CONTENTS

CHAPTER		PAGE
	Foreword	
	Introduction	1
I	The Teacher and the New School	9
	The defects in the present school system	
	The necessity for the reorganisation of the present educational system	
	'The New School' - Responsibilities of the teacher of the new school	
	Qualities essential for successful teach- ing in a modern primary school	
	Selection of teachers	
11	Teacher-efficiency and attempts at its measurement	26
	Concept of Teacher-Efficiency	
	Intelligence, Interest, Training - Teacher-Efficiency	
	Previous studies	
	Teachers' training courses in Nysore State	
	The present problem	

III	Teacher Education and Selection	62
	System of education, selection of teachers and their duties in ancient India	
	Teacher education and selection in USA	
	Teacher education and curriculum	
	Teacher education in India and Mysore State	
	Necessity of professional and voca- tional bias in schools	
	Development of an effective and adequate techniques of selection	
	Problem restated	
IV	A General Lay-out of the Inventory	82
	The problem	
	Choice of areas for the construction of items	
	Form of test - items in the inventory	
	Special instructions for answering 'A' and 'B' type items	
V	The Inventory as it evolved	100
	The pre-tryout of the inventory	
	The first pilot test	
	Selection of the sample	
	Administration of the inventory	
	Formation of the criterion groups for item selection in the first run	
	The second tryout of the inventory	

Contents

	The formation of the criterion groups	
	Item analysis and item selection	
	Scoring system	
	Arbitrary scale system	
	Scaling of answers by Likert's Method	
	Evolving a scale based on experts' opinion	
	Calculation of weighted scores for each response	
	Finding the weightages by drawing ogives	
	Selection of the most accurate system of scaling	
VI	The Inventory as it got fixed	190
	Selection of sample for the final testing	
	The New Mysore State - Statistical de- tails of the State	
	Selection of schools	
	Administration and scoring of the answer-sheets	
VII	Statistical Analysis of the Data	207
	Statistical analysis of the test results The mean, median and SD - Reliability of the mean, median and SD	
	Nature of the distribution of the inventory scores	
	Calculation of skewness and kurtosis	
	The Chi-square test	
	Graphical representation of the test results	

Contents

IIIV	Norms	222
	Percentile norms	
	Standard score norms - Z scores	
	T scores or the normalised standard scores	
	Letter scores or grade assignments	
IX	Reliability and validity of the Inventory	232
	Reliability of the present inventory	
	1) Test-retest method	
	2) The Split-half method	
	3) Ruder-Richardson method	
	4) The Rulon formula	
	5) The Flanagan formula	
	Comparison of different methods	
	Validity	
	1) Curricular validity of the present inventory	
	2) Internal consistency of the inventory	
	3) Intercorrelations of sub-tests	
	External validity and the present inventory	
	1) The terminal examination marks of the pupil teachers	
	2) Supervisors' ratings	
	3) Children's evaluation of teachers	
	Predictive validity	
	Factor analysis	

Content	Contents	
X	Subsequent studies	269
	Study I	
	Inventory Scores - Sex, Service, Training, Qualification, Locality and type of school in which the teacher works	
	Study II	
	Characteristics which the pupils wish their teachers to possess	
XI .	Summary and Conclusions	285
	A few observations	
XII	Retrospect and Prospect	287
	Bibliography .	293
APPE	NDICES	
А-В	Booklet with 164 items - Answer sheet	
C	Letter to the Heads of Institution and teacher evaluation form	
D-F G	Booklet with 145 items - Anshwer sheet - key	
H-I J-M	Booklet with 100 items, English Version - answer sheet - key	
K	Details of sample selection for the final run of the inventory	
L	Circular issued by the Department to Schools	
N	Percentile norms	
0	T and Z score equivalents	

Pupils' evaluation forms (Kannada and English)

P

Contents vili

Permission to utilise public examination marks of pupil-teachers.

** ** **

.

FOREVORD

This thesis has been prepared to meet the requirements of the Ph.D. Degree of the Maharaja Sayaji Rao
University of Baroda. The problem selected is 'Construction and Standardisation of an Inventory for Predicting Teacher-Efficiency (for the primary school teachers of Mysore State)'. I have not come across any previous work done in Mysore State with reference to this problem.

In the following report of the investigation, I am aware of the limitations of the enquiry. It is impossible to generalise on the basis of a small sample as taken at present. Yet the conclusions are useful, educative and interesting. It is hoped that this effort will be considered useful enough for further investigations into the problem.

I take this opportunity to place on record my indebtedness to those whose guidance and cooperation have proved valuable during the course of the work. Dr. A.S. Patel, Reader, Faculty of Education and Esychology, University of Baroda, Baroda, was my guide in this investi-

gation. He always helped me with his valuable advice and keen enthusiasm. I owe him a deep debt of gratitude.

I acknowledge my thanks to the authorities of the M. S. University of Baroda, for the various facilities provided by them during the course of this investigation.

My thanks are due to the State Statistical Service Unit, Statistics Department, Faculty of Science, Baroda, for having helped me in computation and checking of statistical data.

My thanks are also due to the Director of Public
Instruction in Mysore, Bangalore, for having permitted me
to conduct the practical part of this work in Mysore State.
I thank the Heads and other members of the staff of all
Schools and Training Institutions where I conducted the
test for their hearty cooperation in the conduct of the
testing programme in their institutions.

I acknowledge my indebtedness to the various authors from whose books or articles, I have derived great benefit.

February 1962 I Bangalore I

(M. S. Jayamma)