (n = 38)</u>						
Level of Concern	31.4	4.5	34.5	4.9	3.85	.0005
Feeling Tone	43.8	6.6	47.2	6.9	3.36	.0001
Interest	43.5	6.2	47.2	5.2	6.19	.0001
Success	51.9	7.6	56.6	6.9	5.30	.0001
Knowledge of Results	24.7	4.5	28.5	5.1	7.6	.0001
Reward	24.0	4.2	25.5	4.2	3.6	.0008
Total	215.4	29.5	238.3	28.0	6.5	.0001
<u>Students</u>						
Elementary (n = 31)	65.5	4.8	69.2	4.6	8.6	.0001
Secondary (n = 91)	147.7	19.3	152.1	18.5	7.9	.0001

DISCUSSION

This study sought to demonstrate the effectiveness of a project called Maintaining Teaching Effectiveness for the improvement of teacher morale and teacher and student attitudes toward teaching effectiveness. The particular techniques used for this project included a collegial support network and coaching. The results were positive. Both teachers and students had increases between all pre- and posttest measures that were highly significant.

The hope for a project such as Maintaining Teaching Effectiveness are not only the short term gains, but the long term effects. If such a project is continually practiced within the school system not only teacher effectiveness but also teacher retention will be greatly improved.

Additionally, if students perceive their teachers as effective, potentially more learning may occur and the value of the teaching profession may increase in the public eye.

To determine the possibility and validity of such gains for schools, more studies need to be conducted. Once a Maintaining Teaching Effectiveness project is implemented, it should be maintained and follow-up studies should be conducted to determine the long-term effects of this project.

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APPENDIX A
Summaries of Results of Analysis of
Instruments Used in the Study

Table II

Data Analysis Results for
Level of Concern

CASE:	SCORE 1	SCORE 2
1.	26	29
2.	31	42
3.	29	30
4.	34	30
5.	27	34
6.	30	39
7.	40	29
8.	33	37
9.	27	30
10.	27	31
11.	27	29
12.	42	46
13.	24	28
14.	35	38
15.	28	31
16.	29	29
17.	30	35
18.	28	29
19.	36	35
20.	30	37
21.	31	36
22.	31	34
23.	33	34
24.	29	40
25.	39	42
26.	31	35
27.	34	36
28.	37	40

ITEM	SCORE 1	SCORE 2
N	28	28
MEAN	31.36	34.46
STD DEV	4.46	4.85
DIFFERENCE IN MEANS	3.11	

T-VALUE	3.85
SIGNIFICANCE ONE-TAILED	0.0005

Table III
Data Analysis Results for
Feeling Tone

CASE	SCORE 1	SCORE 2
1.	46	50
2.	36	49
3.	43	39
4.	40	41
5.	48	48
6.	43	57
7.	42	41
8.	55	59
9.	36	41
10.	36	39
11.	36	40
12.	58	57
13.	42	48
14.	51	59
15.	50	54
16.	37	41
17.	40	37
18.	37	42
19.	47	50
20.	38	41
21.	47	50
22.	46	49
23.	44	47
24.	44	47
25.	47	51
26.	43	44
27.	36	40
28.	59	60

ITEM	SCORE 1	SCORE 2
N	28	28
MEAN	43.82	47.18
STD DEV	6.59	6.93
DIFFERENCE IN MEANS	3.36	

T-VALUE	4.59
SIGNIFICANCE ONE-TAILED	0.0001

Table IV
Data Analysis Results for
Interest

CASE	SCORE 1	SCORE 2
1.	40	44
2.	38	49
3.	39	47
4.	40	44
5.	48	48
6.	43	49
7.	54	45
8.	44	48
9.	36	40
10.	36	41
11.	36	39
12.	60	60
13.	41	45
14.	47	51
15.	50	54
16.	37	42
17.	39	43
18.	40	44
19.	39	43
20.	36	40
21.	47	52
22.	46	49
23.	51	54
24.	44	49
25.	46	50
26.	41	46
27.	46	49
28.	53	57

ITEM	SCORE 1	SCORE 2
N	28	28
MEAN	43.46	47.21
STD DEV	6.22	5.20
DIFFERENCE IN MEANS	3.75	

T-VALUE	6.19
SIGNIFICANCE ONE-TAILED	0.0001

Table V
Data Analysis Results for
Success

CASE	SCORE 1	SCORE 2
1.	46	51
2.	46	55
3.	46	58
4.	47	49
5.	57	55
6.	47	65
7.	55	46
8.	55	60
9.	45	50
10.	45	49
11.	45	51
12.	74	74
13.	53	54
14.	51	56
15.	59	64
16.	53	57
17.	44	49
18.	44	49
19.	47	51
20.	48	53
21.	53	59
22.	57	61
23.	60	64
24.	49	60
25.	49	55
26.	49	55
27.	59	65
28.	70	70

ITEM	SCORE 1	SCORE 2
N	28	28
MEAN	51.89	56.61
STD DEV	7.56	6.92
DIFFERENCE IN MEANS	4.71	

T-VALUE	5.30
SIGNIFICANCE ONE-TAILED	0.0001

Table VI

Data Analysis Results for
Knowledge of Results

CASE	SCORE 1	SCORE 2
1.	21	24
2.	21	21
3.	20	26
4.	21	26
5.	27	29
6.	19	25
7.	20	19
8.	27	30
9.	21	24
10.	21	24
11.	21	25
12.	34	37
13.	27	41
14.	30	34
15.	31	35
16.	25	30
17.	22	26
18.	21	25
19.	23	27
20.	22	27
21.	27	31
22.	25	30
23.	29	34
24.	20	25
25.	24	25
26.	28	30
27.	29	30
28.	35	37

ITEM	SCORE 1	SCORE 2
N	28	28
MEAN	24.68	28.46
STD DEV	4.48	5.14
DIFFERENCE IN MEANS	3.79	

T-VALUE	7.58
SIGNIFICANCE ONE-TAILED	0.0001

Table VII
Data Analysis Results for
Reward

CASE	SCORE 1	SCORE 2
1.	21	28
2.	20	22
3.	21	23
4.	22	25
5.	27	27
6.	24	27
7.	29	22
8.	24	25
9.	21	22
10.	21	22
11.	21	23
12.	30	29
13.	19	21
14.	17	19
15.	29	32
16.	19	20
17.	22	24
18.	23	25
19.	20	21
20.	27	31
21.	26	27
22.	25	27
23.	32	33
24.	24	25
25.	23	25
26.	23	24
27.	29	30
28.	34	36

ITEM	SCORE 1	SCORE 2
N	28	28
MEAN	24.04	25.54
STD DEV	4.24	4.16
DIFFERENCE IN MEANS	1.50	

T-VALUE	3.63
SIGNIFICANCE ONE-TAILED	0.0008

Table VIII

Data Analysis Results for Total (I-VI!)
of Participants' Responses

CASE	SCORE 1	SCORE 2
1.	200	226
2.	203	238
3.	198	223
4.	202	215
5.	234	241
6.	202	262
7.	227	202
8.	238	259
9.	186	207
10.	186	206
11.	186	178
12.	298	303
13.	210	237
14.	235	257
15.	246	270
16.	196	219
17.	197	214
18.	196	214
19.	211	227
20.	201	229
21.	231	255
22.	230	250
23.	229	256
24.	175	246
25.	228	254
26.	175	234
27.	224	250
28.	288	300

ITEM	SCORE 1	SCORE 2
N	28	28
MEAN	215.43	238.29
STD DEV	29.53	28.03
DIFFERENCE IN MEANS	22.86	

T-VALUE	6.48
SIGNIFICANCE ONE-TAILED	0.0001

Table IX

Data Analysis Results for
Elementary Students' Perception of Their Teachers

CASE	SCORE 1	SCORE 2
1.	61	65
2.	69	72
3.	63	62
4.	75	74
5.	64	70
6.	67	69
7.	55	61
8.	58	61
9.	68	72
10.	63	70
11.	58	59
12.	57	63
13.	59	62
14.	68	72
15.	67	70
16.	65	67
17.	65	74
18.	63	71
19.	69	74
20.	71	75
21.	67	69
22.	60	66
23.	72	73
24.	68	69
25.	53	72
26.	69	72
27.	68	74
28.	71	73
29.	66	71
30.	66	69
31.	69	73

ITEM	SCORE 1	SCORE 2
N	31	31
MEAN	65.52	69.16
STD DEV	4.82	4.58
DIFFERENCE IN MEANS	3.65	

T-VALUE	8.60
SIGNIFICANCE ONE-TAILED	0.0001

Table X

Data Analysis Results for
Secondary Students' Perception of Their Teachers

CASE	SCORE 1	SCORE 2	CASE	SCORE 1	SCORE 2
1.	162	166	59.	152	156
2.	172	171	60.	124	131
3.	163	167	61.	124	139
4.	149	160	62.	141	136
5.	152	160	63.	169	164
6.	111	129	64.	136	136
7.	147	151	65.	158	156
8.	144	139	66.	127	139
9.	171	172	67.	148	152
10.	164	168	68.	129	131
11.	152	160	69.	158	159
12.	152	159	70.	147	157
13.	162	161	71.	161	163
14.	139	147	72.	122	135
15.	134	145	73.	162	126
16.	152	154	74.	118	131
17.	172	171	75.	144	147
18.	179	175	76.	150	154
19.	159	170	77.	116	151
20.	167	171	78.	131	137
21.	166	172	79.	158	155
22.	173	177	80.	113	123
23.	143	149	81.	126	131
24.	165	174	82.	168	172
25.	77	87	83.	158	164
26.	150	160	84.	138	145
27.	148	149	85.	141	143
28.	85	91	86.	122	131
29.	151	156	87.	136	141
30.	152	154	88.	119	124
31.	168	171	89.	168	161
32.	107	111	90.	152	160
33.	142	146	91.	144	151
34.	135	192			
35.	130	170			
36.	162	170			
37.	168	171			
38.	121	138			
39.	142	145			
40.	166	174			
41.	151	156			
42.	126	136			
43.	169	166			
44.	144	153			
45.	163	168			
46.	156	171			
47.	161	172			
48.	159	156			
49.	160	164			
50.	158	158			
51.	151	152			
52.	154	156			
53.	166	168			
54.	159	160			
55.	142	146			
56.	152	156			
57.	153	160			
58.	157	159			

ITEM	SCORE 1	SCORE 2
N	91	91
MEAN	147.68	152.13
STD DEV.	19.26	18.47
DIFFERENCE IN POINTS	4.42	
T-VALUE	7.92	
SIGNIFICANCE ONE-TAILED	.0001	

APPENDIX B
Instruments Used in the Study

**MAINTAINING
TEACHING
EFFECTIVENESS**

Name _____
Date _____
Grade _____ Class _____
Teacher _____

**Student Attitude Inventory
Student Attitude Toward Instruction**

DIRECTIONS: This is not a test of information. Therefore, there is no "right" answer to a question. We are interested in your opinion on each of the statements below. Your opinions will be confidential. Do not hesitate to put down exactly how you feel about each item. We are trying to get information, not compliments. Please be frank. If you don't understand a question, ask someone for help.

1. I have to be prepared for this class.

Most of
the time : Often : Sometimes : Seldom : Never

2. When I answer a question, my teacher tells me right away if my answer is correct.

Most of
the time : Often : Sometimes : Seldom : Never

3. My teacher cares about me.

Most of
the time : Often : Sometimes : Seldom : Never

4. My teacher wants me to do well in school.

Most of
the time : Often : Sometimes : Seldom : Never

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5. My teacher gives me help when I need it.

Most of
the time : Often : Sometimes : Seldom : Never

6. My teacher shows me that he/she is pleased when I do well.

Most of
the time : Often : Sometimes : Seldom : Never

7. My teacher praises me when I answer questions correctly or do well on classwork.

Most of
the time : Often : Sometimes : Seldom : Never

8. My teacher respects me.

Most of
the time : Often : Sometimes : Seldom : Never

9. When I do really good work on an assignment, my teacher tells me exactly what is good about my work.

Most of
the time : Often : Sometimes : Seldom : Never

10. My teacher is interested in what I do outside of school.

Most of
the time : Often : Sometimes : Seldom : Never

11. The work we do for our class isn't too hard and it isn't too easy.

Most of
the time : Often : Sometimes : Seldom : Never

12. When I am having trouble answering a question, my teacher gives me clues to help me get the answer.

Most of
the time : Often : Sometimes : Seldom : Never

13. My teacher listens to me when i talk to her/him, even when she/he is busy.

Most of
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14. My teacher likes me.

Most of
the time : Often : Sometimes : Seldom : Never

15. If I choose to break my teacher's rules, I know what the consequences will be.

Most of
the time : Often : Sometimes : Seldom : Never

16. Homework and class assignments are reasonable in length.

Most of
the time : Often : Sometimes : Seldom : Never

17. I am responsible for my behavior.

Most of
the time : Often : Sometimes : Seldom : Never

18. I am responsible for getting my classwork done.

Most of
the time : Often : Sometimes : Seldom : Never

19. Students must be actively involved in the class. We can't just sit and listen.

Most of
the time : Often : Sometimes : Seldom : Never

20. Our teacher is both firm and flexible.

Most of
the time : Often : Sometimes : Seldom : Never

21. Our classroom is a nice place to be.

Most of
the time : Often : Sometimes : Seldom : Never

22. Our teacher is a warm and caring person.

Most of
the time : Often : Sometimes : Seldom : Never

23. There is laughter and humor in our classroom.

Most of
the time : Often : Sometimes : Seldom : Never

24. Our teacher is enthusiastic about the subject(s) he/she teaches.

Most of
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25. Our teacher treats us like young adults.

Most of
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26. Our teacher pays attention to our questions and problems.

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27. We do a lot of different things in our classroom.

Most of
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28. Our teacher is fair, honest, and sincere.

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29. Our teacher tries new and creative things to help us learn.

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30. Our teacher has a purpose for each lesson.

Most of
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31. Our lessons are planned carefully.

Most of
the time : Often : Sometimes : Seldom : Never

32. We get clear directions from the teacher.

Most of
the time : Often : Sometimes : Seldom : Never

33. Our assignments are checked and returned quickly.

Most of
the time : Often : Sometimes : Seldom : Never

34. Our teacher makes us like to learn.

Most of
the time : Often : Sometimes : Seldom : Never

35. When we do good work, it is recognized.

Most of
the time : Often : Sometimes : Seldom : Never

36. We are told what is right and what is wrong about our work.

Most of
the time : Often : Sometimes : Seldom : Never

**MAINTAINING
TEACHING
EFFECTIVENESS**

Name: _____
 School: _____
 Position: _____
 Subject or Grade: _____
 Date: _____

Professional Educator - Self-Evaluation

DIRECTIONS: Please answer these questions about how you feel the instruction in your classroom has changed during the past three months. Please draw a circle around the answer that is most appropriate. (Administrators answer the questions in terms of how they relate to participants of this program that are teaching at their school.)

1	2	3	4	5
I Never Do This	Decreased	Stayed the same	Increased	Done Regularly as needed

Level of Concern

- | | | | | | |
|--|---|---|---|---|---|
| 1. Practice activities are reasonable in length. | 1 | 2 | 3 | 4 | 5 |
| 2. Students are accountable for their behavior. | 1 | 2 | 3 | 4 | 5 |
| 3. Students are responsible for doing required work. | 1 | 2 | 3 | 4 | 5 |
| 4. Adjustments are made (up and down) according to student's anxiety levels. | 1 | 2 | 3 | 4 | 5 |
| 5. Students are active participants in the learning process rather than passive listeners. | 1 | 2 | 3 | 4 | 5 |
| 6. Negative reinforcement is used effectively. | 1 | 2 | 3 | 4 | 5 |
| 7. There are reasonable standards for the quality and quantity of work. | 1 | 2 | 3 | 4 | 5 |

8. The anxiety level of students who "cop out" during learning is raised. 1 2 3 4 5
9. A fine line is maintained between firmness and flexibility. 1 2 3 4 5

Feeling Tone

10. Comments are made to students about their appearance, interests, problems, and activities. 1 2 3 4 5
11. Students know that the teacher wants to help them learn. 1 2 3 4 5
12. A warm, caring manner is conveyed. 1 2 3 4 5
13. Positive reinforcement is used with individual students and with the class as a whole. 1 2 3 4 5
14. The classroom possesses a pleasant ambience. 1 2 3 4 5
15. There is laughter and a sense of humor. 1 2 3 4 5
16. Attention is paid to students' questions and problems. 1 2 3 4 5
17. A sense of enthusiasm for the subject(s) is conveyed. 1 2 3 4 5
18. Time is allowed for effective interaction as well as for academics. 1 2 3 4 5
19. Nonverbal clues are used to make students more comfortable (body language, facial expressions, etc.) 1 2 3 4 5
20. Students are treated as young adults. 1 2 3 4 5
21. Fairness, honesty, and sincerity are emphasized. 1 2 3 4 5

Interest

22. The classroom routine is varied from day to day. 1 2 3 4 5
23. Students are encouraged to share relevant experiences. 1 2 3 4 5

- | | | | | | |
|--|---|---|---|---|---|
| 24. All three learning modes (visual, auditory, and kinesthetic) are incorporated into teaching. | 1 | 2 | 3 | 4 | 5 |
| 25. The class period is divided into segments of different activities. | 1 | 2 | 3 | 4 | 5 |
| 26. Novelty, anecdotes, creativity (even gimmicks) are used to make the lessons colorful and varied. | 1 | 2 | 3 | 4 | 5 |
| 27. A variety of instructional activities are used. | 1 | 2 | 3 | 4 | 5 |
| 28. Students' names are mentioned whenever possible. | 1 | 2 | 3 | 4 | 5 |
| 29. Students' interests (music, cars, sports, etc.) are used as examples. | 1 | 2 | 3 | 4 | 5 |
| 30. Students have a voice in what they will learn and how they will learn it. | 1 | 2 | 3 | 4 | 5 |
| 31. Learning is related to students' lives and personal experiences. | 1 | 2 | 3 | 4 | 5 |
| 32. A variety of visual techniques is used. | 1 | 2 | 3 | 4 | 5 |
| 33. Lessons are made stimulating through anecdotes, humor, gestures, etc. | 1 | 2 | 3 | 4 | 5 |

Success

- | | | | | | |
|--|---|---|---|---|---|
| 34. Letter grades are <u>not</u> placed on practice papers. | 1 | 2 | 3 | 4 | 5 |
| 35. Students know the objective/purpose of each lesson. | 1 | 2 | 3 | 4 | 5 |
| 36. Students give active participation and feedback. | 1 | 2 | 3 | 4 | 5 |
| 37. Each students' work is at the appropriate level of difficulty for him or her. | 1 | 2 | 3 | 4 | 5 |
| 38. Students are provided with a clear model of how to use a particular problem or activity. | 1 | 2 | 3 | 4 | 5 |

- 39. No assumptions are made about what students already know before instruction begins. 1 2 3 4 5
- 40. Lessons are carefully planned ahead of time. 1 2 3 4 5
- 41. Small segments of content are taught. 1 2 3 4 5
- 42. As a lesson progresses, students are checked to see if they are understanding it. 1 2 3 4 5
- 43. Instruction does not jump from one topic to another. 1 2 3 4 5
- 44. There is one clear objective for each lesson. 1 2 3 4 5
- 45. Short, regular practice sessions on basic skills and concepts are provided. 1 2 3 4 5
- 46. Clear directions are given. 1 2 3 4 5
- 47. A sense of organization, competence, and efficiency is conveyed to students. 1 2 3 4 5
- 48. Practice on new material is carefully monitored. 1 2 3 4 5

Knowledge of Results

- 49. Feedback to students is as specific as possible. 1 2 3 4 5
- 50. Written assignments are checked and returned quickly. 1 2 3 4 5
- 51. Students' work is commented on in specific terms. 1 2 3 4 5
- 52. Immediate feedback is provided whenever possible. 1 2 3 4 5
- 53. Students check their own papers when it is appropriate. 1 2 3 4 5
- 54. Students check each others' papers when it is appropriate. 1 2 3 4 5
- 55. In grading, more information is provided than just a letter grade. 1 2 3 4 5

Reward

- | | | | | | |
|--|---|---|---|---|---|
| 56. Verbal or written recognition is given to work that is well done. | 1 | 2 | 3 | 4 | 5 |
| 57. Students may work with partners of their own choice when it is appropriate. | 1 | 2 | 3 | 4 | 5 |
| 58. Students have free choice time when it is appropriate. | 1 | 2 | 3 | 4 | 5 |
| 59. Students who are very diligent are freed from homework assignments for a day or two. | 1 | 2 | 3 | 4 | 5 |
| 60. Extrinsic rewards are used when necessary. | 1 | 2 | 3 | 4 | 5 |
| 61. The love of learning is instilled in students. | 1 | 2 | 3 | 4 | 5 |
| 62. An organized system of reinforcement is utilized. | 1 | 2 | 3 | 4 | 5 |

In the space below, please indicate how you feel that your teaching and classroom management skills have changed as a result of being involved in the Maintaining Teaching Effectiveness Program.

**MAINTAINING
TEACHING
EFFECTIVENESS**

Name _____
Date _____
Teacher _____
School _____

ABOUT MY TEACHER

DIRECTIONS: During the next few minutes, you are going to answer questions about your teacher. If the answer to a question is no, draw an **X** through the word **No**. If the answer to a question is sometimes, draw an **X** through the word **Sometimes**. If the answer to a question is yes, draw an **X** through the word **Yes**.

- | | | | |
|--|----|-----------|-----|
| 1. When I answer a question, my teacher me if my answer is right or wrong. | No | Sometimes | Yes |
| 2. My teacher likes me. | No | Sometimes | Yes |
| 3. My teacher wants me to do a good job at school. | No | Sometimes | Yes |
| 4. My teacher gives me help when I need it. | No | Sometimes | Yes |
| 5. My teacher cares about me. | No | Sometimes | Yes |
| 6. My teacher tells me why she/he likes things I do in class. | No | Sometimes | Yes |
| 7. My teacher talks to me about my pets, family, and trips I've taken. | No | Sometimes | Yes |
| 8. When I need help, my teacher gives it to me. | No | Sometimes | Yes |
| 9. My teacher listens when I talk. | No | Sometimes | Yes |

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- | | | | |
|--|----|-----------|-----|
| 10. My teacher makes class very interesting. | No | Sometimes | Yes |
| 11. The work we do for our class isn't too hard and it isn't too easy. | No | Sometimes | Yes |
| 12. My teacher has a sense of humor. | No | Sometimes | Yes |
| 13. My teacher likes to teach. | No | Sometimes | Yes |
| 14. My teacher is fair and honest. | No | Sometimes | Yes |
| 15. We do many different kinds of things in our class. | No | Sometimes | Yes |
| 16. In our class, we can't just sit and listen. We do lots of things. | No | Sometimes | Yes |
| 17. My teacher makes sure that I am understanding the lesson. | No | Sometimes | Yes |
| 18. My homework is checked and returned to me quickly. | No | Sometimes | Yes |
| 19. Sometimes we check each others' papers. | No | Sometimes | Yes |
| 20. My teacher knows what she wants us to do. | No | Sometimes | Yes |
| 21. My teacher is always prepared for our class. | No | Sometimes | Yes |
| 22. We do many different things in our class. | No | Sometimes | Yes |
| 23. Students in our class often talk to the teacher. | No | Sometimes | Yes |
| 24. My teacher treats me like a young adult. | No | Sometimes | Yes |
| 25. Our classroom is a nice place to be. | No | Sometimes | Yes |

MAINTAINING
TEACHING
EFFECTIVENESS

Name _____
Date _____
Grade _____ Class _____
Teacher _____

Student Attitude Inventory
Student Attitude Toward Instruction

DIRECTIONS: This is not a test of information. Therefore, there is no "right" answer to a question. We are interested in your opinion on each of the statements below. Your opinions will be confidential. Do not hesitate to put down exactly how you feel about each item. We are trying to get information, not compliments. Please be frank. If you don't understand a question, ask someone for help.

1. I have to be prepared for this class.

Most of
the time : Often : Sometimes : Seldom : Never

2. When I answer a question, my teacher tells me right away if my answer is correct.

Most of
the time : Often : Sometimes : Seldom : Never

3. My teacher cares about me.

Most of
the time : Often : Sometimes : Seldom : Never

4. My teacher wants me to do well in school.

Most of
the time : Often : Sometimes : Seldom : Never

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5. My teacher gives me help when I need it.

Most of
the time : Often : Sometimes : Seldom : Never

6. My teacher shows me that he/she is pleased when I do well.

Most of
the time : Often : Sometimes : Seldom : Never

7. My teacher praises me when I answer questions correctly or do well on classwork.

Most of
the time : Often : Sometimes : Seldom : Never

8. My teacher respects me.

Most of
the time : Often : Sometimes : Seldom : Never

9. When I do really good work on an assignment, my teacher tells me exactly what is good about my work.

Most of
the time : Often : Sometimes : Seldom : Never

10. My teacher is interested in what I do outside of school.

Most of
the time : Often : Sometimes : Seldom : Never

11. The work we do for our class isn't too hard and it isn't too easy.

Most of
the time : Often : Sometimes : Seldom : Never

12. When I am having trouble answering a question, my teacher gives me clues to help me get the answer.

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the time : Often : Sometimes : Seldom : Never

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