# TRANSFER OF TEACHERS' PROFESSIONAL DEVELOPMENT TRAINING IN ENGLISH LANGUAGE TEACHING CLASSROOM

A Thesis Submitted to the Department of English Education In the Partial Fulfilment for the Master of Education in English

> Submitted by Prakash Mani Ghimire

**Faculty of Education** 

**Tribhuvan University** 

Kirtipur, Kathmandu

Nepal

2015

i

# TRANSFER OF TEACHERS' PROFESSIONAL DEVELOPMENT TRAINING IN ENGLISH LANGUAGE TEACHING CLASSROOM

A Thesis Submitted to the Department of English Education In the Partial Fulfilment for the Master of Education in English

Submitted by

Prakash Mani Ghimire

Faculty of Education

**Tribhuvan University** 

Kirtipur, Kathmandu

Nepal

2015

T.U. Regd. No. 9-2-305-167-2006 Date

Second Year Examination	Proposal Approval: 2013-04-11
Roll No.: 280605/2068	Thesis Submission: 2015-03-29

#### **RECOMMENDATION FOR ACCEPTANCE**

This is to certify that **Mr. Prakash Mani Ghimire** has prepared this thesis entitled **Transfer of Teachers' Professional Development Training in English Language Teaching Classroom** under my guidance and supervision.

I recommend this thesis for acceptance.

Date: 2015-03-29

.....

Mr. Ashok Sapkota (Supervisor)

**Teaching Assistant** 

Department of English Education

Faculty of Education

T.U., Kirtipur, Kathmandu Nepal.

### **RECOMMENDATION FOR EVALUATION**

This thesis has been recommended for evaluation from the following **Research Guidance Committee**.

Signature

Dr. Anjana Bhattarai	
Reader and Head	Chairperson
Department of English Education	
T.U., Kirtipur, Kathmandu	
Mr. Ashok Sapkota (Supervisor)	
Teaching Assistant	Member
Department of English Education	
T.U., Kirtipur, Kathmandu	
Mr. Laxmi Prasad Ojha	
Teaching Assistant	Member
Department of English Education	
T.U., Kirtipur, Kathmandu	

Date: 2013-04-11

#### **EVALUATION AND APPROVAL**

This thesis has been evaluated and approved by the following Thesis

## **Evaluation and Approval Committee.**

	Signature
Dr. Anjana Bhattarai	
Reader and Head	Chairperson
Department of English Education	
T.U. Kirtipur, Kathmandu	
Dr. Anju Giri	
Professor	Member
Department of English Education	
Chairperson	
English and Other Foreign Languages Education	
Subject Committee, T.U. Kirtipur, Kathmandu	
Mr. Ashok Sapkota (Supervisor)	
Teaching Assistant	Member
Department of English Education	
T.U. Kirtipur, Kathmandu	

Date: 2015-04-03

### **DECLARATION**

I hereby declare that to the best of my knowledge this thesis is original; no part of it was earlier submitted for the candidature of research degree to any university.

.....

Date: 2015-03-29

Prakash Mani Ghimire

### **DEDICATION**

#### DEDICATED

To

Mother

#### ACKNOWLEDGEMENTS

First of all, I would like to express my sincere gratitude to my thesis supervisor, **Mr. Ashok Sapkota,** Teaching Assistant, Department of English Education, Tribhuvan university, who helped me from the beginning to the end by providing his valuable time, different kinds of ideas, techniques and information necessary for carrying out this research work on time. His encouragement and constructive suggestions are ever memorable. If I had not got his suggestive and constructive help it would have remained impossible to reach this state.

Similarly, I am very much grateful to **Dr. Anjana Bhattarai**, Head of the Department of English Education, Faculty of Education, T.U. Kirtipur for her regular inspiration and enthusiastic encouragement in my academic life. I am indebted to **Prof. Dr. Anju Giri,** Chairperson of English and Other Foreign Languages Education Subject Committee and **Prof. Dr. Chandreshwar Mishra** for their invaluable academic advice.

Similarly, I am equally indebted to **Prof. Dr. Govinda Raj Bhattarai, Prof. Dr. Trith Raj Khaniya, Prof. Dr. Tara Datta Bhatta, Prof. Dr. Vishnu S. Rai, Prof. Dr. Laxmi Bahadur Maharjan, Dr. Bal Mukunda Bhandari, Dr. Tapasi Bhattacharya, Mr. Raj Narayan Yadav, Mr. Prem Bahadur Phyak, Mr. Bhesh Raj Pokhrel, Ms. Madhu Neupane, Ms. Hima Rawal, Ms. Saraswoti Dawadi, Mr. Khem Raj Joshi, Mr. Laxmi Pd. Ojha, Mr. Resham Acharya, Mr. Ramesh Bhusal** and **Ms. Madhavi Khanal** and all teaching and non teaching staff for their direct and indirect encouragement and valuable academic support.

My head always bows for **my father** and relatives who have made good foundation and positive inspiration for my study. Without their help, my study would have been paralyzed. I am grateful to my wife **Ms. Sapana Acharya** for her co-operation during this research work.

viii

Similarly, I cannot forget my friends who helped me directly or indirectly in course of this research work. I would like to thank my brother **Er. Kamal Acharya** and friend **Mr. Dhanishor Pandey** for their technical support.

Date: 2015-03-29

Prakash Mani Ghimire

#### ABSTRACT

The present research study entitled **Transfer of Teachers' Professional Development in English Language Teaching Classroom** aims to find out the transfer of knowledge and skills of training inside the classroom. For this, the population of the study was twenty secondary and lower secondary level teachers of Arghakhanchi district who had got TPD training. The teachers were selected purposively and they were given questionnaire to fulfill. Two classes of each ten teachers were observed to find out their level of implementation of the training delivered. The study found out that fifty percent of the teachers were able to implement training inside the classroom. Teachers are found to use new and communicative techniques inside the classroom. They follow student centered techniques. Likewise, teachers have tried to bring some changes in planning of lesson, presentation and evaluation.

However, it is found that TPD training is not properly implemented because of many obstacles. The obstacles are lack of support, lack of budget, large class size, students from different language background, lack of co-operation, distance between schools' reality and training hinders proper implementation of training.

This thesis is organized into five chapters. The first chapter deals with the general background of the topic, statement of the problem, objectives of the study, significance of the study and delimitations of the study. The second chapter includes review of related theoretical literature, review of related empirical literature, implication of the review for the study and conceptual framework. The third chapter covers all the areas of methodology. Likewise, the fourth chapter presents the analysis and interpretation of results. The fifth chapter includes conclusions and recommendation followed by references and appendices.

Х

## TABLE OF CONTENTS

Declaration	i
Recommendation for Acceptance	ii
Recommendation for Evaluation	iii
Evaluation and Approval	iv
Dedication	v
Acknowledgements	vi
Abstract	viii
Table of Contents	ix
List of Tables	xiii
List of Abbreviations	XV
CHAPTER-ONE: INTRODUCTION	1-6
1.1 Background of the Study	1
1.2 Statement of the Problem	3
1.3 Objectives of the Study	4
1.4 Research Questions	5
1.5 Significance of the Study	5
1.6 Delimitations of the Study	6
CHAPTER-TWO: REVIEW OF RELATED LITERATURE AND	
CONCEPTUAL FRAMEWORK	7-20
2.1 Review of the Related Theoretical Literature	7
2.1.1 Profession	7
2.1.2 Teacher's Professional Development	8

2.1.3 Knowledge in Professional Development	9
2.1.4 Teacher Learning	10
2.1.5 Practice of Teacher's Professional Development in Nepal	12
2.1.6 TPD Training in Nepal	14
2.2 Review of the Related Empirical Literature	17
2.3 Implication of the Review for the Study	
2.4 Conceptual Framework	20
CHAPTER-THREE: METHODS AND PROCEDURES OF THE	
STUDY	21-23
3.1 Design and Method of the Study	21
3.2 Population, Sample and Sampling Strategy	22
3.3 Study Area	22
3.4 Data Collection Tools and Techniques	23
3.5 Data Collection Procedure	23
3.6 Data Analysis and Interpretation Procedure	23
CHAPTER-FOUR: ANALYSIS AND INTERPRETATION OF	
RESULTS	24-65
4.1 Analysis of the Data and Interpretation of the Results	24
4.1.1 Analysis of the Data Obtained From the Questionnaire	24
4.1.1.1 Teachers' Beliefs on Teaching English	24
4.1.1.2 Teacher Training as an Effective Means	25
4.1.1.3 TPD Training as a Remedy for Deficiencies in	
Initial Training	26

4.1.1.4 Use of TPD Training 27	
4.1.1.5 Usefulness of TPD Training	28
4.1.1.6 Transfer / Implementation of Knowledge and Skills	29
4.1.1.7 Changes in Professional Behavior	30
4.1.1.8 Lesson Plan	31
4.1.1.9 Use of Innovative Teaching Techniques	31
4.1.1.10 Use of Innovative Evaluation Material	32
4.1.1.11 TPD Training as a Remedy for Deficiencies in	
Initial Trainings	33
4.1.1.12 Teachers Professional Development and TPD	
Training	33
4.1.1.13 Changes in Professional Behavior	34
4.1.1.14 Further Effectiveness of TPD Training	34
4.1.1.15 Post-TPD Training Changes	35
4.1.1.16 Techniques Used in TPD Training: Effectiveness for	• ·
Classroom Context	36
4.1.1.17 Any Topic 'Missing' From TPD Course	36
4.1.1.18 Role of School for Effective Implementation of	
TPD Training	37
4.1.1.19 ransfer and Obstacles of TPD Training	37
4.1.2 Analysis of Data Obtained From Observation-Check List	38
4.1.2.1 Personal Qualities	39
4.1.2.2 Planning	42
4.1.2.3 Implementation / Classroom Teaching	45
xiii	

4.1.2.4 Evaluation	58
4.2 Summary of Findings	62
CHAPTER-FIVE: CONCLUSIONS AND RECOMMENDATIONS	66-68
5.1 Conclusions	66
5.2 Recommendations	67
5.2.1 Policy Related	67
5.2.2 Practice Related	67
5.2.3 Further Research Related	68
References	

Appendices

#### LIST OF TABLES

- Table No. 1: Teachers' Beliefs on Teaching English
- Table No. 2: Teacher Training as an Effective Means
- Table No. 3: TPD Training as a Remedy for Deficiencies in Initial Training
- Table No. 4: Uses of TPD Training
- Table No. 5: Usefulness of TPD Training
- Table No. 6: Transfer/ Implementation of Knowledge and Skills
- Table No. 7: Changes in Professional Behavior
- Table No. 8: Lesson Plan
- Table No. 9: Presence/Style
- Table No. 10: Voice
- Table No. 11: Rapport
- Table No. 12: Clarity
- Table No. 13: Confidence
- Table No. 14: Lesson Plan
- Table No. 15: Shape and Balance of Activities
- Table No. 16: Aims and Objectives Specification
- Table No. 17: Aid / Materials and Method: Suitability
- Table No. 18: Relationship Between Curriculum and Textbook
- Table No. 19: Context Setting
- Table No. 20: Preparation and Use of Materials
- Table No. 21: Use of Role Play, Dialogue and Conversation
- Table No. 22: Activity for Addressing Diversified Students
- Table No. 23: Use of Game

- Table No. 24: Construct and use of Innovative Teaching Techniques
- Table No. 25: General Class Management
- Table No. 26: Introduction and Presentation Technique
- Table No. 27: Awareness and Treatment of Errors
- Table No. 28: Smoothness or Flow
- Table No. 29: Students' Motivation
- Table No. 30: Command of Subject Matter
- Table No. 31: Use of Communicative Activities
- Table No. 32: Emphasis on Individual Learner
- Table No. 33: Liveliness of Class
- Table No. 34: Encouragement to the Learners
- Table No. 35: Construct and Supply of Evaluation Techniques
- Table No. 36: Achievement of Aims and Objectives
- Table No. 37: Ability to Evaluate own Performance
- Table No. 38: Students' Evaluation
- Table No. 39: Overall Impression of the Lesson
- Table No. 40: Students' Learning

### LIST OF ABBREVIATIONS

TPD	Tecahers' Professional Development
ELT	English Language Teaching
NESP	National Education System Plan
EFL	English as a Foreign Language
IOE	Institute of Education
TU	Tribhuvan University
NELTA	Nepal English Language Teachers' Association
NCED	National Centre for Education Development
B. Ed.	Bachalor of Education
M. Ed.	Masters of Education
UNESCO	United Nations Educational, Scientific and Cultural Organization
SSRP	School Sector Reform Plan
MoE	Ministry of Education
	11 · 1 · 1 · 1

- ibid ibidem, meaning the same place
- SMC School Management Committee