

Factors Affecting The Performance Of Rural Secondary School Teachers

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Abstract:

This study is about the low performance of public-school teachers in rural areas: why their students are not energizing and passionate about their study. In rural areas teachers are not interested to overcome their difficulties which they are faced during teaching and learning process. A descriptive approach was applied to this study in which qualitative data was collected and analyzed to address the research problems. For this study, data was collected through interviews. Interviews were conducted with the head teachers, school teachers, and students of a selected sample. These interviews were transcribed after translating in English from local language (Urdu), then researcher manually analysed these interviews with the help of thematic analysis. This step was providing information in the form of theme like teacher's commitment with their job, motivation, teaching methods, infrastructural and learning problems of students in explanatory form. Fidelity, loyalty, truthfulness, devotedness, and trustworthiness are all essential attributes for a teacher. They will be adored by both himself and his career if they have all of these features. According to the findings of this study, most teachers in rural areas are not regular in their routines, and most teachers are not considered as worshipful to their profession. Some teachers are quite old, and they have no idea how to use technology because the majority of people in rural regions are ignorant, and they are unwilling to adapt because they do not want to leave their comfort zone.

Building problems are quite common in remote government schools; buildings are not provided in proportion to the number of students, and staffing shortages are also a major issue. Teachers are not assigned to classrooms based on student numbers; instead, one teacher is assigned to each high school class. Because rural government schools have a minimal number of teachers, one for each class, this rule is proven to be incorrect. There is a scarcity of science professors. A teacher manages primary and middle school, but high school has 80 students in one class. A teacher has

the power to control a large group of students, yet instructing and keeping their attention is difficult. This is how the effectiveness of a teacher is determined.

There is a teacher shortage throughout the area. If a teacher comes here, she is fired right away, stating that she is unable to work here because of the lack of facilities. The majority of village students' parents are illiterate; they want to educate their children, but they can't help them with reading because they can't afford to send them to an academy.

The main limitation of the study was small. One government girl's high school and one government boys high school bara ghar in district Nankana sahib.

Keywords; Beliefs, Compassion, Performance, Constitution

Back ground of the study

After observing different problems of government school's students in district Nankana Sahib, it was discovered that practically all school children have a variety of issues. The reason for this is that teachers have not been properly trained to meet the demands of the new course designs. There was no or insufficient training to keep up with the new course requirements. Teaching methods from the past are still in use. Because of the staff's limited expertise and assets, no applications are given to pupils. Teachers have a low level of dedication to their work. Less motivated and low passion about their profession that's why the students are not energized. This study will identify the problems of rural teachers and learning barriers of public-school teachers in district Nankana sahib.

Literature review

Primary education occupies the most significant position in the educational pyramid for this expansion. The effectiveness of the first education determines the development and attainment in the higher phases of education.

In addition, Haq demonstrates; "A good teacher is also a companion and a therapist, in addition to being a philosopher. Because of the dignity of his position of bearing a significant obligation on this planet, he is constantly in pursuit of everlasting ethics of life, ranging from color citizenship and the like to an extreme conception of humanity's universal friendliness. From this perspective, philosophy and education are not two distinct fields, but rather one" (Haq,1990).

(SHAH, 2013)describes how philosophy of education assists students to gain the ability to critically assess and judge what they learn, and how this translates to the growth of thinking mastery.

It is not the intention to teach philosophy to youngsters, but to train them to think critically enhance their thinking and affection while sketching out the underlying wisdom. Socrates felt that via discourse, each individual may gain a better grasp of the issues at hand. This builds on the knowledge that the students have gained from such an inspection (Reddy, 2008).

The trainer distributes humanity and aids in the construction of the network's destiny. The teacher has a long-term and dynamic impact on the development of the future citizens' personalities. The

instructor serves as a hub for the exchange of conceptual and practical knowledge, as well as artistic history, from one age institution to the next. As a result, the learner teachers must be provided with beneficial practice.

To promote a distinct style of communication and show a positive role model in the classroom, a teacher must demonstrate a variety of non-public traits. Instructors who smile brightly and maintain a calm and self-assured demeanor in interpersonal talks are well received by college students. The sender's confidence conveys fact and authority while piquing receivers' interest (Maqsood Ahmed, March 2012). Agitation, hesitancy, or a loss of confidence, on the other hand, frequently causes fear or uncertainty in recipients. It is undeniably difficult for teachers to project a confident demeanor and engage in a relaxed manner of communication at times.

Importance of Teachers

Instructors may be considered as most important supply for the advancement and prosperity of the society. They are the constructor of the state and a source of know-how and morals for children. According to (Radhakrishnan, 2012) the instructor's area in a society is of important significance. He acts because the swivel for the dissemination of intellectual traditions, technical traditions and technical abilities from technology to era and helps to preserve beacon of civilization burning.

In keeping with (Howie and Plomp, 2005) the trainer is the key participant on the academic stage and we regularly watch for him or her to make up the inadequacies inside the curriculum and academic sources. The achievement of educational activity is, consequently, believed to pivot the high-quality of coaching that is going on in the school rooms.

(Donker, 2005) declared that primary college teaching has become the unmarried maximum crucial career in the international. Number one teachers organized the youngsters for additional schooling and for strolling existence. They were foremost people to correctly training. This maximum vital profession, but, did not get the identification it deserved. In the developed global, more youthful human beings did no longer want to come to be a number one college teacher anymore. In most growing international places this career did now not captivate certified and decided humans as it become poorly compensated. Long gone are the instances that a number one university teacher grows to be an especially renowned man or woman. To obtain the aim of common and exact primary faculty training, teaching has to emerge as a charming career again.

Teacher's Personality

Students are stimulated with the aid of instructors even more than their dad and mom particularly the number one college students. They walk and speak like their teachers. They are trying to mimic their instructors. They adopt many behaviors from their teachers inattentively. According to (Rizvi, 2006) instructors ought to be very careful earlier than, for the duration of and after the coaching as for as he/she is being noticed by way of the students. Instructor's character has a specific impact on his college students.

In keeping with (Rizvi, 2006), the teacher's etiquette is considered to be a mirrored image of his persona. Persona trends are inferences shape fairly huge samples behavior. Intelligence,

knowledge of subject and monocracy are the examples of characteristic of the personalities of the lecturers.

Consistent with (Lew ,1977), the character is very required for the everyday existence of instructors. It affects their career. The maximum crucial function is the effect on college students. Concerning the teachers' personality, it's miles essential in manage the instructions and the learning method. The interaction between teachers and college students should be examined because personality plays a vital position on it.

Teachers' Performance is Affected by Many Factors

Instructor performance is influenced by two sorts of factors: external effects and internal ones. A variety of external circumstances influence how an instructor makes decisions in the lecture hall. While it's difficult to place these components in any order of importance Because each teacher is unique, they will take into account the network's expectations, the specific college machine where the instructor works, the faculty, the grade restrictions, the parents, and the students to some extent.

Students' learning is influenced by their knowledge, aptitudes, attitudes, and values as they leave faculty or a specific instructor's lecture room. Students' knowledge, talents, to make matters even more complicated, aptitudes, attitudes, and values are the product of a complex and convoluted mix of variables in their genetic makeup and upbringing early variations among children are frequently compounded by their mother and father'sAcademics and parents make decisions about the schools their children will attend, as well as which programs they will be placed in inside these schools (Akram, 2010).

We must assess not only where the pupils are going while examining and attempting to determine a teacher's efficacy. The goals being sought and the students being taught influence the efficiency of a given instructor to a greater or lesser extent, but instructors differ. Instructors, like their college students, bring a diverse set of talents, aptitudes, attitudes, and values to the classroom. They also have varying degrees of enthusiasm for teaching (Anderson, 1991).

Attitudes of Teachers

Attitudes are repeated responses to situations. The term 'mind-set' is usually applied to an opinion that expresses a person's natural proclivity for a particular item, concept, or group. Positive, negative, or neutral attitudes might exist, as well as sleepy and overly generalized ones.

The mindset factor has a lot of value, especially in social psychology. From cleaning soap powders to school curricula, scales have been developed for practically every aspect of our lives. The affective mindset, This is how we feel about something or an event: What we genuinely recognize about an object or event is the cognitive mindset: What we genuinely recognize about an object or event is the cognitive mindset: the emotional state of mind, which is what we experience about an item or occasion: the affective mindset, which is what we experience about an item or occasion: the affective mindset, which is what we experience about an item or occasion: and the behavioral mindset, which describes how we react to a specific object or situation(Child, 2004).

Students are not only aware of their lecturers' attitudes toward them, but their behaviors are influenced by how they witness lecturers behaving with their classmates, according to a study that looked into four professors' attitudes: attachment, challenge, differences, and interaction. The attitude of academics toward teaching is a crucial issue. Instructors have differing viewpoints, with some feeling that children should be seen rather than heard, and others wanting youngsters to regard the instructor as a friend. The ability to create a nice, welcoming atmosphere in the lecture hall is the most important feature of a successful instructor.

Mastery of the subject

As they plan for, implement, and update training, equipped teachers put their vast, deep, and integrated sets of knowledge and talents into practice. However, era capability is one indicator of a trainer's ability (Siddiqui, 2004). The professors' personal characteristics are at the heart of these classes: what they think of college courses, how they're taught, and how they're educated. Because these features have an impact on curricula shipping, they allow for a better understanding of the forms of symmetry that exist between trainer education, practice, and national curriculum objectives. They will help become aware of the wonderful in the direction of the shipping of hard curriculum to kids in the course of the machine when combined with achievement data (Rana, 1978).

The teacher should choose a course that he has been teaching for a long time so that he can trust and control the coaching plan and activities. Students will instantly note how structured and eager the instructor is in his direction if the professors follow this step. The instructor should initially break down the route into primary sections by breaking them down into major divisions, so that the route department can start with the instructor's current knowledge of the route (Maqsood Ahmed, march 2012).

Pakistan's Problems in Teacher Education

It goes without saying that Pakistan has numerous educational issues, and it is placed 147th out of 200 countries on the educational index (Eleagu, 2018). In Pakistan, you can literally rip apart instructors' education due to a variety of issues such as out-of-date curriculum, Lack of current technology, nepotism, favoritism, political upheaval, loss of pre-service and in-service expert development, and so forth. This term paper will address the following topics.

There aren't enough places to Train Teachers

One of the major obstacles is the lack of teacher training facilities in the country, which adds to the difficulty of trainer education in the United States of America. The graph below indicates the early state of instructor education, which is insufficient for both pre- and in-carrier teachers. As a result of the population boom and the wide range of instructors available, as well as the gap between supply and demand for trainer training organizations, the Pakistani government has struggled to maintain stability.

Lack of Professionalism

In group and location learning, the lack of professionalism is effectively portrayed. Professionalism and pragmatism are lacking in the knowledge given on to educators engaging in trainer education. In addition, there is a considerable lack of professionalism, and the value of professionalism in trainer education is systematically disregarded due to its requirements. Professionalism, on the other hand, is obliterated by rote learning and memorizing that lacks experience and application. As a result, the status of the teacher in Pakistan is dwindling, and the majority of T.E. teachers aren't via their first choice, thus first-class is always below other areas like scientific or engineering (Arooj, 2012).

Dearth of Infrastructure

Infrastructure includes all of the necessary aspects and components for providing a conducive environment for a hobby. It could include structures, fixtures, systems, furnishings, and stationary, among other things. This makes it possible to do well in a pastime. In Pakistan, there are currently 154000 number one institutions. The number of people in the workforce and instructors, on the other hand, is far too little. Nearly 42000 instructors are stationed throughout the city and village. In most schools, each faculty has only three to four rooms, which isn't always enough to meet the needs of students and other requirements (Bergman and Muhammad, 1998). Because of the lack of infrastructure, each control information and educational worth is discounted. Because of poor or any right check and responsibility, colleges and institutions do not even include white boards, files, stationary, washrooms, or furniture for professors. As a result, we can conclude that poor infrastructure leads to poor faculty training.

Training deficit

Education provides a comprehensive understanding of how to cope with related memories in compliance. Trained men and women in relevant disciplines may be able to provide current and potential skill competence and performance. Teachers must acknowledge up-to-date information about current events, educational theories, and competence about recent research in disciplinary practice (Siddique, 1990). However, in today's world, they may be unable to deal with their professional and social responsibilities in order to educate their college pupils. In Pakistan, the administration of trainer training is a provincial responsibility. However, only a small percentage of people are interested in receiving instruction in order to improve the level of their talents. It is possible that institutions that change schools and overall performance should be established.

Lack of Experience and Skills

Ability and experience to carry out is required because if a person lacks the appropriate skills, he or she may be unable to fulfil their responsibilities. These qualities and capabilities of instructors may be lacking in our use. When we speak about government organizations, this pattern is very common, even if they don't have books, libraries, or many other resources to create a studying environment for both employees and students (Muhammad, 2002). Because a smaller technical

team is more difficult to grow, experience with capabilities and practises is reduced. Techniques for learning are old and traditional, and while they can help you pass the exam, they can't help you develop the attributes. Many people enter this field primarily for the aim of earning money. Here, the instructor's ability to instruct, control, and coordinate with pupils plays a vital role in improving performance efficiency. As a result, diminished performance is caused by a decline in technical experience and skills.

Objectives of the study

- To investigate those challenges which effect the performance of rural public-school teachers in district Nankana sahib.
- To discover those reasons matters for both teachers and students' performance like communication barrier, teachers training their commitment about work.

Methodology

The goal of this study was to figure out what causes rural school teachers to perform poorly. The research was conducted in a qualitative manner. To collect data from a selected sample, semi-structured interviews were undertaken.

The gathering, analysis, and interpretation of extensive narrative and visual (i.e., non-numerical) data are all part of qualitative research to gain insight into a particular topic of interest. (Mills at el, 2009).

Population and Sampling

A population is made up of all the items or events that fall into a specific category about which scholars are interested in learning more (Allen, 2017). Two government secondary schools were included in the study's population: Government Girls High School Bara Ghar and Government Boys Higher Secondary School Bara Ghar. Two Head Teachers from both Government schools, four school teachers, and eight students from both schools participated in the study. These people were chosen using a simple random selection procedure.

A simple random sampling technique was used. In this sampling method, every member of the population has an exact equal chance of being chosen. This method is the simplest of all probability sampling methods because it just requires a single random selection and little prior knowledge of the population. Because of the randomization, any research undertaken on this population should have great internal and external validity (Thomas, 2020).

Research Instrumentation

Interviews are the most common qualitative research approach, because they providevaluable insights into the worldviews of responders For qualitative research, semi-structured interviews are seen to be far superior (Bryman 2008). It allows researchers to gather as much data about the phenomena as possible in a short length of time. With probing questions generating in-depth information on the phenomenon under investigation, it also allows respondents to answer in a way that reflects how they feel about the issue in question (Bryman, 2012).

Following an assessment of related literature, the study's instrument was chosen. The semi structured interview schedule was chosen as the most appropriate tool for the investigation.

In qualitative research, there are three sorts of interviews. Interviews can be unstructured, organized, or semi-structured. An unstructured interview aims to provide a wide picture of a subject. Although the interviewer may have a few questions or themes in mind, no materials are prepared ahead of time to help him or her conduct the interview. (Heather, 19 Feb 2022). The structured interview is performed in a tougher style than the two preceding ones. The structured interview has the particular feature of allowing several interviewers to perform it while ensuring that all responses are arranged and articulated in the same manner.

The interviewers must stick to a list of prepared and highly specific questions during these sessions. As the name implies, semi structured interviews are more structured than free interviews but more flexible than structured interviews.

An interview guide, which acts as a framework for the interview, governs semi-structured interviews. The interviewer can utilize it to contribute to the conversation with the respondent and keep the conversation focused on the project's goals.

Because it combines rigor in the themes and subjects explored with flexibility in the interchange, this is the most popular kind of qualitative research interview. As a result, semi-structured interviews provide you the opportunity to delve deeper into specific themes that arise throughout your interaction with the respondent. A semi structured interview is used to gather ideas and comments that may not have been detected during the planning stages but will have a substantial impact on the project's success (Heather, 19 Feb 2022).

For data gathering, the researchers employed semi-structured interviews. Using this methodology, the researchers attempted to determine what factors contributed to a rural teacher's poor performance.

Data collection

This research employed a qualitative approach. Semi structured interviews were used to obtain data by the researcher. In order to acquire qualitative data, semi-structured interviews were used. At the conclusion of the intervention, the inquirer conducted semi-structured interviews for this aim.

Because they provide substantial insights into how respondents see the world, interviews are the most prevalent qualitative research method. For qualitative research, semi-structured interviews are seen to be far superior (Bryman 2008). It allows researchers to gather as much data about the phenomena as possible in a short length of time. It also allows respondents considerable latitude to answer in a way that represents how they perceive the individual situation, with probing questions eliciting detailed information about the phenomenon under inquiry (Bryman, 2012).

Data analysis

The audio interviews were transcribed and translated from Urdu to English spoken locally. The researcher then carried out a manual topic analysis. Thematic analysis, according to (Cohen at el

2018), is a systematic technique that includes identifying and labelling content as codes, the content is then analyzed and presented as themes that arise from the data. The emphasis, on the other hand, is on organizing data into themes.

With their permission, the researchers use an audio recorder to capture each participant's comments. This allowed her to express the participants' true feelings without missing a single detail they brought up throughout the interview. The researcher transcribed all interviews for subsequent study using these recordings. To protect anonymity, the researcher kept the identities of respondent's unknown and marked them as P1 and P2, etc. To avoid any discrepancies, the researcher compared each respondent's profile and transcribed script to their codes. The replies of the participants revealed several categories that reflect the causes for the low performance of rural government school teachers.

In Microsoft Word, the researcher used different colored typefaces to mark them. The researcher grouped several comparable codes in order to derive themes. This section discusses different steps that were used to inform the analysis of the data collected during this investigation. The information was gathered through semi structured interviews with head teachers, school teachers, and students. All of the data was collected in the form of recordings, which were then transcribed. To determine the themes, the researcher read all of the interviews and coded them. Assigning codes helps to minimize data bulk and build themes from meaningless patterns (Neuman, 1997).

After coding, the researcher attempted to link the various codes together. The researcher arranged important findings around relevant topics after numerous rounds of coding. The researcher detailed all of these aspects in the fourth chapter, including information from head teachers, school teachers, and students.

Results

A teacher serves as a mentor, guide, and coach to students. Teachers' performance is influenced by their working environment. The ability of students to learn and their performance are the primary criterion for evaluating a teacher's performance. Quality work can only be produced by energetic, hardworking, and satisfied teachers. A teacher who is unsatisfied with his or her job cannot do his or her job successfully. Academic qualifications, remuneration, superiors' attitude, career possibilities, management, culture, and working environment are all important variables in teachers' job satisfaction.

A teacher is regarded as a change agent. The instructor, the student, and the learning environment are all vital to the educational system. If the instructor is good, the education system will be good. A teacher must be committed to their work in order for students to learn effectively.

Fidelity, loyalty, truthfulness, devotedness, and trustworthiness are all essential attributes for a teacher. They will be adored by both himself and his career if they have all of these features. According to the findings of this study, most teachers in rural areas are not regular in their routines, and most teachers are not considered as worshipful to their profession. Some teachers are quite

old, and they have no idea how to use technology because the majority of people in rural regions are ignorant, and they are unwilling to adapt because they do not want to leave their comfort zone. Building problems are quite common in remote government schools; buildings are not provided in proportion to the number of students, and staffing shortages are also a major issue. Teachers are not assigned to classrooms based on student numbers; instead, one teacher is assigned to each high school class. Because rural government schools have a minimal number of teachers, one for each class, this rule is proven to be incorrect. There is a scarcity of science professors. A teacher manages primary and middle school, but high school has 80 students in one class. A teacher has the power to control a large group of students, yet instructing and keeping their attention is difficult. This is how the effectiveness of a teacher is determined.

There is a teacher shortage throughout the area. If a teacher comes here, she is fired right away, stating that she is unable to work here because of the lack of facilities.

The majority of village students' parents are illiterate; they want to educate their children, but they can't help them with reading because they can't afford to send them to an academy.

Compulsion can be employed, however for the children's education, a qualified teacher is the greatest option. Those who do not have a B.Ed., on the other hand, confront challenges. They will, however, receive practical instruction when they have completed their study. They are capable of grasping and explaining a wide range of concepts to children on their own. As a result, a teacher must possess certain abilities.

In rural area People are divided into two groups: those who motivate their teachers and those who merely pull the workers' legs. The difficulty is that in the first period, instructors from the same area who know each other in groups spend some time conversing about their area and getting to know each other, which is the issue. This is not an issue in the city, where the individual is strongly identified with his career. In the village, it is also vital to take one's task as a duty and to work closely with one's career; however, socialization and familiarity have an impact here, and the profession comes last.

A teacher's professionalism is extremely important. This professionalism is what instils in a teacher God-fearing values. If a teacher considers himself to be following in the footsteps of the prophets, he should act appropriately. Children's psychology and thinking should be familiar to a teacher. Punishment is not the solution if a teacher walks into a classroom and the pupils are not silent. A teacher must be committed to his or her students and act as a role model for them. It should be awarded in such a way that each child learns from their experiences.

The reasons for this vary by institution. The size of the rural school is simply too large. The children must travel a considerable distance. There is a traffic problem coming and departing since parents work hard and can't afford to ride their bikes. Students who arrive late to school miss class.

Discussion and conclusion

The purpose of this study was to discover the reasons behind government school teachers' poor performance in the district of Nankana Sahib. It was discovered that a teacher is viewed as a catalyst for change. The instructor, the student, and the learning environment all play a role in the

educational system. If the instructor is good, the education system will be good. A teacher must be committed to their job in order for students to learn well. This finding matches that of a study undertaken by Ibbad Ashraf and Fawad Ashraf (April 2015), entitled Reasons for Low Teacher Performance: A Study of Government Schools in Bahawalpur City, Pakistan.

They conclude from their research that the government has a number of hurdles in enhancing. However, there are certain concerns with education in government schools including inadequate budget, insufficient infrastructure, low teacher status, and a lack of multitasking abilities. Teachers must recognize their own substantial teaching responsibility, professional abilities, and judgement, as well as devote attention to all students. To recruit more highly qualified people to the profession, the government grants technical education and conducts training classes for teachers, as well as enhancing the wage package for unqualified teachers (Ibbad Ashraf, April, 2015).

The parents of the majority of rural pupils are illiterate; they wish to educate their children but cannot help them with reading since they cannot afford to send them to an academy. This observation is consistent with the findings of a research conducted by (M.S Farooq, December 2015) entitled causes of low quality performance of public sector schools: an exploration.

Result shows that Because the majority of people in rural areas are ignorant and unwilling to change because they do not want to leave their comfort zone, some teachers are quite old and have no idea how to use technology. This result is match with the result of (Ahmed, 13 July 2012).

In remote government schools, building challenges are widespread; buildings are not provided in proportion to the number of students, and staffing shortages are often a serious issue. Teachers are not assigned to classrooms depending on the number of students; instead, each high school class has one teacher. This rule is false since rural government schools have a small number of teachers, one for each class. Professors of science are in short supply. Primary and middle school are managed by a teacher, but high school has 80 kids in one class. Although a teacher has the ability to command a big group of students, educating and maintaining their attention is tough. This is how a teacher's efficacy is determined. This result is match with the result of (Muhammad Nadeem, October 2011).

Recommendations

Institutions should specify the rules and procedures of teaching practice before allowing student teachers to participate in it. It will aid supervisors as well as student teachers in achieving defined objectives. The relevant departments should designate specific teachers to supervise the instruction of student teachers so that they can spend the entire day in school checking on the students' actions and providing honest comments. Before teaching practice, student teachers should be given orientations to mentally prepare them for the obstacles that will be presented to them. Teaching practice should be taken into account. Teacher students should be informed about the way of evaluating teaching practice ahead of time so that they can work to improve their performance. Student teachers appear to be dissatisfied with their timetable and periods throughout their teaching practice. Institutions should make proper contact with schools prior to beginning teaching practice

and establish their timetables according to the preferences of students; otherwise, students should be prepared accordingly.

Communicate Effectively

Any system or organization's backbone is communication. It establishes a link between the many components of a system and promotes good coordination. Teachers should be fully informed about their syllabi so that they can plan accordingly can prepare their lessons on time. All perspectives should have their own set of rules and laws. The teacher must instruct his students to refrain from using filthy language. He may have to explain to his students that communication reflects one's personality. They must understand the significance of refining their communication skills.

Technological Advancement

To keep students and teachers up to date, modern technology should be implemented into school and university buildings. Computer laboratories should be well-equipped with cutting-edge equipment. Any changes must be conveyed to students in order for them to adjust their teaching style and technique.

Teachers' motivations

Teachers should be rewarded financially and socially for their efforts. They must be paid appropriately, and flex time should be made available to them so that they do not experience job overload or stress. They must be happy with what they are receiving. They supplied such amenities that their classmates are enjoying.

Accountability Mechanism

Building a culture of trust and improving the accountability mechanism in educational systems could improve the role and performance of teachers.

Effective School System

It is critical for effective schools to have a well-coordinated structure. Teachers may be appropriately informed about various advancements in the educational system, such as policies, initiatives, and so on. In this way, teachers will cultivate compassion and a sense of being a team player rather than a system-fixing component. This will increase their self-esteem, and they will be more willing to participate in the teaching and learning process.

Transport Facility

The majority of students in rural areas come from far-flung areas and cannot afford their own transportation. In rural areas, the government should provide transportation. Students will be able to overcome their obstacles and remain focused on their studies as a result of this.

Limitations of the study

In district Nankana sahib there are 784 government schools. It was not possible for researcher to take data from all schools. Basically it was a qualitative research, the researcher selected One government girl's high school and one government boys high school bara ghar in district Nankana sahib.

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