

Chapter Four

Finding and Discussion

This chapter presents the finding of interview about students' perception on professional skills of Effective teachers at EED of UMY. This research reports the finding which aims to answer the research question proposed in this study based on the interview data. It also provides further discussion of the findings and relates some references that have been reviewed in chapter two. There is one major finding revealed from this study based on the purposes of the study. The finding reports the EED of UMY students' perception on professional skills of effective teacher.

EED of UMY Students' Perception on Professional Skills of Effective Teachers.

The purpose of this research was to figure out the EED of UMY students' perception on professional skills of effective teacher. Regarding to the research question, the researcher focuses on ten main skills. Those are teachers' ability in content knowledge, teachers' ability in planning the lesson, teachers' ability in managing the classroom, teachers' ability in identifying students' individual differences, 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. Those ten categories are described below.

Teachers' ability in content knowledge

At the beginning on the interview, the researcher asked to the participants about their perceptions on teachers' ability in content knowledge. Participants said that effective teachers should master in the subject that they teach. In additional, other participants also stated that effective teachers should be able to deliver the material. Effective teachers should master the material that they teach and have good ability in delivering the material.

Related to the ability of effective teacher in content knowledge, the participants have quite similar perception. Andien stated that, "Teachers can be effective teachers if they master the material that they teach and understand what they will deliver to the students"(P.1.1). In line with Dian, she also stated that "effective teachers should master or expert the material that they teach"(P 2.1).Moreover, two other participants are adding that effective teachers also should able to deliver the material to their students. Yaya said," Effective teachers should understand and able to know the steps or how to deliver the material" (P 3. 2). It is in line with Mita who stated that "Effective teacher should have mastering in understanding and have good ability in delivering the knowledge to their students ". (P 4. 1)

Based on the interview, it is revealed that effective teachers should have good content knowledge in subject that they teach. Good content knowledge is not only about mastering the material but also the ability to deliver the material to their students. It is in line with Faisal (2014), who stated that, effective teacher should understand well about material which is being taught. Moreover, Ferguson &Womackl

(1993) stated that, effective communication of content knowledge is a hallmark of good teachers. Content knowledge is

Based on the statement above, effective teachers should master the content knowledge of the subject that teachers will teach. In addition, effective teachers also should have ability to deliver the material to their students. However, having good content knowledge is just one of many vital factors and qualities, which an effective teachers need to have in order to enhance learning and achievement.

Teachers' ability in planning lesson.

In the next step of the interview, the participants were asked about their perceptions on teachers' ability in planning the lesson. The following finding and discussion describe about teachers' ability in planning the lesson based on students' opinion in detail. There are two kinds of lesson plan. The first, it is daily lesson plan. The second, it is the whole lesson plan.

Daily lesson plan. The first finding discovers that the effective teachers should have good preparation in planning the daily lesson before starting the class to achieve the teaching process's goals. Having good content knowledge is not so effective without a well planned lesson. A lesson plan makes the content and the session interesting and involving. Additionally, good preparation also helps the teaching process to achieve the goals. In this case, the data will show participants' perceptions on effective teachers should able to plan well the daily lesson.

Related to effective teachers in planning daily lesson plan, Andien said that, "effective teachers should create the daily lesson plan in detail description before

teaching the students in the classroom”(P 1.2). Moreover, other students have other perceptions like Dian, she stated that “effective teachers should consider several aspects such as the students’ ability, lesson goal and media or the other things that related to who and where they teach. (P2.2). Moreover, the third participant assume that “effective teachers use material and media that appropriate to help teaching process achieve the lesson goals”(P 3.2). Additionally, the fourth participant stated that “Effective teachers should have good preparation in planning the lesson including good structure in teaching process, interesting content and effective in using time”. (P 4. 2)

Lesson plan is needed in teaching and learning process. Based on the interview it is revealed that effective teachers should plan the lesson in detail to help learning process achieve the goals. It is in line with Rubio (2010), he stated that, a lesson plan makes the content and the session interesting and fully get involvement. A good planning facilitates clear explanations, and it is provide a wide range of resources suitable to students need.

Based on the statement above, effective teachers should have good preparation in their lesson plan. Lesson plan should detail and help teachers to achieve their teaching process. Detail means lesson plan should consist of several aspects such as students’ need, lesson goals, and media that teachers will use in teaching process.

Syllabus. Effective teachers should establish the rules, assessment system, lesson goal and considering the material and time use. A whole or one period lesson plan makes the lesson more effectively. This is because the whole lesson plan is

completely established the rules, assessment system, lesson goals, material and time use. In this case, the data show participant's perceptions on effective teachers should plan well the whole lesson.

Related to the ability of effective teachers in planning the whole lesson plan, students have different opinions. According to Andien, "in planning the lesson plan in the beginning of the semester, effective teachers should adapt to syllabus. The effective teachers also offer the rules to the students in beginning of the class. The effective teachers also tell the students assessment system and materials that will they teach" (P.1.3). Moreover the other students have quite same opinion about ability of effective teachers in planning the whole lesson plan. Dian stated that, "effective teachers should plan well the whole lesson plan with consideration to the time and the goals of the lesson"(P.2.3). In line with Yaya, she stated that "effective teachers should plan well the whole lesson plan with considers to the total of time meeting (P.3.3). In addition, Mita also stated that the effective teachers should adapt the materials with times of meeting in one period or one semester"(P.4.3)

Based on the interview it is revealed that in planning the whole lesson effective teachers should prepare the whole lesson plan in the beginning of the semester. Effective teachers should establish the rules, assessment system, lesson goal and considering the material and time use in one period of learning or one semester. A whole or one period lesson plan makes the lesson more effectively. It is supported with Emmer (1980) cited on Rubio (2010), he stated that, 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.

Based on the statement above, effective teachers should prepare whole lesson plan well before class start. Whole lesson plan is to anticipate student's need, and then to prepare a suitable learning plan, procedures, activities, and evaluation criteria. Effective teacher should establish the rules, assessment system, lesson goal and considering the material and time use in one period of learning or one semester.

Teachers' ability in managing the classroom behavior.

In the next step of the interview, the participants were asked about their perceptions on teachers' ability in manage the classroom behavior. The following finding and discussion describe about the teachers' ability based on the students' opinion in detail.

The effective teachers should establish the rules and giving reward and punishment to manage the students' behavior. Good lesson plan also minimizes the likelihood of misbehavior. Nevertheless, classroom management behavior is needed to make it more complete. Based on participant's view, in managing the classroom behavior, the effective teacher should establish the rules and give reward and punishment. In this part, the data will show participant's perceptions on effective teacher in managing the classroom behavior.

Related to the teachers' ability in managing the classroom behavior, students have different opinions. Based on Andiens' statement, "Effective teacher may give reward and punishment to the students based on their attitude (P.1.4). She explains

that, the punishment itself should be considered with the level of students' mistake". In the other hands, Dian stated that, "effective teacher should establish the rules in the beginning of class meeting to minimize students' misbehaviour". (P.2.4). Moreover, Yaya argued that "effective teacher should adapt with student's characteristics to minimize the students' behavior. (P.3.4). In addition, Mita stated that," teacher should be good role model for their student, and able to understand students' characteristics, thus teacher can manage classroom or students' behavior".(P.4.4).

Effective teachers have job to manage the students' behavior in the classroom. Based on the interview, the effective teacher should establish the rules and giving reward and punishment to manage the students' behavior. It is in contrast with Wong and Wong (2005) statement, they stated that, effective teachers manage their students with procedures and routines then, ineffective teacher discipline their classroom with threat and punishments. They also added that, with procedures and routines will help the teachers to maximize and engage the learning time. Moreover, based on the data, giving reward and punishment are effective to manage the student's behavior in the classroom. Punishment will be adapted with students' mistake level. The effective teacher also should establish the rules to manage the classroom behavior.

Teachers' ability in indentifying students' individual ability.

In the next step of the interview, the participants were asked about their perceptions on teachers' ability in identifying students' individual ability. The following finding and discussion describe about the teachers' ability in identifying student's individual ability based on the students' opinion in detail.

Related to the teacher's ability in identifying student's ability, students have quite the same idea. As stated by Andien that, "Effective teacher use assessment to identify students' language ability before class started so that teacher can use suitable method to their students". (P.1.5). It is also the same as Dian opinion that "effective teacher should able to identify students' ability, so the teacher able to use appropriate method to increase their students' ability". (P.2.5). Additionally, Yaya stated that "effective teacher in identifying the students' language ability should makes communication with the students, then analyze and help students to increase their language ability.(P.3.5). In line with Yaya, Mita also stated that, "In identifying the students' ability teacher makes communication with the students or analyzing their writing skill thus teacher can choose the appropriate method to teach them.(P.4.5)

Based on the interview, effective teachers should be able to personalize the students' individual learning. It is in line with Harmer (2001), who stated that, teacher should know the numbers of students who have good language learning and who have difficulty in language learning. Then, teacher 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.

Based on the statement above, effective teacher should able to identify students' individual ability. It is because every single student has different level abilities. Effective teachers can use assessment and communication to personalize the students' language ability. Thus, teacher can use the appropriate technique to help students increase their ability.

Teacher's ability in communication skill.

In the next step of the interview, the participants were asked about their perceptions on teachers' communication skill. The following finding and discussion described about teachers' communication skill based on students' opinion in detail. In this case, the data will show participants' perceptions about ability of effective teacher in communication skill.

Related to the teachers' ability in communication skills, students have various opinions. According to Andien, "effective teacher should able to be partner of students and makes students comfort to have communication by understanding the language of students or casual language". (P.1.6).It means that teacher should understand the language of students or casual language. Moreover, Dian stated that," effective teacher should have good communication skills. Effective teacher should able to communicate clearly, or able to explain the hard things to easy things". (P.2.6). Then Yaya stated that, "in having communication with the students, effective teacher should communicate clearly and easy to understand, so the goal of communication is achieved" (P.3.6). Moreover, Mitastated that "Effective teacher should have good communication, simple, clearly and easy to understand".(P.4.6)

Based on the interview, effective teacher should communicate clearly to the students. Communication itself, gives influences for student's understanding. Effective teacher should able to explain the hard thing to easy thing. Then, the effective teachers should communicate clearly about course objectives and content. When teachers get lack of communication means that learners will not understand

their ideas. It is in line with Prozesky (2000), he stated that, effective teacher can take something that is complex and present it in a way that can be easily to understand by the student.

As stated before that communication skill is important for teacher, thus effective teacher should be a good communicator. They should communicate clearly to their students, so students can understand easily what teacher talk about. With this way, the objectives of communication between teacher and students will achieve and automatically, the teaching and learning process will run well.

Teachers' ability in motivating students.

In the next step of the interview, the researcher asked the participants about their perceptions on the ability of effective teacher in motivating their students. The following finding and discussion describe about teachers' ability in motivating their students based on students' view. The participants' perception opinion about effective teachers' ability in identifying students' individual will be described in this part.

Effective teacher should able to motivate students in learning such as being a role model of the students, giving reward and positive feedback and know what students' need. The effective teacher has responsibility on students' motivation. They should be able to motivate their students in learning. The students' opinion of effective teacher in motivating students discuss below.

Related to the teachers' ability in motivating students, students have various opinions. According to Andien, "effective teacher give reward to their students to motivate the students' learning" (P.1.7). In contrast with Andien's statement, Dian

stated that, “effective teacher can be role model to motivate their students. Role model of effective teacher in motivating students is the lesson of discipline about time and their own learning motivation and effective teacher should comment positively to their students” (P.2.7). In different opinion, Yaya stated that “effective teacher can motivate students with giving positive comment to the students’ attitude and ability (P.3.7). Additionally, Mita has disimilar perception. Mita stated that “in motivating students, effective teacher should know what student’s need, and then teacher can give the students’ need” (P. 4.7).

Based on the data, the effective teacher should has ability to motivate students in learning such as being a role model of the students, giving reward and positive comment and know what students’ need. They increase their student’s interest in the subject and the desire to learn more and therefore to have a high level of achievement. It is in line with Rubio (2010), he stated that, students see the effective teacher as a motivational and a leader when the teachers encourage them to be responsible for their own learning.

Based on the statement above, responsibility of teacher is not only teaching their students, but also motivating students’ learning. In motivating students’ learning, effective teacher can be role model of the students. Role model of effective teacher can be role model in disciplining about time and their own learning motivation. Another that, effective teacher also give reward and positive comment to their students’ ability and know what students’ need. Reward is not about present or

gift but reward can be compliments. Those ways will help teacher to motivate their students in learning.

Teachers' ability in respect and fairness

In the next step of the interview, the participants were asked about their perceptions on teachers' respect and fairness to the students. The following finding and discussion described about teachers' respect and fairness to the students based on students' opinion in detail. The first part will discuss about teachers' respect and the second part about teachers' fairness.

The effective teachers are the one who respects to their students. Effective teacher should respect to their students both inside and outside the classroom, respect on their different background and not giving negative feedback on students' ability. The following finding and discussion describe based on students' opinion in detail.

Related to teachers' ability in respecting the students, students have various perceptions. According to Andien, "effective teacher should respect to their students inside and outside the classroom." (P.1.8). It means that Effective teacher should respect the students wherever they are. Then, Dian adding in detail about students' background that effective teacher should respect. Dian told that, "effective teacher should respect to the students' background such as, ethnic group or religion and effective teacher should able to teach about association and respect to the differences". (P.2.10). Moreover, Yaya have opinion how to respect the students. She stated that "Effective teacher should respect and fair to their students and not differentiate their students". (P.3.8). Moreover, Mita has another opinion how to

respect the students. Mita stated that, “in respecting students, effective teacher is not giving negative comment to the students’ ability”.(P.4.8)

Effective teacher should be objective and transparent in giving score to their students. Teacher should be objective and transparent while giving score to their students. The following finding and discussion describe based on students’ opinion in detail.

Related to the teachers’ ability in fairness to the students, participants have various perceptions. According to Dian, “effective teachers’ fairness is when the teacher gives score transparently”. (P.1.9). In line with Dian, Yaya also stated that, “effective teacher should objective when giving score to the students” (P.2.11). Moreover Mita has detail perception about teachers’ ability in fairness. Mita stated that “effective teacher should objective and not differentiate their students’ family background or economical status”.(P.4.9).

Based on the interview above, effective teacher should respect and fairness to the students. They should respect to their students wherever students are. Effective teacher also should respect to the students’ background such as, ethnic group or religion and effective teacher should able to teach about association and respect to the differences. Additionally, in fairness to the students, the effective teacher should not differentiate their students’ background and economical status. Teacher also should be objective in giving score to their students. It is in line with Rubio (2010), effective teacher continually demonstrates the respect to their students inside or outside the

classroom, fairness and equity regarding individual situation, age, background, ethnicity, religion, economical status, and so forth.

Effective teacher has job to respect and give fairness to their students. Based on the statements above, effective teacher should respect to their students. Effective teacher also should fair to their students without differentiate their students' background or economical status In additional, effective teacher also should fair in giving score their students.

Teachers' ability in managing confidence

In the next step of the interview, the researcher asked to the participants about their perceptions on effective teachers' confidence. The following finding and discussion is described based on students' assume in detail.

Effective teacher should have good self confidence in teaching their students. Effective teacher should have self confidence while teaching their students. It is because, self confidence will influence on students' expectation. The students' opinion in teachers' confidence will discuss in this part.

Related to teachers' ability in managing confidence, students have quite similar perceptions. Effective teacher should be confident and show that they are able to teach their students. According to Andien, "effective teacher should confidence and show that they are able to teach their students." (P.1.10).It is also supported by Dian and Yaya statements. They assume that effective teacher should be confidence in teaching their students, because it will influence the students' impression to the teacher. Dian is adding in detail the reasons why teacher should confidence during

teaching process. Dian stated that “effective teacher should confidence in teaching their students. When teacher does not have the confidence, the students will not respect to the teacher and students will hard to be controlled by teacher” (P.2.12). It is in line with Mita, she stated that “effective teacher should owe confidence in teaching their students, because it will influence the students’ impression to the teacher. Teachers’ confidence can be showed when the teaching processes do”. (P. 4. 10). Moreover, Yaya have assumption how to manage the confidence while teaching process. Effective teachers should confidence in teaching their students with good preparation before the teaching process. Yaya stated that “Effective teachers should have good confidence with good preparation before class meeting (P.3.10).

Based on the interview above, the effective teacher should have confidence while teaching their students in the classroom. It is because teachers’ confidence will fully influence on students impression. Students will respect to the teacher who have good confidence in teaching them. Thus, to have good self confidence, effective teacher should prepare well before teaching activity. Teacher’s confidence plays significant role in their effectiveness. It is supported by Rubio (2010), who stated that, when teacher confidence in teaching their students, they achieve a lot in the classroom. It means that, when effective teachers have good ability in managing confidence, students will give good impression on their teachers.

Based on the statement above, it can be conclude that, effective teachers should confidence in their teaching. It is because confidence will influence on students expectation. Teacher with good confidence in teaching will easy to control

the students. Thus, effective teacher should know well how to teach their students and confidence in delivering the material.

Teachers' ability in assessing and evaluating

In the next step of the interview, the researcher asked to the participants about their perceptions on the ability of effective teacher in assessing their students and giving feedback. The following finding and discussion described based on students' opinion in detail.

Firstly, the effective teacher in assessing their students should use appropriate instrument to measure the students' ability. Appropriate instrument is when instrument that teachers use is really measure what will teachers' measure. Assessment can be an effective learning process. It is because assessment can measure the students' ability progress. The following finding and discussion is described based on students' assume in detail.

In this question that researcher asked, the answer is almost same. They agreed that in assessing students' ability teacher should use appropriate instrument. According to Andien, "effective teacher should asses the students with appropriate instrument" (P.1.11). It is in line with Dian, she stated that "in assessing the students, effective teacher should use the appropriate instrument" (P.2.13). Then Yaya told that "effective teacher should make assessment based on what teachers are going to measure and use the appropriate instrument". (P. 4. 11)

Secondly, effective teachers in giving feedback or evaluation should be positive and giving solution to their students' problems. Assessment without

feedback will not effectively. It is because feedback will evaluate the students' mistakes or need to improve. The following finding and discussion is described based on students' opinion in detail.

Related to teachers' ability in giving feedback, students have various perceptions. According to Andien "effective teacher in giving feedback should be positive and able to increase students' motivation and give solution". (P.1.12). It is quite similar with Dian perception. She stated that "effective teacher in giving feedback should objective and give solution". (P.2.14). Moreover, based on participant Yaya's and Mita's opinion, in giving feedback effective teacher should give good impact on students' ability. Yaya said that "effective teacher in giving feedback should give good impact on students' ability". (P.3.12). Then, Mita said that, "in giving feedback, effective teacher should repair the students' mistakes" (P.4.12).

Based on the data above, effective teacher should use an appropriate instrument to assess their students' ability. It is hoped that the appropriate instrument will measure the students' ability. Appropriate instrument is expected to make the assessment really measure to the ability of students. It is strongly in line with Rubio (2010), assessment can be an effective learning process. It is because assessment can measure the students' ability. In addition, in evaluating their students, effective teachers should give positive feedback and giving solution to the students' mistakes. Then, the ability of students will be better or increase. It is supported by Graham (2001), effective teachers also give positive feedback regularly through the course to inform the students about the learning process.

Based on the statement above, effective teacher should use appropriate instrument to assess their students' ability. Effective teacher also give clearly explanation about the feedback. Hence, students will understand their ability through the feedback. Then, feedback also helps students increase their ability.

Teachers' ability in learning development

Effective teachers should enrich their learning development to make the teaching process better. They are very encouraged to develop their learning. It is because teachers' learning development will give impact on their teaching skill. In this case, the students' opinion about teachers' learning development will discuss in detail.

Related to the teachers' ability in learning development, students have various perceptions. The participants have quit similar opinion. They stated that effective teachers should develop their learning activities, learn about technology and developing new material. It is supported by Andien, she stated that, " effective teachers should wide their learning development, learn about technology and developing new material.(P.1.13). In addition, Yaya told that "in order to make the learning process develop, effective teachers also should develop their learning. They may update information and technology" (P.3.12). It is also in line with Mita, she said "effective teachers should keep learning and not enough with their knowledge now" (P.4.12). Dian has different opinion, she argued that, "in learning development, effective teachers need reflection to makes teaching process be better in next meeting"(P.2.15)

Based on the data, effective teachers need to increase their references of various activities to treat their students. The data also show that effective teachers need self reflection to make the teaching skill improved. It is in line with Rubio (2010), he stated that, effective teachers constantly do self evaluation, 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 effective teachers should have many various methods and pick which is suitable for their learners' condition and their learners' need.

Based on the data above, effective teachers should develop their self learning. Effective teacher should learn about technology and developing new material. It is important because teachers have different students' ability. Thus, effective teachers need to treat their students with different ways. In addition, effective teacher also need to do reflection to make teaching process better in the next meeting.