

The effect of leadership on teachers’

Development at primary level

In Punjab



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**Submitted in partial fulfillment of the requirements for the degree of
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Certificate of Approval

This dissertation titled “The Effect of leadership on Teachers’ Development at Primary Level in Punjab” is accepted in the partial fulfillment for the degree of Master of Philosophy in Education at the University of Management and Technology, Lahore, by the faculty of education

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DECLARATION

It is certified that this M.Phil dissertation titled, “The Effect of Leadership on Teachers’ Development at Primary Level in Punjab”, is an original research. Its content was not already submitted as a whole or in parts for the requirement of any other degree and is not currently being submitted for any other degree or qualification. To the best of my knowledge, the thesis does not contain any material published or written previously by another author, except where due references were made to the source in the text of the thesis.

It is further certified that help received in developing the thesis, and all resources used for the purpose have duly been acknowledged at the appropriate places.

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CERTIFICATE

It is certified that research work presented in this thesis is an original work of the researcher. The work was carried out under my direct supervision. I have personally gone through all its data contents and results reported in the manuscript and certify its correctness and authenticity.

I further certify that the material included in the thesis has not been used, partially or fully in any manuscript already submitted or is in the process of submission in partial or complete fulfillment of any other degree from any other institution. I also certify that the thesis has been developed under my supervision according to the prescribed format. I, therefore, endorse its worth for the award of M Phil degree in accordance with the prescribed procedure of the university.

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DEDICATION

Dedicated to

Almighty Allah and His Prophet Muhammad (S.A.W.W) and I wish to express my sincere gratitude to my family especially to my **father**

“Muhamad Sadiq Saleemi”

The completion of this thesis was not possible without his endless love, support and encouragement. My family supported me at each and every step since the beginning of my studies till now.

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R. S

Abstract

The purpose of this study was to find out the effect of leadership on Teachers' Development at Primary Level in Punjab. This study investigated the actual experiences of primary school teachers regarding the effect of leadership on teachers' development at primary level in Punjab that how and in what way the head teacher affects the teacher's professional development and the capacity building of the teachers working in Public School of the province of Punjab.

The objectives of the research study were to: (a) find out the perception of head teachers about challenges faced by head teachers. (b) find out the perception of Primary School Teachers about teachers' development in Public Primary Schools of Punjab; (c) find out the effect of leadership on teachers' development in Public Primary Schools of Punjab. 50 Head Teachers and 150 Primary School Teachers were selected through random sampling technique. Two rating scales were developed by the researcher, one for the Head Teachers and other for the Primary School Teachers. The rating scale for Head Teachers contained 10 items aimed to find out challenges faced by head teachers while Primary School Teachers' rating scale had 31 items aimed to find out the perception of primary school teachers about the effect of leadership on teachers' development.

Descriptive and inferential statistics techniques were applied for data analysis. Frequency distribution, mean, standard deviation, t-test, ANOVA and Regression analysis were used to find out the perception of primary school teachers and effect of leadership on teachers' development as well as difference in perception on the basis of gender and qualification. Results showed that there was insignificant difference in primary school teachers' perception about the effect of leadership on development of teachers within various factors (i.e. RPHT, HTRCRI, HTPTP and overall) on the

basis of gender. Findings explained that there was insignificant difference among PTC, B. Ed., M. Ed., and C.T teacher's perception about the effect of leadership on development of teachers at primary level in Punjab, there was insignificant difference among F.A and Matric qualification respondents' perception about the effect of leadership on teacher's development at primary level in Punjab.

The results about the head teachers showed that there was insignificant difference in perception of head teachers regarding challenges faced in improving instructional supervision on the basis of gender, there was insignificant difference among B. A, B. Sc., M. A, M. Sc., and M. Phil. /Ph. D. respondents' perception about challenges faced by Head Teachers in improving instructional supervision, there was insignificant difference in respondents' perception about challenges faced by Head Teachers in improving instructional supervision between the age group of 25-35 years, 35-45 years and more than 45 years of age, there was insignificant difference among PTC, B. Ed. and M. Ed. respondents' perception about challenges faced by Head Teachers in improving instructional supervision.

It was concluded that there was a positive weak relationship between leadership and teachers' professional development (i.e. teachers' classroom instruction, promotion of teachers and overall teachers' development) in public schools of Punjab. There was insignificant effect of leadership on teachers' development in Public Primary Schools of Punjab (i.e. teachers' classroom instruction, promotion of teachers and overall teachers' development).

It is recommended that government should ensure provision of the teachers as per policy one class one teacher ratio to reduce the burden of teachers during the school hours. Teacher has the vital role in the proceeding of educational activities in the public-sector schools, so it is required that transfers of teachers should not be

frequent and without logical reason. Job description of the head teachers should be reviewed by the government that they not only have to stay at chair but also, they have to participate fully in the school academic activities of teaching and learning which is the foremost task of the head teachers.

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List of Abbreviations

HT	Head teacher
PST	Primary School Teacher
DSD	Directorate of Staff Development
SPSS	Statistical Package for Social Sciences
NCREL	North Central Regional Educational Laboratory
UPE	Universal Primary Education
USE	Universal Secondary Education

Chapter I

1.1 Introduction

In this global world of technical revolution, education is considered the first step for the social and human development. It has been declared a vital pillar for nation building and considered as first step for the progress of human being. It lasts from birth to death of an individual. It is due to education that a person is self-actualized (Richardson, 1991). It provides an opportunity for better life as well as plays a constructive role in the development of human being (Battle & Lewis, 2002).

According to the Ministry of Education Pakistan (2009), in the National Professional Standards for Teachers in Pakistan, the main aim of education is the development of an individual, who may think critically and be a responsible citizen of the country. For the development of any nation or society, Education is considered the main pillar (Adams, 2002). According to the American Federation of Teachers (1996), with education, the perception of people about life and the challenges of the world are created. Minds being empty vessels are filled with different innovative ideas and creativity. So in the result, educated nations play the leadership role in the world.