

Chapter Two

Literature Review

This chapter reviews theories and some studies related to the research study. The theories that are reviewed draw the conceptual framework to conduct the research. Thus, this chapter involves some sections such as review of related study and conceptual framework.

In related study, the researcher mainly discusses some related references about characteristics of effective teacher. The discussion about teacher focuses on the definition and the roles of teacher. Besides, the effective teacher focuses on definition of effective teacher and professional skill of effective teacher.

Teacher

There were two topics discussed in this part. Those were definition of teacher and roles of teacher. In definition of teacher, the researcher explained about definition of teacher itself and in the roles of teacher, the researcher explained their roles in education.

Definition of teacher. Teachers have job to be responsible to educate students. Based on Cambridge dictionary, the definition of teacher is someone whose job is to teach in a school or college. In addition, Longman dictionary defines teaching as to give lesson at a school, college, or university or to help someone to learn about something by giving them information.

As explained above, teachers can be defined as people who provide instruction or who give guidance and support to student in learning process. Learning to be a teacher is an important journey with many challenges because teaching is not just delivering knowledge but also about communicating.

The roles of teachers in teaching and learning process. In education, students' success process needs roles of teachers. According to Liakopoulo (2011), the roles of teachers in teaching and learning process are very important for the students' success. It means that teachers' role affect on students' behavior and ability to reach students' goals in education. In the same line that teacher can help students to reach their goal in education.

Furthermore, teachers can play a role that is suitable with what student's need. According to Brown (2007, teacher can play many roles in the course of teaching and this might facilitate learning. Their ability to carry these out effectively will depend to a large extent on the rapport they establish with their students and course on their own level of knowledge and skills. In the other side, according to Harden and Crosby (2000) roles of teacher included teacher as an information provider, teacher as a facilitator, teacher as a role model, teacher as an assessor, teacher as a planner, and teacher as a resource developer.

Teacher as an information provider. Teacher as an information provider means that teachers have job to deliver information to the students. They believe that it is the responsibility of the teacher to give or deliver the information, knowledge and make them understand the lessons on their studies. According to Brown and

Atkins (1986), in transmitting the information, the teacher may also help the student to use one of a variety of educational strategies by which the teacher explains the subject matter to the student.

Teachers as facilitator. Teachers as facilitator means that teachers should be able to facilitate their student. In facilitates their students, teacher should have good relationship to their students. It is as a guide for students' development. It means that teachers should facilitate the student in learning process. According to Barrows and Tamblyn cited on Harden and Crosby (2000), the teacher's role is not to inform the students but to encourage and facilitate them to learn for themselves using the problem as a focus for the learning. It is the role of the teachers to facilitate this process rather than to act simply as an information provider.

Teachers as a role model. Role models of teachers give great influence on students' ability and behaviour. In line with Harden and Crosby (200), indeed role model may have a bigger impact on the students than other teaching methods. Teachers may not see themselves as models for their students, but it is difficult for students not to be influenced by the living example set before them. The role models of teachers also give influence on students of education department. Students may imitate their teacher in teaching process when they becoming teachers in the future.

Teachers as assessor. The assessment of the student's competence is one of the most important tasks facing teachers. According to Harden and Crosby (2000), good teachers know how they should assess their students' learning. In education, assessment is important. It will measure the student's understanding or ability on

their studies. In the same way, one of the most important things to note by English teachers is that their learners expect their English teachers indicated whether or not their English is right improved (Harmer, 2001).

As an evaluator, teachers have to provide feedback for students. According to Brown (2007), one of the successful key in learning a foreign language is based on the feedback those teachers given. It means that teachers' feedback is important for students' improvement on learning English language.

Teachers as a planner. Teachers have responsibility to plan curriculum and course. Curriculum planning and course planning is an important role for teacher. Curriculum and course is related between each others in educational program. According to Harden and Crosby (2000), the best curriculum in the world will be ineffective if the courses which it comprises have little or no relationship to the curriculum that is in place.

Teacher as a resource developer. An increased need for learning resource materials is implicit in many of the developments in education. According to Harden and Crosby (2000), Teacher as a resource developer has job as a resource material creator. The role of teacher as a resource material creator offer exciting possibilities. The new technology have greatly expanded the formats of learning materials to which the student may have access and make it much easier for the student to take more responsibility for their own education. As developers of resource materials, teachers must keep abreast with changes in technology. An Investment in the further development of computer based learning material is needed.

Effective Teacher

There were two topics discussed in effective teacher. Those were definition of effective teacher, and characteristics of effective teacher. Definition of effective teachers described effective teacher means. Then, the characteristics of effective teachers were described the characteristics of effective teachers especially in professional skill.

Definition of effective teacher. Effective teachers need to focus on students' achievement. Therefore, teacher should help students to achieve their goal in education. According to Gurney (2007), suggested that to be an effective teacher there should be an interaction among different factors, one of them are teachers' knowledge, enthusiasm and responsibility for learning. It means that teachers' knowledge, enthusiasm in teaching and responsibility are some aspects that will affect on students academic achievement in education.

Effective teachers should provide the students with some activities and assessment that encourages students to learn. In the other side, effective teacher also should create a warm environment and a relationship with the students in which respect will enhance learning process. According to Borich (2000), the responsibilities of effective teacher are to have lesson clarity, instructional variety, teacher task orientation, engagement in the learning process and student success rate. Therefore, effective teacher will help student to reach their goal in education. The

affect of teachers' effectiveness can be seen on their students' behavior and academic achievement.

Characteristics of effective teachers consist of professional and personal skills. In line with Rubio (2010), to effective teachers should have series of qualities, in term of professional skills and personal skills. While, the characteristics of effective teachers referred as qualities of effective teachers. According to Kosgei, Mise, Odera and Ayudi (2010), the quality of teachers can be measured with test or derived from their academic or professional report.

Personal skill. A personal skill is an ability that relates to a single person. According to Rubio (2010), personal skills consist of caring the students, knowing the students' background, keeping relationship with students, and create a warm environment in the classroom. In conclusion, personal skill is the ability that relates to single person. Moreover, personal skills of effective teachers are the ability of teachers in keeping the relationship between teachers and students.

Professional skill. Professional skill is an ability that can be learned to do activity or job well. Based on Cambridge dictionary, professional means related to work that need special training or education. According to Rubio (2010) professional skills of effective teachers consist of the ability of teachers in knowledge, lesson plan, classroom management and organization, classroom behaviour, identify students' individual, communication skills, motivation for learning, respect and fairness, assessment and evaluation, and learning development. Whereas the research focused on professional skills of effective teachers.

The characteristics of professional skills. Ten abilities of professional skills of effective teachers were discussed in this part. Those were teachers' ability in content knowledge, teachers' ability in planning the lesson, teachers' ability in managing classroom behavior, teachers' ability in communication skill, teachers' ability in motivating students, teachers' ability in respect and fairness, teachers' ability in managing confidence, teachers' ability in evaluating and giving feedback, and teachers' ability in learning development.

Teachers' ability in content knowledge. Professional competences of effective teachers are required to master the content knowledge. It supported by Faisal (2014), he stated that content knowledge plays an important role in developing teacher expertise. He added that teacher should understand well about material which is being taught. Content knowledge is the ability of teachers in mastery the subject. Content knowledge of subject that teacher will taught is the most obvious requirement. Moreover, Ferguson & Womackl (1993) stated that, effective communication of content knowledge is a hallmark of good teachers. Having good content knowledge is just one of many vital factors and qualities, which an effective teacher needs to have in order to enhance learning and achievement.

Teachers' ability in planning lesson. Effective teachers are able in planning lesson. A good planning lesson also contributes on effective teachers' characteristics. According to Rubio (2010), having good content knowledge is not so effective without a good lesson plan. In the same way, he also stated that a lesson plan makes the content and the session interesting and involving. A good planning facilitates

clear explanations, and it provides a wide range of resources suitable to students need. Besides, teacher should prepare to reconsider whether the material and methodology is suitable to be re-presented in the classroom.

Then, in planning the whole lesson plan, effective teachers manage and organize the classroom in the beginning of the year or semester based on the students' needs. According to Emmer (1980) cited on Rubio (2010), effective teachers take time in the beginning of the year and especially on the first day to establish classroom management, classroom organization and expectations for students' behavior. It means that effective teachers should prepare classroom management and organization well before class started. Classroom management and organization is to anticipate students' need, and then prepared a suitable learning plan, procedures, activities, and evaluation criteria.

Teachers' ability in managing classroom behavior. Effective teachers have jobs to manage the students' behavior in the classroom. According to Wong and Wong (2005), effective teachers manage their students with procedures and routines then, ineffective teachers discipline their classroom with threat and punishments. With procedures and routines will help the teachers to maximize and engage learning time. Moreover, threats and punishments are not solving the problem and only waste of time.

Teachers' ability in identifying students' individual differences. Effective teachers should be able to personalize the students' learning. They understand that students develop as different rates, abilities and aptitudes. According to Harmer

(2001) teachers should know the numbers of students who have good language learning and who have difficulty in language learning. Then, teachers can identify the student learning style and they know suitable technique to teach them. In addition, effective teachers use techniques that best serve the learning needs of their students.

Teachers' ability in communication skill. Communication abilities are crucial for anyone who has a teaching career. Effective teachers are always effective communicators. They communicate clearly about course objectives, content and testing. When teachers lack of communication mean that learners will not understand their ideas. According to Prozesky (2000), effective teachers can take something that is complex and present it in a way that can be easily to understand by the student, and through different verbal and non verbal communication.

Teachers' ability in motivating students in learning. Effective teachers make the students increase their academic self concept, their interest in the subject and the desire to learn more and therefore to have a high level of achievement. According to Rubio (2010), students see the effective teachers as a motivational and a leader when the teachers encourage them to be responsible for their own learning.

Teachers' ability in respect and fairness. Effective teachers are teachers who respect, fairness, and equity to their students. According to Rubio (2010), effective teachers continually demonstrate respect to their students inside or outside the classroom, fairness and equity regarding individual situation, age, background, ethnicity, religion, economical status, and so forth.

Teachers' ability in managing confidence. Teachers' confidence play significant role in their effectiveness. According to Rubio (2010), when teachers confidence in teaching their students, they achieve a lot in the classroom, and students know who is in charge and the teachers know what material to cover, and how to teach. It means that effective teachers should confidence in their teaching process. They know well how to teach their students and deliver the material.

Teachers' ability in assessing and evaluating. Assessment can be an effective learning process. Effective teachers have good mastery in a variety of assessment methods, equitable practice, and good and fair evaluation system. According to Graham (2001), effective teachers also give positive feedback regularly through the course to inform the students about the learning process. It means that effective teacher will give clearly explanation about the feedback. Hence, students will understand their ability through the feedback.

Teachers' ability in learning development. Teachers need to increase their references of various activities to treat their students with different personalities and abilities. According to Rubio (2010), teachers constantly self evaluate, critique and reflect on how well they are getting through to their students, and search for better ways of teaching, new tools , materials and methodologies especially for those who are not achieving learning as good as others. It means that teachers should have many various methods and pick which is suitable for their learners' condition and their learners' need. Students have their own characteristics. They join the class with different culture, characteristic and experience. Moreover they have different ability

in learning process. According to Murray and Christison (2011), those experiences also influence how the learners utilize, resist or even create opportunity to use the target language.

Professional skills are important parts of effective teachers. It is because professional skills can influence on students' understand the materials that teachers taught. Automatically, it is give impact on students' success in learning process. Professional skills of teachers are the abilities in mastering teaching technique and control the field of knowledge. In the other words the teachers that have good professional skill certainly have wide knowledge and also be able to teach as well.

Review of Related Research

There are many researchers that involve professional skills of effective teachers as the main problem. Some of researches try to identify the qualities of effective teacher. One of the researches was conducted by Rubio (2010), entitle "Effective Teacher Professional Skill and Personal Skill". This research presents some of the main qualities needed to be effective teachers focusing on the professional and personal skills. There are 11 qualities of professional skills and four qualities of personal skills.

Liakopoulou (2011), entitle "The professional competence of teachers: which qualities, attitudes, skills, and knowledge contribute to a teacher's effectiveness?". One of the aims of this research was to systematically confirmation the qualifications deemed necessary by teachers for them to successfully perform in their teaching process. These particular findings contributed to a systematic and analytical

description of the content of professional knowledge required for the successful performance of a teacher's pedagogical and didactic work.

Conceptual Framework

This section discusses the brief explanation from chapter two. The aim of the research was to find the professional skills of effective teachers. The researcher concerned on explaining the literature of professional skill of effective teachers. Professional skills include skill and knowledge of teacher while teaching their students. Teachers with wide knowledge and good skills give important influence on their effectiveness on the teaching and learning process. Then, their effectiveness gives influence o students' academic achievement.

By knowing the important of professional skill of effective teachers, the researcher wants to investigate deeply about students' perception on the professional skill of effective teachers. Students as a target of education, their perceptions are needed to identify the professional skill of effective teacher. They can describe the professional skill of effective teacher by their opinion.

Table 2.1. Conceptual framework

