



Teacher Empowerment Of Secondary School Teachers

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Abstract

The purpose of this research paper is to obtain access to the teacher empowerment of secondary school teachers in relation to their gender. For the conduct of the research, the Descriptive survey method was used. The Teacher Empowerment Scale (2019) which was created by Dr. Manju N.D. and Dr. G. Sheela is used to gather data from teachers in secondary schools.

Samples of 100 secondary school teachers from the Prayagraj City were randomly chosen for this research. To analyze the results, statistical techniques such as Mean, SD, and t-test were used. The result showed that there is no significant difference between female and male high school teachers.

Keywords: Teacher Empowerment, Secondary School Teachers

Introduction

Secondary education is the most valuable formal educational stage that forms the professional core toward further education. It facilitates the achievement of the national goals by developing students effectively and enhances students' familiarity with religion, culture and society. Along with this it also integrates the individuals with national objectives and prepares the individuals for higher education. Therefore, its contribution to society and the country should be recognised in the national educational system. Teachers' sincere efforts and involvement might pursue the achievement of NEP2020 objectives. They are the productive human personnel for institutional success, especially in pursuing quality education (Omebe, 2014).

Empowerment is the process of giving people the resources, authority, power, and responsibility in an organization, that they need to solve problems and make choices. It provide the strength and resources to complete many major projects and make difficult judgments. Giving employees more autonomy makes them more "self-directed" and "controllable." Giving employees the resources they need to reach their full potential is referred to as employee empowerment. On the other hand, empowering employees implies giving up control over them and enabling them to make decisions, create objectives, accomplish outcomes, and get incentives. This necessitates preparing someone to be self-sufficient. It makes it possible for the right people at the right levels to decide the right things for the right reasons (Selvi & Maheswari, 2020).

Teaching is a systematic process. It is an art and science as well. Successful teaching depends on teachers' qualities, facilities experience, effectiveness and empowerment, etc. Effectiveness and empowerment both are interconnected. Effectiveness works when teachers have power and authorities. Empowerment means given authorities to other teachers. It enable teachers to think, act, behave and work in an autonomous ways.

Empowering teachers allow them to use their power, thinking capacities and decision making power to achieve the set goals. Many researchers and scholars have presented their views on empowerment. Lots of definitions are given by different experts. Oxford dictionary defined empowerment 'giving power or authority to someone'. According to **Smith** 'empowerment is encouragement of employees so they can participate in 10 organizational activities.' **Short and Rinehart** explained empowerment as opportunities. Opportunities of autonomy in decision making, responsibilities and freedom.

In the classroom setting, teacher empowerment is equally important. Teachers are the nation builder. They contribute their whole life for prosperity and progress of students. Development and success of country depends on students. Any profession whether it may doctor, engineer, lawyer and leader their success depend mostly on their teachers. So it cannot be wrong to say that teaching is the mother of all professions. Due to the biggest responsibility of country's success on them, their empowerment is also important. **Frymier (1987)** states that "In an attempt to improve education, teachers are central. " In the teaching process, students and teachers exchange their ideas. Teachers leave a mark on the students mind and heart through their teaching and personality. Being such an important person, their power and capabilities should be stronger. Teacher empowerment is a process in which teachers get power to express their thoughts freely, opportunities to take initiatives and freedom in decision making for students' welfare.

Need and Justification

Education system consist of many elements such as school, students, teachers, books, etc. Among them teachers are considered to be the main element. Teachers are backbone of the society. They are like never ending well of knowledge and wisdom. They provide education and enlightens the future of their students. Teachers use their creative way to concentrate on the growth of their students. They also provide light to the life of their pupils. They are also known as the future maker. A great teacher is one who contributes his whole life to make other's life happy and prosperous. According to Aristotle "those who educate children well are to be honored more than those who produce them, for, those who produce children give them only life but those who educate them give them the art of living well." They make learning interesting and creative. They give reward for good work and some time they punish for their mistakes so that they (students) can understand and differentiate between what is good and not good for their life. They help their students to differentiate right and wrong things. Teachers play important role in educational field. Whatever they teach in the classroom, students follow them and adopt in their life. Teachers teach not only bookish knowledge and syllabus but they prepare their students for day today life also. Their responsibilities are not 17 confined to classroom life but these duties and responsibilities are broader. Their duties and responsibilities are very wide. Among many duties and responsibilities the main duty of the teacher is to make student successful and be happy in his/her personal and professional life.

Need of teacher empowerment is clear in NEP 2020 "Only the very best and most learned became teachers. Society gave teachers, or gurus, what they needed to pass on their knowledge, skills, and ethics optimally to students. The quality of teacher education, recruitment, deployment, service conditions, and empowerment of teachers is not where it should be, and consequently the quality and motivation of teachers does not reach the desired standards. The high respect for teachers and the high status of the teaching profession must be restored so as to inspire the best to enter the teaching profession. The motivation and empowerment of teachers is required to ensure the best possible future for our children and our nation." Researcher found some studies on teacher empowerment. But not a single study was found on teacher empowerment among male and female teachers of secondary school in Prayagraj city, so the researcher thought to conduct a research to study the teacher empowerment of educators at secondary level schools of Prayagraj City .

Objectives

To study the Teacher Empowerment of Female and Male Secondary School Teachers.

Hypothesis of the study

H0-There exists no significant difference between Teacher Empowerment of Female and Male Secondary School Teachers.

Research Methodology:**Method and Procedure**

The Expost-facto descriptive survey method was used for the research work and completion of the present paper which is followed in the context of the study.

Table No.1**Teacher Empowerment of female and male secondary school teachers**

Gender	N	Mean	SD	T-value	Level of significance
Female	50	268.74	6.723640342	-0.70163355	Not significant
Male	50	270.18	7.297173391		

The calculated t-value (-0.70163355) was less than the table value at 0.05 significant level(1.96). Hence, at this stage of significance, the null hypothesis is accepted. This outcome indicates that there is no significant difference between female and male secondary school teachers with respect to teacher empowerment in Prayagraj city. Therefore, it can be said that both the male and female teachers are at par when it comes to giving them more of freedom, authority and liberties to conduct their work more efficiently.

Conclusion

The present study explored that teacher empowerment of secondary school teachers in the Prayagraj city is almost the same. The whole education is based on educators' qualities and skills. Teacher empowerment affects education. Teacher empowerment is the combination of many elements such as teachers' ability to take decisions, overcome mobbing factors, diverse thinking, their sense of responsibility towards the organizational, job satisfaction etc., for all the above teacher empowerment plays a crucial role. The results also break the myth that males are more empowered than females in different areas of work or profession including teaching, thus it can be concluded that both the genders in teaching profession specially at secondary level, are at par when it comes to teacher empowerment.

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