



## Impact of Teacher's Background and Behavior on Students Learning

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## **Abstract**

The major purpose of the study was to identify the impact of teacher's background and teacher's behavior on students learning. The present study is descriptive in nature. The data were collected from the wide verity of sources. Due to the financial constraint, it was delimited to two districts of Sahiwal division, i.e., Pakpattan and Sahiwal. The population of the study comprised of 4746 teachers, 164876 students and 237 secondary and higher secondary schools in public sector in the division of Sahiwal. The present study aimed to explore the data about the teachers' background and their behavior on students learning. In order to determine these variables, the researcher developed a questionnaire on the five point Likert scale. Supervisor and other educational experts were consulted during the development of instrument before the finalization and validation of questionnaire. Questionnaires were distributed among the students of two districts of Sahiwal division. The instrument of study revised through piloting the items the data were collected by researcher personally and with the help of brothers and friends. The data were analyzed by using SPSS version 16. Finally 850 questionnaires were returned back to the respondents representing the sample of the study. It was survey type study. This is an in-depth study of students learning in English subjects regarding the teacher's background and teacher's behavior. The study generated following major findings that majority of teachers follow text books while teaching;

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provide information other than text book, they regular and punctual, their style of teaching help the students in learning. These teachers are co-operative with students but they did not ignore the mistakes of their students. However, they care about the emotions of students and give them moral training. Moreover the overall impact of teachers' behavior on students learning was not significant.

**Keywords:** Teachers' Behavior, Behavior and Learning

## **Introduction**

More and more projects dealing with the problem of the social interaction of teachers with students and young people are devoted to the question of the connection between the teachers' and the promotion of the capacity for students learning and responsible independent action, towards performance. In these considerations a prominent and important part is also played by the effect of the teachers' whether it be of a fumitory, confirming, or reinforcing nature. Education is systematic instruction for the development of character or mental power. Rao (2001, p. 45) quoted that in an education conference, Quaid-e-Azam Muhammad Ali Jinnah father of the nation, addressed that education does not merely mean academic education. There is immediate and urgent need for giving scientific and technical education to our people in order to build up our future (Rao 2001, p. 45).

The greatest challenge being faced by Pakistan today is to create an environment where every child can go to school. Pakistani education system has divided children in different categories. To bridge the gap, not only it is important to provide education to every child but also it should be free, uniform and equality education that opens up equal opportunities of progress and prosperity for everyone. There is no doubt that only education can liberate children from poverty and deprivation and Pakistan from fundamentalism, intolerance, corruption, terrorism and herald an era of progress (SPARC, 2006: pp. 95-96). School is recognized by sociologists and social psychologists as second to family; as an agent of socialization and organization. In this respect, probably, the teacher is the most important element in the child life span.

The teaching profession is currently viewed ill-founded and out of date in a world (Crowther, et al, 2002, p. 3). The challenge of the teacher of today is to discover the problem of students learning. It is important to train prospective teachers so that they are skillful to minimization of discipline and learning in a positive manner because the teacher in order to effectual element for pupil improvement that the teachers are those who influence on students learning (Gabriel, 2005: p.11).

The study was designed to identify the impact of teachers „professional & academic background on students' learning behavior at elementary level.

## **Objectives of the Study**

Following objectives of the study are suggested:

1. To find out the academic background of elementary teachers working in secondary or higher secondary schools.
2. To explore the teachers' behavior in the classroom at elementary level.
3. To assess the learning of 8th grade students in the subject of English (respondents of the study).
4. To see the impact of teachers' background and behavior on students learning at

- elementary level.
5. To suggest improvements in teachers' behavior on the basis of findings of the study.

### **Significance of the Study**

The present study provided empirical data to educators working in different capacities about teachers. It also helped to the authorities concerned with the pre-service and in-service training of teachers to make proper change in the curricula. This study revealed a number of information about the teachers' background and its effects on students learning which will be helpful for formulating different strategies to overcome the problems of students and teachers. In short, this study may prove much helpful to know the impact of teachers' background and on the students' learning of elementary level students.

### **Research Questions**

This study deals the following research questions:

- What is the teachers' academic background at elementary level?
- What is the teachers' behavior at elementary level?
- What is the impact of teachers' academic background on students learning at elementary level?
- What is the impact of teachers' behavior on students learning at elementary level?

### **Delimitations**

Due to time and financial constraints this study was delimited to teachers and students of elementary level

### **Review of Literature**

The quality of education depends upon the quality of its citizens and the quality of citizens depends on the quality of their education and quality of education besides other factors depends upon teacher's back ground and teacher's behavior on student learning. Thus to enhance the quality of education it is necessary to improve the teacher's attitude and behavior towards students learning. Those factors are needed to be identified which effects these characteristic (Kochnar, 2000, p. 172). Bolman and Deal (2003, p. 19) describes teacher as a manager and school as an organization in new perspective, or provides frames to understand and manage organization. As they defined frames are both windows open to the world and lenses that brings the world into focus. Teachers' behavior has received significant attention in studies of the work place. This is due to the general recognition that this variable can be major determination of this performance (Angle, 1981; Riketta, 2002, pp. 4-9) and effectiveness of teaching (laschinger, 2000; Miller, 1978: pp. 25-40). Many scholars have defined teachers commitment e.g. Kenter (1986, p. 18), views teachers commitment as the willingness of teachers to devote energy and loyalty towards students and their learning. According to Cook (2001, p. 36) purposes of teaching and learning guide and counseling services for school children are to:-

- Improve academic qualification.
- Foster positive attitudes and towards school, learning and work.

Ansari (1980, p. 76) found that teachers' background and teachers are both significant

variables which determine the academic performance of the students?

As religions knowledge forms the basis of understanding and dealing with life, Muslims look to the Sunnah of the Prophet (S.A.W) as guide lines to which knowledge is essential? Obligatory duty of Muslims is to educate their children. As for the information of aspect of education, this of course depends upon the capability of teacher and the more knows, the better educated their children will be. The child first begins to learn by repetition and invitation (Bolman & Deal, 2003, p. 19).

Murphy (2005, p. 14) quoted that teachers are those who influence the students and adults in the school setting. Teacher was identified who reached out to other with encouragement technical knowledge to solve classroom problems and enthusiasm for learning new things. The definition of teacher proper and those they are contributing to school reform or students learning. Influencing others to improve their professional practice .We characterize teacher as an individual who are actively involved in promoting change and effectively communicate with students (Haris, 2002, p. 102).

Ahmad (2005, p. 74) expresses and uses a global understanding of students in schools wire and his associates identified four typical concepts of teaching as: labor, as craft, a profession, and an art. So teacher is person who teachers others. Teacher is a reformer, teacher is a creature, and teacher is a human engineer. He works like a farmer. Teacher is the name of transfer of knowledge (Ahmad, 2005, p. 74). A part from this professional training for this purpose the teacher should behave adequate academic education. Whenever possible he should posses B.Ed or preferable M.Ed. Those teaching child psychology should have high academic qualifications in this subjects combined with teaching experience. Gordon (2000, P.35) focused on traits of teacher personality that are favored and more noticed by students during learning and teaching process. Powerll and Peel (2000, p. 34) of in his Rhetoric, Aristocracy states that the speaker"s character is one of his most effectiveness of the lecture. The good lectures show that he has the interest of his listeners at heart. Darling-Hammond (2000) concludes in his article Teacher qualifications: Effects of certification, degree, and experience on 8th-grade student achievement that the effects of well-prepared teachers on student achievement can outweigh teacher background factors including poverty, language background, and minority status. Further, she contends that measures of teacher quality are more strongly related to student achievement than other kinds of Investments, including reduced class sizes, overall spending on education, and teacher salaries. Using a very different conception of teacher quality They conclude from their analysis of 400,000 students in 3000 schools that while school quality is an important determinant of student achievement, the most important predictor is teacher quality. Hanushek (1992) estimates that the difference between having a good teacher and having a bad teacher can exceed 8<sup>th</sup> grade-level equivalent in annual achievement growth. Further, they contend that lower achieving students are the most likely to benefit from increases in teacher effectiveness. In the current policy climate of Standards-based reform, these findings make a strong case for gaining a better understanding of what really accounts for these effects. Of particular interest is the impact of policy relevant teacher qualifications such as degree level, certification, and content-specific expertise. Existing research provides some direction regarding the Impact of attributes of elementary school teachers. While quasi-experimental studies have been plagued historically by inconclusive findings regarding the impact of teacher degree at the elementary level (Harnisch, 1987; Monk, 1994), more recent studies that have attended to the subject area in which the advanced degree was earned have been relatively consistent in their findings of a positive effect of teacher degree on high school

student achievement.

Goldhaber and Brewer (1997b, 2000) draw on nationally representative data provided to estimate the impact of teachers' holding masters degrees on high school students' English achievement. These studies demonstrate the importance of the subject area in which the degree was awarded. The researchers found that student achievement gains in English were positively associated with those assigned to teachers who earned their masters degree in English, controlling for student and teacher characteristics. No effect was evident in cases where the teachers had no advanced degree or where the degree was earned in a subject other than English. Their findings suggest that general measures of teacher degree level are not related to high school student achievement in math, science, English or history. However, in English subject-specific degrees earned were found to have a positive impact on student test scores in those subjects. This was the case for both bachelors as well as master's degrees. Further, teachers holding both a bachelor's and a master's degree in the subject area taught were the most effective.

While the researchers did not distinguish the level of the degree earned, the subject-specific degree variable was a positive predictor of 8<sup>th</sup> grade student achievement in all specifications of the model tested. While fewer in number, studies of high school teacher certification parallel those of degree level, with positive effects limited to subject-specific credentials. Goldhaber and Brewer's (1997a) analysis of data revealed that students assigned to teachers who were certified in English, or had earned a bachelor's or master's degree in English, had higher test scores than those assigned to teachers who lacked these subject specific credentials, controlling for other student and teacher characteristics. In contrast, Darling-Hammond (2000) equates teacher quality with specific qualifications and their expected effects on achievement. This study did find that black students assigned to teachers holding at hat the English scores of students assigned to teachers with master's degrees or certification in subjects other than English were no different than scores of students assigned to teachers with fewer qualifications, further underlining the importance of subject-specific credentials. While a clear picture is beginning to emerge regarding the effect of teacher degrees and certification at the elementary level, the evidence at the elementary level remains mixed and inconclusive. The existing evidence of a positive effect of teacher degree level on elementary student achievement is overshadowed by the many studies that find either no discernable effect (Link & Ratledge, 1979; Murnane & Phillips, 1981), or even a negative effect (Eberts & Stone, 1984; Kiesling, 1984; Rowan, Correnti, & Miller, 2002) of teachers' holding master's degrees on elementary student achievement. While most studies estimating the effect of teacher qualifications have focused on the characteristics of the student's current teacher, several efforts have been made to understand whether the qualifications of the full school faculty might have a contextual effect on student achievement. One argument supporting this notion of school-level effects of teacher qualifications is that teachers learn from one another, so any negative effect associated with having a low-quality teacher might be reduced in schools where there are other teachers who are supportive, more knowledgeable and more skilled. No similar studies of multilevel effects associated with teacher qualifications could be found for elementary education. In an effort to address these gaps in the literature, this study draws on national data.

The analysis parallels the work of researchers who have studied the relationship between teacher qualifications and student achievement at the high school level (most notably, the work of Goldhaber & Brewer, 1997b, 2000). In doing so, the study provides much needed empirical evidence about teacher quality at the elementary school level Teacher

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qualifications .This study gives information about the qualifications of children's 8<sup>th</sup> grade teachers, including highest degree attained, degree type, certification status, coursework related to teaching, and the number of years that teachers have taught different grades. We were especially interested in developing a set of variables that would parallel variables used in studies that examined the effects of teacher qualifications on achievement at the secondary school (Goldhaber & Brewer 1997, 2000).

Consistent with these studies, we constructed an indicator of teacher's certification status (regular or alternative vs. none, temporary, provisional, emergency or probation) and two indicator variables of teacher's experience (beginning teachers with zero through 2 years of experience teaching 8<sup>th</sup>-grade and more veteran teachers with 5 or more years of experience teaching 8<sup>th</sup> grade).

Prior researches linking student achievement to teacher quality, as represented by observable characteristics such as teacher background, credentials, certification and experience has had mixed results (Goldhaber & Anthony, 2007; Goldhaber & Brewer, 2000; Hanushek, 1986, 1997). However, recent studies that focus on the impact of teacher quality on student achievement by specifically evaluating teacher knowledge demonstrate considerable consensus. These studies generally proxy teacher knowledge by specific subject matter, certification, course grades, GPA, or NTBS certification (Goldhaber & Anthony, 2007; Goldhaber & Brewer, 1997, 2000; Kukla-Acevedo, 2009; Monk, 1994).

Not surprisingly, direct measures of teacher knowledge have also demonstrated significant positive effects on student learning (Carpenter et al., 1988; Hill et al., 2005; Moats & Foorman, 2003). An important element related to the purposes of the California Professional Development Institutes CPDI is that teacher quality is unevenly distributed among schools (Heck, 2007; Hill & Lubienski, 2007).

### **Nature, Population and Sampling of Study**

Present study is descriptive in nature as its aim is to formulate the research questions to precede the research for current situation of elementary teaches. All The elementary teachers and students reported by P.M.I.U. Lahore, Punjab, 2009 of Sahiwal Division are the population of the study. Eighty six schools, (56 rural and 30 urban), 210 teachers (100 rural and 110 urban) and 850 students (400 rural and 450 urban) were selected randomly.

The detailed distribution of sample is given below in table:

Districts of Sahiwal Division	Schools				Student		Teacher	
	Rural		Urban		Rural	Urban	Rural	Urban
	M	F	M	F	M	F	M	F
Pakpattan	8	8	5	5	200	250	50	60
Sahiwal	20	20	10	10	200	200	50	50
Sub-Total	28	28	15	15	400	450	100	110
Total	56		30		850		210	

### **Instrumentation**

The teachers' background and behavior was measured in term of students' opinions. Four students were asked about the background and behavior of his\ her English teacher. In order to measure the teachers' background and behavior, the researcher developed a five point likert scale questionnaire. This questionnaire consisted of the various components of teachers' background and behavior. The teachers' background was inquired through five items like teachers' academic / professional qualification, experience, locality and gender. The teachers' behavior was found with the help of remaining thirty four items like teacher's instruction and use of instructional aids. Teaching professionalism and style, teacher's co-operation, teachers behave students with open-mindedness, punishment, motivation through creating interest, bullying and abuses and reinforcement. The supervisor and other educational experts review this questioner before finalization and validation. The instrument of study was pilot tested for reliability. For the pilot testing the local eight public schools were selected from Sahiwal and Pakpattan Districts. The researcher personally visited and administered the questionnaires among the student of schools.

The items of questionnaires were computed on SPSS package for the reliability of questionnaire. The computer runs item analysis. Initially the reliability was 0.78, however the four very week items were deleted and then reliability increased up to 0.90.

### **Data Collection and Data Analysis**

The researcher collected data herself and with the help of her relatives from sampled schools. The researcher distributed questionnaires among male and female students of rural and urban sampled schools for collection of data. The 850 questionnaires returned back from the respondents.

The collecting data computed by using the statistical package of social sciences (SPSS) version 16. Then the data were tabulated, analyzed and interpreted.

The responses were given in total of each items was shown in tabular form. The level of confidence used in the study was 0.05 for the statistical treatment of data. Chi-square test was applied for analysis and interpretation of data. Test in order to determine that observed frequencies are significantly different from the expected frequencies, therefore Chi-Square test was applied.



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## **SUMMARY, FINDINGS, CONCLUSIONS & RECOMMENDATIONS**

### **Findings**

Following findings were drawn from this research.

Both male and female students follow their teachers in the same way. Male teachers use text books more frequently as compared to female teachers. Female teachers are ahead in providing information other than text books. Female teachers use computer more frequently as compared to male teachers. Male teachers are more punctual as compared to female teachers. Regularity of male and female teachers perceived as similar as by students. Teaching style of male and female teachers is as similar as perceived by students. Male teachers show happiness as compared to female teachers. Female teachers consider teaching as a burden in comparison of male teachers. Female teachers are more co-operative as compared to male teachers. Male and female teachers give individual attention similarly as perceived by the students. Female teachers try more to know students problem as compared to the male teachers. Male and female teachers try to solve students' problems similarly as compared to male teachers. Male teachers are ahead to talk's students affectionately than female teachers. Female teachers bear self criticism as compared to male teachers. Female teachers forgive students for naughtiness as compared to male teachers. Both male and female teachers become happy while teaching as similar as perceived by students. Male teachers ignore students' mistakes as compared to female teachers. Male and female teachers behave students sympathetically as compared to the female teachers. Male and female teachers care students' emotions as similar as perceived by students. Male teachers treat students affectionately similarly. Both male and female teachers give moral training in the same way. Both male and female teachers punish students for not doing homework in the same way. Female teachers forgive students for not doing homework as compared to the male teachers. Female teachers punish students as compared to the male teachers. Male teachers more develop interest in reading as compared to the female teachers. Female teachers encourage students for doing good work as compared to male teachers. Female teachers are more ahead in creating interest with funny talks while teaching as compared to male teachers. Female teachers scold students most frequently as compared to the male teachers. Female teachers call ill names as compared to male teachers. Both male and female teachers abuses students in the same way. Female teachers show angeriness as compared to the male teachers. Female teachers praise students as compared to the male teachers. Female teachers more give prizes as compared to the male teachers. Urban teachers followed by their students as compared to the rural teachers. Both rural and urban teachers use text books similarly. Urban teachers provide more information other than textbooks as compared to the rural teachers. Urban teachers use computer as compared to the rural teachers. The qualities of punctuality of rural and urban teachers are in the same way. The qualities of regularity of rural and urban teachers are in the same way. Both rural and urban teachers' teaching style is more effective as similar as perceived by the students. Both rural and urban teachers teach happily. Rural and urban teachers consider teaching as a burden in the same way. Urban teachers co-operate students as compared to the rural teachers. Urban teachers give individual attention as compared to the rural teachers. Both rural and urban teachers try to know students problems similarly as perceive by students. Both rural and urban teachers try to solve students' problems similarly. Both rural and urban teachers talk students affectionately in the same way. Urban teachers bear self criticism as compared to rural teachers. Urban teachers forgive students for naughtiness as compared to the rural teachers. Both rural and urban teachers become happy for questioning as perceived by the students. Both rural and urban teachers

ignore students" mistakes in the same way. Both rural and urban teachers behave students sympathetically as similar as perceived by the students. Both rural and urban teachers care students" emotions similarly. Rural teachers treat students affectionately as compared to the urban teachers. Urban teachers give moral training as compared to rural teachers. Urban teachers punish students for not doing homework as compared to rural teachers. Urban teachers forgive students for not doing homework as compared to the rural teachers. Both urban and rural teachers punish students in the same way. Both rural and urban teachers develop interest in the same way. Urban teachers encourage students as compared to the rural teachers. Urban teachers create interest with funny talks as compared to the rural teachers. Rural and urban teachers scold students as similar as perceived by the students. Urban teachers call students by ill names as compared to rural teachers. Both rural and urban teachers abuses students for not doing homework in the same way. Both rural and urban teachers become angry with students similarly. Both rural and urban teachers praise students orally in the same way. Both rural and urban teachers give prizes in the same way. Instructions of B.A. teachers mostly followed by their students as compared to the M.A teachers. M.A teachers use more text books as compared to the B.A teachers. Both teachers having qualification of B.A and M.A in provision information other than text books are similar. Both teachers having qualification of B.A and M.A use computer, are punctual, are regular, are teaching, teach happily, as similar as perceived by the students. Teachers having qualification of M.A. take teaching as a burden as compared to the B.A teachers. Teachers having qualifications of B.A. are more co-operative as compared to the M.A teachers. Both teachers having qualification of B.A and M.A give attention individually, try to know students problems, try to solve students" problems, are talking with students affectionately, forgive students for naughtiness, becomes happy, ignore students „mistakes, behave students sympathetically, care students" emotions, treat students „affectionately, give students" moral training, punish students for not doing homework, forgive students, develop interest, encourage students, scolds" students, calls students" ill names, abuses students, becomes angry with students, praise orally to the students, give prizes to the students, as similar as perceived by the students. Both teachers having qualification of B.Ed and M.Ed their instructions followed by their students, use more textbook, provide more information other than text books as compared to the B.Ed teachers. Both teachers having qualification of B.Ed and M.Ed teachers use computers, are punctual, are regular, teaching with same style, teach happily, consider teaching as burden, co-operate with students, give individual attention individually, try to know students" problems, try to solve students" problems talk students affectionately, bear self criticism, forgive students for naughtiness, become happier for questioning during teaching, ignore students" mistakes, behave students" sympathetically, care students „emotions, treat students affectionately, moral training, punish students for not doing homework, forgive students for not doing homework, develop interest and encourage students, create interest with funny talks more frequently, scold"s students, call students ill names, abuses students, as similar as perceived by the students. Teachers having qualification of B.Ed becomes angry with students as compared to the M.Ed teachers. Both teachers having qualification of B.Ed and M.Ed praise students in the same way. M.Ed teachers give prize like pencils and copies etc to the students more frequently as compared to the B.Ed teachers.

## **Conclusions**

Following conclusions were drawn from the findings of the study. The detail of gender, locality, academic and professional qualification wise conclusions are as follows:

1. There is significant difference between male and female teachers regarding the use

- of text books, provision information other than text books, use of computer, quality of punctuality, teaching with happiness, taking teaching as a burden, co-operation, knowing students problems, talking students affectionately, bearing self criticism, forgive students for naughtiness, ignore students mistakes, forgive students for not doing homework, developing interest in reading, encouraging students for doing good work, creating interest with funny talks, scolding students, calling ill names, showing anger, praise students and giving prize.
2. There is no significant difference between male and female teachers for following teachers' instructions, quality of regularity, teaching style, giving individual attention, trying to solve students problems, teaching with happiness, caring for students emotions, treating students affectionately, giving moral training, punish students for not doing home work, abuses students.
  3. There is significant difference between rural and urban teachers for following their teachers' instructions; provision information other than text book, use of computer, co-operation, giving individual attention, bear self criticism, forgive students for naughtiness, treat students affectionately, giving moral training, punishing and forgiving students for not doing homework, encouraging students, creating interest with funny talks.
  4. There is no significant difference between rural and urban teachers regarding the use of text book, quality of punctuality, regularity, teaching style, teaching happily, take teaching as a burden, knowing students problems, solving students' problems, talking students with affectionately, become happy for questioning while teaching, ignoring students' mistakes, behaving sympathetically, caring students' emotions, punishing, developing interest, scolding and calling ill names, bullying and abuses, becoming angry with students, praise orally and give prize to the students.
  5. The findings of the study revealed that there is significant difference between B.A and M.A teachers for following their teachers' instruction, taking teaching as a burden, co-operation, become angry with students.
  6. There is no significant difference between B.A and M.A teachers with respect in provision information other than text book, use of computer, punctuality, regularity, teaching style, teaching happily, giving individual attention, knowing problems, solving problems of students, talking affectionately, bearing self criticism, forgiving naughtiness, becoming happy for questioning, ignoring students mistakes, behave sympathetically, caring students emotions, treating affectionately, giving moral training, punishing, forgiving students for not doing homework. Punishing, developing interest, encouraging students, creating interest with funny talks, scolding, calling ill names, abusing, praising orally and giving prizes.
  7. It concluded that there is significant difference between B.Ed and M.Ed teachers in term of using of text books, provision information other than text book, creating interest with funny talks, becoming angry with students and giving prizes to the students.
  8. There is no significant difference between B.Ed and M.Ed teachers for following their teachers' instructions, using computer, punctual, regular, teaching style, co-operative, giving individual attention, knowing and solving students problems, talking affectionately, bearing self criticism, forgiving naughtiness, becoming happy for questioning, ignoring mistakes, behaving sympathetically, caring emotions, treating affectionately, giving moral training, punishing, and forgiving students for not doing homework, punishing, students, developing interest, scolding, calling ill names, abusing students and praising orally

9. It concluded that teachers' behavior as perceived by the students has no significant impact on students learning.

### **Recommendations**

The important suggestions and recommendations are given below which must be implemented, if they want to make the teacher community a happy community. On the basis of findings and conclusion of this study following recommendations are made.

1. In order to meet today's challenges policy makers should revise the educational policies continuously for developing knowledge, understandings, values, attitudes and skills.
2. The research should be conducted to taking these variables in the area of secondary education.
3. The detail research studies should be conducted on the behaviour and academic background using triangulation methods of research.
4. The department should provide incentives for teachers showing good behaviour and results.
5. Program should be started for improvement of the education department. Government should have to be arranged in service training courses for school teachers.
6. Head teachers should provide opportunities for increasing their professional qualification at elementary and secondary level.
7. For close monitoring of rural schools to monitor the teaching/ learning process. Higher authorities of education department should be visited the rural school for encouragement of students and teachers.
8. The friendly environment should be created among students, teachers and school heads for bringing improvement in behavior.
9. Special seminars and workshop should be arranged by the government with the collaboration of private or public sectors and through (both electronic and print media).
10. The teacher should develop study habits and positive attitudes towards the students which determine the academic performance of the students.
11. D.E.O/ E.D.O. should appreciate the teacher with respect to their good behavior and showing good results.
12. They should give them additional incentive to enhance the interest of teaching.
13. Teacher need to continue their professional development by participating in workshop and taking additional courses that will equip them to meet the needs of their students.

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