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## TEACHER PERFORMANCE APPRAISAL: GENERAL CONCEPTS AND WAYS TO ORGANIZE IT EFFECTIVELY IN CASE OF UZBEK SCHOOL TEACHERS

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### ABSTRACT

Assessment of instructors is an essential element in upholding rigorous standards in the education system. The evaluation of teachers' performance by educational institutions serves to guarantee the provision of high-quality education and support to students, while also equipping instructors with the essential resources and assistance to thrive in their positions. Moreover, teacher assessment plays a significant role in the continuous professional growth of educators and offers useful insights into areas where special assistance or resources may be needed. This essay will explore the many facets of assessing educators and its profound importance in the field of education.

The objective of this study is to analyze the viewpoints of English as a Foreign Language (EFL) instructors on the recently implemented Teacher Professional Assessment (TPA) system in Uzbekistan. The study will specifically concentrate on evaluating the pedagogical skills of teachers and exploring methods to enhance them.

### KEYWORDS

Teacher performance appraisal, evaluation, professional development, educators, methods, future trends.

### INTRODUCTION

Teacher assessment is an essential instrument for enhancing educational quality as it may facilitate the professional growth of teachers and foster constructive changes in the classroom (Hallinger, Heck, & Murphy, 2014; Zhang, 2017). Nevertheless,

detractors of teacher performance evaluation (TPA) consider it to be a mechanistic and valueless procedure (Baker et al., 2010).

Effective evaluation of teacher performance is an essential component of the education system. Instructional performance evaluation is the assessment of a teacher's performance according to predefined job standards or competences (Marques et al., 2020). This assessment is crucial for finding proficient educators who have the requisite information, abilities, and competences to guarantee excellent student learning and growth. Furthermore, teacher performance evaluation seeks to evaluate the responsibility and development of teachers professionally (Suwartono & Nitiasih, 2020). Teacher performance evaluation is a complex procedure that extends beyond the mere assessment of a teacher's instructional delivery. This assessment also considers their capacity to establish a constructive and all-encompassing classroom atmosphere, their dedication to continuous professional growth, and their contributions to the broader school community. By taking into account these many factors, a more comprehensive sense of a teacher's influence on their pupils and coworkers may be achieved. This level of rigor enables a more thorough assessment that can result in focused assistance and acknowledgment for instructors who are performing very well in their positions, as well as pinpoint areas for enhancement and professional growth for those who may be facing difficulties. Moreover, the incorporation of technology in teacher evaluation can significantly enhance the productivity and efficacy of the procedure. Technological advancements can optimize the teacher evaluation process, enhancing its efficiency and systematicity. Technical integration enables the substitution of labor-intensive manual procedures with automated systems that facilitate effortless data gathering, processing, and reporting (Suwartono & Nitiasih, 2020). Moreover, information technology can

offer more precise and unbiased assessments of teacher effectiveness, therefore minimizing prejudice and subjectivity. Overall, teacher performance evaluation is an essential instrument in guaranteeing the ongoing enhancement of teachers and the education system in its entirety. It permits the identification of proficient educators, offers chances for professional advancement and enhancement, and facilitates focused assistance for regions requiring improvement.

### **METHODS**

A well-designed teacher evaluation system should consider several essential elements to generate a thorough assessment (Vaso, 2015). This includes the following components: Knowledge, Skills, and Competencies: It is crucial to evaluate a teacher's expertise in their field, teaching methods, and ability to manage the classroom in order to ascertain their efficacy as an educator. Furthermore, it is crucial to examine a teacher's proficiencies in domains such as instructional design, curriculum execution, and student evaluation.

There exist several methodologies that may be employed to evaluate the performance of teachers. The approaches encompassed in this study comprise classroom observations, self-reflection and self-assessment, student evaluations, peer evaluations, portfolio reviews, and analyses of student work samples.

An effective teacher evaluation system should not only assess present performance but also prioritize the professional development and progress of educators. This encompasses evaluating their involvement in continuous professional development, active

involvement in seminars and training sessions, and their dedication to remaining informed about the most current educational theories and practices.

The provision of relevant feedback and targeted support is another essential element of a successful teacher evaluation system. The provision of constructive feedback enables instructors to gain insight into their strengths and areas that require development. Conversely, focused support equips them with the essential tools and help to augment their teaching methods.

## DISCUSSION

A comprehensive assessment of educators should also take into account the influence of instructors on student achievements. This entails the examination of student achievement, acquisition of knowledge, and general intellectual growth under the supervision of the instructor. Through the integration of student input and academic accomplishments, a more thorough evaluation of a teacher's influence may be attained.

An optimal teacher evaluation method should be in accordance with the objectives and principles of the school or educational institution. This practice guarantees that the assessment procedure is pertinent to the particular mission and goals of the institution, therefore fostering a unified approach to evaluating teachers within the wider educational framework.

By integrating these essential elements into a teacher evaluation system, a more comprehensive and perceptive assessment process may be achieved, therefore facilitating the ongoing enhancement of educators and the whole education system.

## Challenges and Solutions in Teacher Appraisals

Conducting teacher performance evaluations may be an intricate and demanding procedure for several educational establishments. An essential obstacle is to guarantee that the evaluation system is equitable and unbiased, considering the varied characteristics of teaching positions and duties. An further obstacle is the task of accurately quantifying and assessing intangible abilities like as communication, creativity, and classroom management.

To overcome these obstacles, educational institutions might adopt a comprehensive strategy to teacher evaluations. This may entail a blend of numerical data, such as student academic achievements and classroom observation scores, together with qualitative evaluations that capture the more subtle elements of teaching effectiveness. Furthermore, offering continuous professional development opportunities and mentorship for instructors helps enhance their performance and effectively tackle any areas of deficiency detected throughout the evaluation process. An alternative approach is to engage several stakeholders in the evaluation procedure. Potential sources of input may include students, parents, coworkers, and administrators.

## The Influence of Teacher Evaluation on Professional Growth (PD)

Empirical evidence indicates that teacher evaluations exert a substantial influence on the process of professional growth. Teachers who are provided with constructive criticism and assistance during the assessment process are more inclined to actively participate in ongoing learner development and enhancement. Moreover, the utilization of

performance evaluations can facilitate the identification of areas requiring growth and development, thereby enabling instructors to focus and enhance certain areas of progress.

## CONCLUSION

In conclusion, it must be emphasized that the process of education and the methods of enhancing it are continuous and never cease. An emerging trend in teacher performance evaluation systems is the integration of technology and data-driven methodologies. This encompasses the utilization of internet platforms and applications that enable the collecting and analysis of data in real-time, therefore enhancing the efficiency and precision of the assessment process. Another prevailing tendency is the transition towards a more all-encompassing and thorough method of assessing teachers, which includes not just student test results but also other measures of teaching efficacy, such as classroom observations, input from students and parents, and engagement in professional development activities. To summarize, the evaluation of teacher performance is essential for enhancing the quality of teaching and guaranteeing successful education. In order to measure the efficacy of instructors, it is crucial to use a comprehensive strategy that incorporates both quantitative data and qualitative evaluations. Effective implementation of this strategy should engage several stakeholders and offer continuous assistance for the professional growth of teachers. Moreover, the utilization of technology and data-driven methodologies in teacher performance evaluation systems is anticipated to further expand. In order to assess teacher effectiveness and promote ongoing improvement in the teaching profession, it is crucial to adopt a comprehensive approach that integrates input

from many sources, including student and parent feedback, classroom observations, and participation in professional development (Mokhele, 2014).

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