

FACTORS THAT AFFECT PROFESSIONAL DEVELOPMENT IN EDUCATION ON TEACHER EFFICACY IN CHIPINGE DISTRICT HIGH SCHOOLS

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ABSTRACT

This study was carried out to establish the impact of professional development in education on teacher effectiveness and efficiency. Professional development in education is part of a global process that has become part of the education policies of most countries. Professional development generally refers to ongoing learning opportunities available to teachers and other education personnel through their schools and districts. Effective professional development is often seen as vital to school success and teacher satisfaction though it has also been criticized for its cost, often vaguely determined goals, and for the lack of data on resulting teacher and school improvement that characterizes many efforts. With schools today facing an array of complex challenges—from working with an increasingly diverse population of students, to integrating new technology in the classroom, to meeting rigorous academic standards and goals—observers continue to stress the need for teachers to be able to enhance and build on their instructional knowledge. The research design used in this study was a qualitative one. The population consisted of the Chipinge District Education Officer, two education inspectors, six high school heads and seventy-two high school teachers. The aim of this study is to explore the impact of professional development in education on teacher effectiveness and efficiency. An interpretative methodology with in depth interviews, questionnaires, focus groups, some observations and document analysis were employed to engage in the debates about professional development in education. The concept of professional development in education should be a continuous process and has been viewed as one of the cornerstone towards teacher effectiveness and efficiency. Professional development components namely in service training, workshops, seminars, professional induction as well as continuous professional development in education were realised as the components which promote teacher effectiveness and efficiency in their deliberations of their duties. Teachers can be effective and efficient if they undergo initial training, induction courses, in service training and continuous professional development in school setting.

Keywords: Professional development, education, Teacher Effectiveness, efficiency.