

Effect of Teachers freezing on Schools: An analytical Study

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Abstract: Determination of qualities and characteristics of a good teacher will lead to better selection and education of teachers. the quality of a teacher is not up to the mark, at least in respect of the possession of general knowledge, intelligence and aptitude for the profession. the aim of study is to present the analytical view of lack of interest of teacher and effect on educational environment too. A good teacher should be equipped with some general qualities like normal health and physical fitness, healthy balanced philosophical and cultural outlook, normal general intelligence, good habits of daily life, sociability, emotional maturity; and some specific qualities such as, knowledge of the subject, ability to impart knowledge, understanding and love for children, leadership and ability to communicate. In short, an effective teacher is one who can take care of the responsibility for planning, guiding and evaluating education system. He is an individual with good cultural values and who believes that his job is essential for the progress of community & the nation at large.

Key word-Teaching freezing, responsibilities, achievement, personality, school performance.

In the field of education the sole responsibility lies with the teacher who dispenses knowledge, frames the time schedule, selects reading material, evaluates learning outcome and helps pupils overcome their difficulties & personal problems. Today the teacher is not only an expert in teaching but also adroit in handling other life situations. Then only can he guide students successfully in unfolding their personalities & character to improve their social, economic, and political environment. It is our teachers and their teaching that can transform the dreams of the nation into reality. There is no doubt that teacher's role in society is very significant.

Rabinder Nath Tagore, the great Indian philosopher and humanist said that a lamp that does not possess light cannot light the other lamp. Similarly, a teacher who does not possess sound 'personality' can never properly mould and shape the personality of the raw material in his possession. He should know how to pass on his knowledge to others, how to handle the raw material (children), how to behave in a society and how to transform tiny-tots into right thinking and right behaving individuals. It is rightly believed that a teacher is a light-house of knowledge. An effective teacher is he who can successfully communicate to the students; hence, there should be no communication gap between the teacher and the taught. Teaching is a dynamic and complex process. The teaching-learning process is a challenging one.

The teacher has to deal with this teaching-task, both as an artist and as a scientist. But sometimes teachers can't utilize their potential fully due to a number of factors. They try sort out the issues with the students, parents and administration time and again. Subsequently, if they fail to do so they lose interest and experience a sort of freezing of their abilities, capabilities and potential.

TEACHER FREEZING

Generally the teacher's effectiveness is defined in terms of his experience, his cognitive and affective properties, his strategies and skills used in teaching, his adjustment with the characteristics of the school, classroom and most important with student. Although these are not substance of effective teaching yet they may contribute to teachers' success. A proper concept of teaching and teacher effectiveness is necessary for a better understanding and it makes teacher really effective. There is a serious erosion of teachers' respect at all levels of education because quality and relevant education depend on what teachers do with learners. The deterioration of educational standard is due to teachers, academic environment, administrators, parents and students. But today everyone complains that the teachers are full of lassitude and indifference; they lack interest and charm to perform their duty; and they lack innovation and research. All this has a very devastating effect on education.

Teacher freezing is an ongoing problem in worldwide. The role of a modern teacher is quite different from what it was in a traditional classroom. A teacher is now required to be far more responsive in his approach. A teacher has to play multiple roles and preserve the basic values of life. The 44th President of U.S.A (Barack Husain Obama) in his oath taking ceremony delivered a speech on teacher education;

“Teachers, who are on the career paths to become better teachers, develop themselves professionally- they should pay excellence more. On the issue of education- teachers are the role model for the society. Teachers are extraordinarily frustrated about how their performance is assessed and not just their own performance, but the schools performance generally. So they are put to the tests all the time. What I have said is that we should be able to get from teachers in terms how to measure progress. Every teacher I think wants to succeed and if we give them pathway to professional development, where we are creating master teachers, they are helping with apprenticeships for young new teachers, they are involved in a variety of other activities, that are really adding value to the schools and then we should be able to give them more money for it. They can't be judged simply on standardized tests that don't take in account whether children are prepared before they get to school or not”.

For the success of the education it is very essential that teachers feel satisfaction in their job so that they may professionally discharge their duties and responsibilities intelligently and effectively. Teaching prepares a man of stricken society for future Utopia. Educational institutions are an integral and sensitive part of the society. No educational system is free from influences of the society in the form of norms and values. Being a human being teacher also has individual values, beliefs and desires which influence his functioning. India is a highly diversified and multicultural society and social stratification is largely based on religion, caste, class and gender. In a pluralistic society like India, teachers are expected to promote tolerance, secularism and other important values of life with students.

Stages of Teacher Freezing

(1) **Loss of Enthusiasm:** Normally people enter the teaching profession with sincere desire and intentions to help children. At that time their energy level is high and ideals are strong. Most of them are loaded with decent values, high motivation, a desire that they are needed and an inner hope that through their intervention something positive can be done with young people. It has been found that many people who become teachers exhibit dependency characteristics. That is they exhibit an awe-inspiring component of their self-identity from their work and hence they have a strong urge to be appreciated. When such teachers fail to get proper responses and feedback from students, their enthusiasm fades.

(2) **Frustration:** Frustration is one of the earliest signs in the process of workout. There are many factors that contribute to the frustration of teachers within the school as well as without students' apathy, rise in indiscipline and violence, non-cooperative parents, low salary and social status and various malfunctions of the organization etc. There are many other factors which may contribute to increase, stress, frustration and lowered morale of teachers.

(3) **Alienation:** Alienation of the teachers is a reaction or outcome of incapacity, disappointment and loss of interest in one's work. Alienation is related to aloofness, removal and seclusion within the vocational milieu. A strong relationship exists between alienation and lack of support and positive feedback. It has been found that teacher alienation increases: (a) if the frequency of participation of a teacher in the decision making process decreases; (b) the organizational administration is quite rigid; (c) if job codification is greater in degree; and (d) the rule enforcement is more rigid.

Teacher Freezing and Teacher Stress

Many studies on teacher freezing have been equating stress with burnout. In today's competitive world stress is a hard reality of teaching. Response of a person decides whether the stress is beneficial or harmful. For example, if the efforts to meet student's needs increases the quality of a teacher and gives him job satisfaction, it means that the effects of stress are beneficial. But if emotional and physical sicknesses are shown by the teacher then the stress is harmful and may culminate into freezing.

However, it is necessary to understand this phenomenon, for most teachers face such situations though only some display their feeling of freezing.

There are various factors which indirectly define teacher-freezing:

1. Teacher competency
2. Teacher effectiveness
3. Change proneness
4. Teacher innovativeness

Teacher Competency

The term “competencies” may be defined in two ways. Firstly, competency stands for a set of skills and capabilities which are alert and trainable and which enhance the efficiency of teaching. The second definition of competencies is context specific, meaning thereby variability and distinctiveness of every educational state of affairs and it specifically denotes a set of knowledge, accountability & moral commitment and educational methodologies.

The meaning and assessment of teaching competency has been defined and explained diversely by a range of educationists. The qualities of a teacher which provide the dimension of character to his teaching are called as competencies; these include aptitude, knowledge, approach and personality etc. of the teacher (Zawada 1992). The competency of a teacher is the average success of all his behaviours in achieving their intended effects. As teaching is not an isolated process there are some variables that leave sustainable effects on its dimension. Teaching competency of the teacher is positively correlated with job satisfaction, locus of control and professional burnout.

The long-term development of any educational institute is very much dependent on the competencies of its staff. In addition to professional knowledge and skills, center competencies, educational resources and tactics, etc make the actual determinants of success and performance of an institute. Only when one exhibits efficiency in one’s behavior one can possess professional knowledge, skills and center competencies.

The successful performance in complex environments cannot be guaranteed merely by the acquisition of relevant knowledge and skills only. Individuals ought to opt out from the available knowledge and skills in such a way that proficient and efficient behavior occurs which otherwise need special abilities that take into account the characteristics of a specific context (Westera, 2001)

Teacher Effectiveness

“Good teachers show a balance of qualities, continuous growth for excellence, readiness for guidance; set high value standards so that they can equip the children wisely and effectively; they are purposeful whose energies and values are organized and focused on their teaching work; they are thinkers and constructive workers with intellectual bent for achievement; they warm up the students, appreciate their efforts and encourage them to work harder; they have a hunger for vividness, for wholeness and completeness in their ideas; they are sensitive and responsive, they have a conscience, are patient and persistently curious”.-(Sheela Mangla, 2001)

The phrase “teacher effectiveness” denotes in a particular specified goal of education, the outcome of a teacher or the amount of improvement in the students. This definition makes definition of teacher effectiveness essential in comparison to the behaviour of teachers. Due to this and the freedom of factors which affect the learning of students, from the control of teacher; Instead of being decided as a stable characteristic of the teacher as an individual, effectiveness of a teacher is regarded as a result of the interaction between a teacher as an individual (characteristics) and factors that change in reference to the work environment of a teacher. Usually teacher performance is considered synonymous to teacher effectiveness.

Change Proneness

Change-proneness means inclination or readiness, instead of being rigid and restraining oneself one has to be flexible to modify his conduct, approach, emotions and thoughts (Mukhopadyay, 1981). This term was coined by Miller (1967) who thought that the change-proneness is the result of inquisitiveness, open mind and mental flexibility. He rightly presented the wide-ranging nature to change proneness. Change proneness feeds on radical change, novelty, inclination towards enquiry, being insightful and proneness in thought. On the basis of style of work teachers may be classified into two categories. First category is of origins that take interest in introducing new tactics, accept new ideas and bring forth new ideas with an attitude prone to high change. Second category is that of pawns; those who are not

ready to accept, invite, emulate and absorb new methods of teaching. They fear criticism and failure, oppose total change and blindly depend on rules framed by others.

Vanaitherthan (1981) found that age, sex, experience and professional training of teachers influenced novelty, prescribed climate responsible for the teaching learning process, attitude to innovation and change proneness. Open environment positively showed considerable relationship with complexity, conservation and change proneness. With the help of multivariate analysis.

Mukhopodhyay (1981) reached the conclusion that the change proneness of a teacher can be predicted with more than 59% variance. Apart from being a communicator of knowledge, the teacher has to be a manager of learning and a spreader of values and culture in the student community. A good teacher exhibits a behavior which he/she wishes his/her pupil to behave, his/her deeds and words should agree with each other. Today education can be made the most powerful instrument for social change only if teachers become the first to change, and thereby accept role of social architect and promoter of the future society. Development of teachers is based on themselves. Today the society is expecting larger role, liability and the efficiency of the teachers. Teachers depend upon their role, change proneness and the effectiveness to some common behavioral components. Following are the changes expected from the teachers to bring successful changes in school: -

(1) Explicit communication (2) collaboration (3) owing responsibility (4) acceptance of a common vision (5) solving problems effectively and quickly (6) respecting and supporting (7) bring about interactions (8) curiosity (9) empirical.

Teacher Innovativeness

Innovativeness can be called as that process which put into practice new ideas (Nail, 1994). Rogers (1995) defines innovativeness as “the degree to which an individual or other unit of adoption is relatively earlier in adopting new ideas than other members of a social system” and classifies adopters based on the time at which they adopt an innovation. Agarwal and Prasad (1998) define technological innovativeness as becoming “more enthusiastic about experiencing/using new information and communication technologies than the other people in the of the individual”.

The infusion of technology into the field of education has a definite impact on the processes of learning, teaching and planning (Yildirim, 2000). Today teachers must be technologically sound and in a habit to include technological tools in their teaching methodology (Pamuk & Peker, 2009). Knezek, Simms and Hopson (2002) detect that technological advancements have changed the ordinary education standards. These developments by the technology have influenced the teaching-learning process and circumstances (Marina, 2001). There are scholars like Zimmerman (1986), Ropp (1998), Lewis (1998), Drucker (2000), Balci (2011) etc. who believe that it is the technology which will modify and develop the learning atmosphere. Consequently the inclusion of new techniques in teaching methodology and requirement of techno savvy teachers is on an increase (Pamuk & Peker, 2009).

Haseen Taj (1998) teacher freezing was assessed with the help of freezing scale that developed a significant relationship among the Secondary School Teachers. Factors which are responsible for teacher freezing are:-

1. Family problems
2. Tradition, rituals especially in the case of females
3. Mental or physical illness of teacher.
4. Lack of proper motivation and interest.
5. Low job satisfaction.
6. Negative thinking
7. Too much burden and complexity of task.
8. The conflict of old methods with the new ones.
9. Social environment
10. Poor environment and working condition
11. Low compensation according to their skills.
12. Administration & authorities

A freeze on teacher positions will affect students in the following ways:

1. There will be less time for teachers to provide individualized feedback to students.
2. Lesson quality may decline as there will be less time for teachers to prepare.
3. There will be fewer subject options for students. There will be less time for guidance and pastoral care for each student.
4. There will be less time for one-to-one work between teachers and individual students.
5. There will be fewer extracurricular activities available to students.
6. Managing the health and safety of students will be greater issue for the school.
7. The quality of our students learning opportunities will be affected and positive student achievement outcomes will be put at risk.
8. There will be increased cost pressures on schools' operational funding parents and students are likely to face increased costs.
9. Over time the quality of teaching that our children receive may suffer as there will be less time for teacher professional development.
10. It adversely affects the behavior of the students in the class.
11. It adversely affects their all round development.
12. It makes students to think negatively about teacher and teaching.
13. It makes a negative rapport between students and teacher.
14. It demoralized the students about their teacher so they never take it seriously.

There are complaints from all sections of society that deteriorating standards in education are due to sluggishness, boredom and indifference of teachers; meaning there by that we need to remove the lack of interest and enhance keenness of teachers towards the performance of their teaching duty and their unwillingness towards innovation in teaching and research. It makes them unable to do their work effectively, even properly. But much attention is not paid towards the teachers' incapacity to infuse innovation regarding moral, axiological, social, cultural and psychological aspects though these are no less important than teaching and research. The present study is fresh attempt in this direction not only to investigate the teachers' incapability in teaching and research, but also to search for aspects that are responsible in making their teaching ineffective. Knowing the cause and the effect of teacher freezing now becomes an important area of research for making a good education system.

Symonds (1956) pointed out that blocking or interferences of the satisfaction of an aroused need through some barrier or obstruction resulted in freezing. It was found that a change prone teacher never experience freezing because he is open minded eager to know, ready to put extra efforts review his/her action periodically, communicates ideas to others and have experimental attitude. Knowledge of attitudes of the teachers, principal's colleges etc. The blocking or thwarting of goal directed behaviour usually resulted in aggression. It may contribute to the reactions of the pupils. It is a fact that environment is affected by the attitudes. The attitudes towards teaching as a career may be expected to reflect job-satisfaction of the teachers.

A good teacher is a conscious, vibrant member of society. He is quite aware of his solemn, sincere duties towards his country. As such he can justly be held as genuine harbinger of national progress. If he keeps himself well informed of, and enriched with adequate knowledge, he can serve his country meticulously well;

Education is very important for each which contributes to natural and harmonious development of man's innate power and brings about complete development of individually.

The phrase "Teacher Freezing" designates and is used not only to submit to inability of teachers, but also covers the overall potentialities of teachers whether they are unused, under used, and stagnated moral, social, psychology and intellectual.

Teacher freezing will not only have the adverse effect on the quality of students and schools, but also have far reaching consequences. It is also the major cause for a weak bond between student and teacher.

Importance of Teacher in our Society

Children are the most precious gift the nature has given to us. If they are deprived from the best caretakers, mentors and teachers then we are playing with the future of our country. Teachers are the builders of our nation but we are so careless regarding them. Teachers are underpaid, schools are opting for unqualified and poorly prepared teachers and no one stops them. We are least bothered to help the teachers, we don't participate. It's not only regarding taking care of teachers but regarding taking care of the children. For our child's illness we prefer the best pediatric specialist or the best surgeon. But is this equally applicable for their teachers, Sorry we don't. We are well aware that doctors are well paid; they don't have any worries at home. Teachers must be treated in similar manner. They are second to none as they are the architectures of the future of our new generation and they have to shape our future too. We cannot afford any misshaping of the future of our kids. We need to pay attention toward their needs and requirements.

When the investigator started her research, first of all she tried to know what are the things that make a teacher "a good teacher". When she read Professor Levi's statement that there is no perfect definition of what makes a good teacher, she asked her students to write down in a sentence or two about what they think constitutes a good teacher. To her joy they responded promptly and with a variety of views. She made different piles of seemingly similar answers:

(1) Pile "A" had frequent usage of words "accessible," "available" and "approachable". Here are some of the sentences the students wrote in reply to the question: "What makes good teacher?" For the sake of making an order the investigator has slightly modified the answers. Good teachers are readily accessible to guide students having queries and they show concern:

- They have a modest and affable attitude.
- Interact with students on one -to-one basis.
- Has interest in every student.
- Their attention, time and efforts are for their students.
- They are friendly with the students.

(2) In the "E" pile there was abundance of words like "Enthusiastic", "Everyone". Their summery about good teachers is as follows:

- Love teaching.
- Have enthusiasm for an encyclopedic knowledge about the subject.
- Have a sharp vision about what they teach is followed by the students.
- Have a keen desire to learn more and more; and to communicate the same to their students.
- They should lack casual attitude towards teaching.

Hence good teachers are full of positive attitude, have ample of time for students, boost confidence of students but maintain their balance of mind, motivate students, care and listen to students. But there is a problem: the good teachers are not to be contained in barrier called "good teachers"; the exciting teachers are almost always eccentric, hopping casually into some distant matter which may or may not be their concern; the inspiring teachers won't stay long enough to be measured, may be for they are aware that if they do so they would be expiring teachers. Hence personality of an individual has a bearing upon what a person thinks and what he does and how he deals with his fellow persons. It has a pervasive influence on a man's life touching every aspect of life. The person may in any profession he/she is likely to be affected by his/her personality. Teachers too are not an exception because how they deal with their students is mostly dominated by their personality.

Conclusion

Today's world is enveloped by an intense advancement in technology which has also affected the process of teaching, learning and thinking. Fierce competition with international competitors in open market demands for quality everywhere and compel us to go for quality and have thrown up many challenges to all fields in education. The trends in the profession of teachers has also changed with the rapidly changing and globalise world. Now the role of a

teacher is expected to be quite different from what it was in traditional classroom. A teacher is now required to be far more agile in his approach. Hedge (2009) stated that teachers are the social doctors. What will happen if the social doctors will themselves become patients in terms of teaching profession and cease to make use of their potential? Several researchers have come out with astonishing results from their investigations. It has been found that even though having a lot of good teaching potential teachers have been found to be freezed with their jobs; which could be a sever flaw in the teaching learning process. If teachers lack interest, creativity and enthusiasm with regard to performing their responsibility in creating and exploring minds in subjects they teach, it means they are passing from freezing episodes. Teacher- freezing does not refer to the inability of the teacher. It results due to the overall unused, under used and stagnated intellectual, psychological, social and moral potential of teachers. That teacher-freezingness may put an adverse effect on the quality of students and schools.

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