

Effective TVE Teacher

Sharul Hadfizrullah B. Sharjudeen, Rohana Hamzah, Amirmudin Bin Udin

ABSTRAK

Artikel ini membicarakan secara teori tentang maksud Guru Efektif dalam bidang Pendidikan Teknik Vokasional (PTV). Dalam proses penyebaran ilmu, penyampaian merupakan proses yang amat penting. Kefahaman yang mantap terhadap proses pembangunan serta perkembangan ilmu pengetahuan serta pengajaran meningkatkan nilai profesyen perguruan. Sebagai agen kontrak sosial, guru memainkan peranan penting dalam pembangunan sesebuah Negara. Pemahaman terhadap maksud serta ciri-ciri Guru Efektif adalah penting demi memahami peranan mereka dalam bidang pendidikan. Ciri-ciri, cabaran serta tugas umum dalam profesion perguruan pada masa kini akan cuba di kupas melalui artikel ini. Kajian yang telah dilakukan mengenai ciri-ciri Guru Efektif turut dimuatkan sebagai rujukan. Aplikasi serta pendekatan Guru Efektif dalam bidang PTV bakal merevolusi erti serta produk guru PTV masa hadapan.

ABSTRACT

This article will be theoretically discussing about the meaning of effective teacher in the field of Technical and Vocational Education (TVE). In the process of knowledge transfer, teaching is a great deal. Understanding about the epistemology and development of knowledge will enhance the teaching profession. As a social contract agent, teachers play an important role in the development of a country. The understanding on the traits and meaning of an effective teacher is crucial in determining their role in education. The characteristics, challenges and duties of a teacher will be discussed in this article. Previous research done on the characteristics of an effective teacher is also included as a reference. The application of effective teacher would revolutionize the meaning and the product of TVE educators in the future.

Introduction

The need of knowledge is a universal issue shared by human being all around the world. To survive the changes and the need to move forward that pushes us day by day, a great continuous grasp on knowledge is required. Since the early ages, knowledge have always been searched, discovered and passed down to the next generations. Passing down the knowledge is as important as providing your family or your love ones shelter and food. It nurtures them and significantly develops their mind, heart and soul towards being a greater generation. The word 'teaching' becomes very significant and those who are entitled to teach hold the key to revolutionize the perception towards knowledge. These personnel are none other than what we call as 'Teachers'.

Teaching is an activity where knowledge is being transferred from a person to another. Whenever a person with a significant knowledge shares it and results in change on

others, the process of teaching and learning occurs. Lee in Koh (1993) remarks that teaching is a human nature and it happens anywhere and anytime. Through time, the process and meaning of teaching evolves as their importance becomes more and more significant. New challenges have emerged in order to satisfy the need of knowledge. This fact later on contributes towards the evolution of functions and role of teachers thus demanding them to acquire extra qualities.

Teachers have always been remarked as individuals with the qualities and capabilities to lead and bring change on others. The demands and expectations of the society to shape the next generation lies in their hands. Teachers are also currently viewed as the agent for the social contract and education thus they are bound to the needs of the society in educating. To do so, teachers are being equipped with the education needed whilst given a majoring field to be mastered. Although the fact of mastering a certain field helps the teachers to have an in depth knowledge, other facts are still in the needs of being attained. Teachers are demanded to be more effective in term of teaching and delivering. This is where the term effective teacher emerges. This paper will be discussing the traits and qualities required as a teacher focusing on the technical and vocational area.

Teachers

All around the world, the process of teaching and learning happens as it becomes part of our lives. Whether it's inside a class, on a football field, inside a kitchen or even out there in the wild, there is always something to teach. This is because the transfer of knowledge has no boundaries. A teacher is the person who makes that possible. Jackson in Koh (1993) stated that teaching is a contribution and the goal is to make the world and those who lives in it better. From this statement, it shows that even tough teaching can happen anywhere and anytime, it's the teacher's role to make sure the teaching does not contribute towards destruction or despair.

As a profession, the position called teacher is given specific meaning and role. Teachers in this context are more formal and are highly viewed as a person who posses high knowledge and skills. There are also regarded as capable or qualified to organize a teaching and learning process in a formal manner. Teachers are usually a master in a certain discipline of knowledge such as science, mathematics, language and even engineering or vocational subjects. Koh (1993) stated that a teacher should have not only an in depth knowledge in their field but also good ethics. Without good ethics, teachers won't be

able to convey a remarkable moral values thus incomplete the teaching process. This will then, in a worst case scenario leads to a development of unethical use of knowledge or misguided students.

On the other hand, a teacher as a profession is also bounded by the needs of the community in terms of education. In order to make sure that the social needs are satisfied, teachers in schools, college or any institutions that educates the community are bounded by the term 'social contract'. Education in this context is headed towards a certain characteristics or demands lay down in favour of the community. Lee in Koh (1993) gives his remarks on this fact by stating,

'When teaching is carried out in school, a teacher is contractually bound to teach according to the wishes of the society'.

(Lee Pau Wing, 1993)

Koh (1993) also stated that teachers are not qualified and allowed to teach as he or she likes due to the agreement on the responsibilities given to them thus they should keep the promise to educate the generation as the community wanted. The term contract social in this case may yield positive effects or sometimes the opposite. Teachers as professionals need to be rational and intelligent in dealing with this issue to ensure education for society serves its meaning.

Serving their duty as an educator, teachers are required to have certain qualities or characteristics. In order to ensure the teaching and learning process are then elevated to another level which we call as educating, these qualities should be their guidelines. Shahril @ Charil (1999) stated that teachers should conduct a good moral example that is exceptionally acceptable to their students, colleague, and also society. He also laid down nine qualities that should be in a professional teacher as stated below.

- i) **Strict:** Yield respect and emphasize on the discipline in the classroom.
- ii) **Friendly:** Teachers should be approachable and does not intimidate the students especially.
- iii) **Humorous:** Humour brings happiness and makes teaching more interesting.

- iv) **Fair:** Teachers should not have favourites and treat each student fairly.
- v) **Flexible:** Adapt well with any situation or students behaviour.
- vi) **Dedicated:** Teachers should do their job with passion and never gives up to any circumstances.
- vii) **Tolerate:** Understands the variety of human behaviour and does not suppress the students.
- viii) **Far sighted:** teachers should not just give facts but also able to discuss and generate opinions and ideas.
- ix) **Dynamic:** teachers must update themselves with current knowledge and move forward.

Teachers as professionals must also be aware of their duties. Shahril @ Charil (1999) shared his viewpoint on the 7 common duties done by a teacher:

- i) Nurturing high moral values
- ii) Teacher as an educator
- iii) Teacher as the agent for change
- iv) Teacher as Role model
- v) Teacher as Guide and facilitator
- vi) Teacher as Counsellor
- vii) Teacher as Judge

By understanding the characteristics and the common duties of a teacher, this profession can be viewed as vast and challenging. Teachers nowadays are not only bounded by the term teaching and educating anymore. Their role have evolved to the likes of managers, public figures, counsellors, consultants, and the most interesting, they are forever a student. This fact also shows that the world of education today crave for those who individuals with the ability to make teaching and learning process effective by being a 'Jack Of All Trades'. Passion is also a keyword in the world of a teacher as it can be viewed as the core that pushes a teacher forward no matter in what field they're in.

Effective Teachers

Previously, we have discussed about the nature of teaching, the profession called teachers, their common characteristics and also the duties to be performed. The understanding on these facts have urged scholars especially those in the education field to conduct studies on the characteristics of an effective teacher. These studies are also meant to identify the most significant traits of an effective teacher in order to enhance the curriculum of teacher education program.

One of the studies was done by Max Malikow, an Assistant Professor at Le Moyne College. The study was done as a contribution to the Le Moyne College teacher education program He did the study from 1998 to 2004 using his students writing assignments and presentations as the data source and came out with the most common characteristics of an 'Exceptionally Effective Teacher'. The result is as shown in the table below:

No.	Characteristics	Freq.
1.	Challenging/Had Reasonably High Expectations	82
2.	Sense of Humour	59
3.	Enthusiastic	56
4.	Creative Caring Explains Complicated Material Well	39
5.	Flexible Instructional Style	33
6.	Approachable Available Interested in Students Organized	29
7.	Flexible to Classroom Situations	23
8.	Dedicated Inspiring Practical	21
9.	Made Material Relevant Optimistic About Students	17
10.	Energetic Engaging Exciting Learned/Brilliant/Scholarly Warm	10

11.	Humble Good Listener Patient	9
12.	Authentic/Real/Appropriately Autobiographical Confident Empathic Encouraging Fair Professional	5
13.	Honest	4
14.	Insightful	3
15.	Moral Nonjudgmental	2
16.	Optimistic About Life Protective	1

(Max Malikow, Effective Teacher Study, 2004: 7)

The highest common characteristic stated in the data is a challenging teacher with reasonable high expectation, followed by sense humour and enthusiastic. Next are the qualities such as creative, caring, organized, and available and so on. From these qualities it shows that a common similarity called 'trusting' and 'trustworthy' is shared by all. Another common similarity is the quality of effective communication skill with the students. Overall, the qualities shown by the data comes back to how good is the humanistic approach and quality of a teacher affects their profession.

Lee in Koh (1993) also wrote about the characteristic and traits of an effective teacher in the book called '*Pendidikan Di Malaysia: Arah Dan Cabaran*'. In his writing he noted that there are several common traits highlighted in previous studies on the characteristics of an effective teacher. The traits are as follow:

- i) Emphasizes on the 'ends' rather than 'means'
- ii) Shows significant and good ethics or behaviour in front of the students.
- iii) Loves the achievement of their students
- iv) Have deep understanding in their own teachings
- v) Concerns and respect their students.

- vi) Smart in making decisions.

From the studies and data shown, the term 'effective teacher' seems to vary yet tends to come back towards the same root. The most identical trait or characteristic is in term of the approach towards human being, in this case the students. The element such as approachable, understanding, inspiring, challenging and encouraging shows that trust and believe is a core in teaching effectively. Trust and believe will motivate a teacher to challenge and instruct students without fear and thus inspire students to be better. With trust, come love, care, confidence understanding and all other traits. Therefore, an effective teacher must be an individual that has a great trust inside his or her heart that will open him to be more humble and lead towards success.

Effective TVE Teacher

Technical and vocational education (TVE) as one of the most important field to be developed in the present context needs to be driven and guided by great individuals. What is meant by great individuals is those who does not only have the sufficient skills and knowledge, but also able to shape up the perspective and lead the nation in terms of technology and development. These individuals should not only be in the place of the policy maker but also inside the classroom where they can install more meaning towards the lessons learned. Wilfredo (2010) in his lecture gave remarks and questions his students asking:

'....is TVE over managed or under lead...?'

(Wilfredo, 2010)

TVE teachers nowadays are facing challenges to cope with rapid and fast paced development around the world. The effect of globalization contributes to higher tense in coping with these rapid developments as TVE needs to be the pillar that supports the countries development. Hughes (2005) states that TVE should provide the link of productivity and motivation towards developing a country. This shows how the teachers in TVE should play a more important role that goes beyond just teaching. Therefore, the term effective TVE teacher is essential in order to take TVE to the next level.

TVE are always rooted and remarked as the education that prepares students with skills for employment.

In 1999, at the Second International Congress on Technical and Vocational Education in Seoul and at the 30th session of the General Conference of UNESCO in Paris, it was agreed to adopt the phrase “Technical and Vocational Education and Training” (TVET) to describe the combined process of education and training and recognize the common objective of employment as their immediate goal.

(UNESCO, 2002)

Although the term employment is a keyword in the meaning of TVE, we should not forget that TVE involves human being as its input. This is where the elements of nurturing still need to be highlighted and emphasized. As discussed in the previous part, an effective teacher emphasis on the approach towards human being. The student in term of TVE does not differ in any aspect of humanity. They are still human being seeking for knowledge but only differ in the term of educational field. To become an effective teacher in TVE, the same qualities such as enthusiastic, creative, caring and others stated in the last part needs to be implemented. The only different is the approach where it must be in terms of TVE. Effective teachers in TVE should emphasize more on building the inner self of a student’s while educating them on the technology and vocational matter. This will then produce not only those people who just can work but those who can create work with their high morality and believe in themselves. With these qualities a TVE based individual serve their purpose of developing a country.

Conclusion

Effective teachers are not only those who can give an effective teaching and make you understand what the text book is teaching you. They go together with the quality of being an ‘affective’ teacher where he or she must be able to go deep inside you and pull out your inner strength and wake up your instinct. The element of human approach to yield deep understanding towards knowledge is most important to make sure the teaching doesn’t go astray or results chaos and despair. Even though you are teaching towards creating a worker or an employer, with a sprinkle of humanity and effort to give deep understanding in the teaching process, a far better human being will arise.

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