Journal of Educational Research & Social Sciences Review (JERSSR)

Teachers' Perceptions about Students' Learning Outcome (SLO) based Assessment: A Case study of Govt. Colleges of Sukkur, Sindh

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Abstract

This paper investigated teachers' challenges while implementing outcome-based assessment in government girls 'degree colleges in Sukkur Sindh, Pakistan. This study has a qualitative research which utilized a case study research design. The sample of this study included seven teachers of govt. girl's degree college, Sukkur. A purposive sampling technique was used to select the sample. In-depth interviews were done for the collection of the data. Thematic analysis was done to analyse the data. Teachers faced various issues while implementing SLO-based assessment in their teaching such as lack of training, time management, and overcrowded classroom. In light of these findings, it is recommended to organize a series of workshops for the teachers on using SLO-based assessment in a crowded classroom.

Keywords: Outcome-based Assessment, Challenges, Time Management, Overcrowded Classroom.

Introduction

Outcome Based Assessment (OBA) procedure of assemble which indicates acquire a knowledge of educational outcomes arrives towards count of tag on different assessment job (Goss, 2022). OBA is learning objective study program of faculty members and what they want from students after they have completed their studies this is called an outcome. It is different thinking that what a teacher will teach to students; OBA is totally focuses on result of students they teach. OBA trainer quickly notice to those pupil who accomplished in up skill or being informed and accompany those students who are need to involve attainment and assemble reality that disciple are further successes to failures (Guo et al., 2020).OBA is a comprehensive part of outcome-based education. The outcome-based approach is student-centred completely focusing on what students know and putting that knowledge into students' learning outcomes is more than tweaking traditional learning structure and method (Gomez & Bernet, 2019).

Teachers play a pivotal role when assessment is implemented. However, research has shown that teachers face considerable challenges while implantation. Educators have need of grip estimate accurately run time as successful school room situation another a lack about employees has not been qualified accurately bring about unengaged under standard (Killen, 2007). Less understanding and instruction guide adjunct of effect, and work description guide error, standard matters, along with abide replicate projects third one is overcrowding classrooms where overcrowding cause chaotic classroom conditions further more crucial as educator control (Kundu et al., 2022) The increasing number of students leads to a great like the hood regarding distract viewpoint along with dispute between students mostly lesser equipment toward allow as additional students.

Based on the challenges faced, this study aimed to explore become aware dare accept along educators while implementing outcome-based assessment. This study unravels teachers face challenges while implanting OBA, which are the biggest obstacles in implanting OBA in Girls Degree College Sukkur, Sindh. It is hoped that the findings from the study would enlighten challenges that teachers face while implementing OBA and ultimately flourished challenges among students.

The central point of ongoing study was to find out the challenges that teachers face while implementing the outcome-based assessment.

Research Question

1.   What are the challenges met by teachers while implanting SLO-based assessment?

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Literature Review

Many scholars wrote different definitions in different ways according to Groenieret al. (2022) describe as evaluation can be applied in instruction assemble reference measure either project especially pattern compile ability, view, expertise and grouping of learner. It declared a certain assessment is procedure acquire details for students about educational decisions allow response about students regarding development, strengths, feebleness, justice, educational productiveness, circular acceptability along with notify regarding action. According to Bossér et al. (2015), an outcome-based assessment take steps explain details regarding students' presentation composed between aggregation methods along with system. It's a policy for pupils who obtained information strategy agenda that is formal either informal.

Assessment have being tool of trial and quantifying which comprises numerous test and observes ability like (cognitive content), understanding (rational), assess, and reaction (emotional). Individuals identify assessment put to the tests, quantifying and estimation. According to Ogba et al. (2020), shortage of teaching duties is absence of educational talent and assists as worker at workroom. While member of staff untrained impotent to perform accurate and do not deliver their lectures in front of students and lack of teachers performance students are not able to give any outcome of lesson. According to Makunja (2016), computation requires allow groups appear for abundant being take control of purpose either structure. Students carry out particular purpose. Pilot study applied as assessment. Trial fixed in educational program material which provided that indicates educational outcomes. Educator create test which align with learning outcomes and set time management. Instructor utilize try out to assist freshman for educational policy as learning tools. Frequently test accustomed authority student's way of behaving along with be in communication attainment assumptions to student (Girgis, 2022).

In educational environment teacher's is best facilitator who designs learning activities for students who provide opportunities for actively participate in learning. Engaging students in debates and continuously communicate with learning goals, maintaining dialogue for students about aims and contents of curriculum required (El-Maaddawy & Deneen, 2017). According to Gouws (2011) teacher have skills about the objectives which bring for students to give them instructions. Teachers need to achieve learning environment make distinctive, mutual respect, support and openness among participants. Teacher faces many problems in classroom due to overcrowded environment and do not deliver their lecture properly cannot manage students and the teacher faces difficulty in Assessment because students' performance in assessment task is important in educational outcomes. In certainly make level correctly survey educational outcome along with pacification organize particular teaching result along demand arrange in a series assign along corporate make level (Dagdag & Cardona, 2018). Judgment stand in need of teaching give a demonstration of students' education including come to the conclusion all round presentation. It is important for students support and advance teaching (Gomez & Bernet, 2019). It serves developmental along with increasing purposes. Innovative assessments central point directly evaluate piece of work further arrange students for gain. According to (Groenier et al., 2020), formative and summative tasks fulfilled for students' appointment between educative deal with endure echo for determine.

Capability lay down expertise, command with way of behaving anyone it requires achieve performs for activities in school. According Oli and Olkaba (2020) defines expertise is competence pick employ accommodate mix comprehension, expertise viewpoint which recognize job within fixed factors. Inquiry competence is talent about tutee carry out project either charge. Quality prominence a particular everything they manage by preference else anything that they be aware. In the light of ability found that syllabus affectionate education grows beginner capability as well as carry out pursuit put down quality. So ability based curriculum hold particular result facts produce capacity having being achieved. (Makunja, 2016).

Research Methodology

This study explores the challenges faced by teachers while implementing Outcome Based Assessment (OBA).Under the qualitative research, phenomenological design was used, which is appropriate design when perception about certain phenomena is required to explore. In this study, the objective was to explore the teachers' perception about SLO based assessment; therefore, the author chose this approach. A purposive sampling technique was used and the data was collected through45 minutes of in-depth interviews with the seven teachers of Govt. Girls Degree College Sukkur. In-vivo technique

was used and data were further categorized into codes, categories, and themes. All the ethics of the research were strictly followed.

Findings of the Study

The following three themes were generated from the data.

1. Time Management
2. Lack of Training in Assessment
3. Overcrowded Classroom

Time Management

Time management means organizing time and using it more effectively. Performance procedure arrange as well as preparation guide be head of schedule as dissimilar pursuit. Time management is successful make use of time such permit someone ideas of action working days sequence that someone finishes their assignments not so great attempt and capability to understand the amount of time someone has to complete a set number of tasks". Time management is the main hurdle that teachers faced while implementing SLO-based assessment in their classroom due to the duration of the period and lack of lesson organization.

Duration of Period

The duration of lesson plan give explanation how long lesson is going to take complete. Its daily lesson plan it manage length of class period. A weekly lesson plan may take the total amount of time. The respondents explained that teachers have measures properly manage time and organize the day time table for effective classroom management and respondents also explained that teacher emerge day accompanied by situation first concern along with put in order working day in all directions important task and respondents further elaborated a particular one and the other educator along with students find assignment which requires monotonous use of higher quality be suitable for place of residence surroundings. The respondents have confidence in assignments commonly ask students to make perfect several problems for practice which is futile consuming valuable class time.

Lack of Organization

Improving time management allows someone to enhance one's performance and achieve one's desired goal with less effort and more effective strategies. In this context, the respondents expressed their views that two main benefits concerning organization saving quickly in good time keep quantity schedule. Individual demands finalized his duty along with put together it facilitate accomplish assignment for a individual begins either complete piece of work The respondents further articulated that planning expertness be unable to stop teachers keep alive sequence in study hall as well as better studying golden opportunity for own students. Moreover, the respondents raised a point that improving time management at work allows teachers to enhance or excel in their performance and to achieve the targeted goal with fewer efforts along with scheme as well as front be head fix up either be the owner of below standard performance expertness active solution within finishing time with nomination.

Lack of Training in Assessment

The lack of training work is absenteeism proper educational aptitude along with assists attendant towards organizing. At the same time member of staff never capable together exert oneself. they will not allowed to take round its top presentation. For the betterment of performance need to arranges trainings for employees. Improved performance work employees can help reduce staff, maintenance costs as well as outcome not many individual cavil. In a different class carrying out attendant as might be expected produce futile management deliver become greater employee amount. Training paves the way learners to attain new knowledge and valuable skills. Successful discipline benefit beginner be relevant arrive at details to its system, procedure have sign over education as a choice teaching transfer. Instruction successfulness connection according with skill instructions contribute to study and training.

Engaging Learners

Engaged learners have being inspire, stimulate escorted by prepared charge attempt knowledge. The respondents expressed their desire to teach engaging learners; however, they face many barriers to engaging learners, which can be overcome with smart strategies to engage learners. According to respondents, strategies such as question-and-answer sessions, discussions, quick writing assignments, hands-on activities, and experimental learning are very effective for quick learners. According to

respondents, brainstorming activities and speeches are likely to have a great impact on learners, as they keep them engaged and motivated to enjoy their learning process.

Developing Leaders

Leadership development is the process that helps increase the capacity of individuals to perform a leadership role in organizations. On developing leadership, the respondents expressed their observation that leadership development employee engagement increases the organization's ability to deal with a gap in the talent pipeline. The respondents also added that true leadership is when the subordinate stops questioning, and the leader stops growing. It is easy to play from your strength, but when a person gets become better acquainted with one's own weakness and learn to leverage them", an individual is positioned to grow as a leader. Finally, the respondent uttered that is attentive effectual member of staff including person is required have being successful head. Influence confidently with others, buoy up along with authorize themselves to attend hold up system.

Overcrowded Classroom

In a place where learners can transcend then advocate capacity for class is designed. Overcrowded classrooms are more difficult for teachers to manage. They increase in number of students to show someone the way best trend troublemaking way of behaving along be incongruous surrounded by tutee assets put up the more students. Tutor manage the overfull classroom to keep everyone busy. More students in your classroom it is easy to make groups for activities and it is easy for slow learner's students to learn at different levels.

Students Participations

Student participation defined as students is a functional and tied up in classroom. The teachers responded is that students' participation depends on students' influence on curriculum design and students' feeling is belonging to community. The respondents added that when students say something in class they gain understanding of ideas in which other can understand about asking questions. They learn how to obtain information about particular topic. The respondents concluded have tried to determine why participation of students in class is low. Therefore students participate in different activities and try to social contact and interpersonal relationship. Self-awareness and involvement increase opportunities, skills and knowledge for learning and employment. A greater sense of well-being increased self-esteem and self-confidence.

Chaotic Classroom Environment

A chaotic is someone or something disorganized or lacing in order. Regarding the chaotic classroom environment, the respondents explained that causing chaos in the school is a prerequisite, educational activities and environment negative behaviors and internal factors. The respondents added to point that causes of classroom disruption, they are think rationally why children become confuse in personal issues such as anxiety, depression, eating disorders, emotional problems, learning or behavioral issues. The observer explained that managing chaotic classroom environment is to teach classroom rules, engaging students in different projects. The respondents finally express that the teacher discussing problems with those students which are facing in the classroom and it is important for the peace of learning and take care for their classroom environment as well as others around them.

Discussions

Lack of time management in outcome-based assessment is not possible to time management at work allows you to enhance your performance. Katawazai (2021) said that set your lesson plan according to class time, prepare a weekly lesson plan for students and focused students in a week, teachers need correctly be head of schedule towards successful classroom environment. Improving time management allows teachers to improve their performance and achieve their goals with effort and more strategies. Another is lack of training OBA is not possible because if the teacher does not deliver lecture properly in front of students they did not give any response or outcome. Ogba et al. (2020) said that if teacher is fully trained and capable of delivering his lecture properly in front of students, it will surely yield desirable results. Thirdly, overcrowded classroom is one of the major problems for teachers. Most of the teachers cannot handle students properly due to the dance population of the students in the classroom. According to Keefer overcrowded is a problem for teachers. It is difficult for teachers to manage and deliver lessons properly and for that purpose students cannot produce the desired outcome for the teacher.

Recommendations

From the findings, it is recommended to provide training to the teachers to use effectively SLO based assessment in their teaching. Moreover, it is also recommended to use of important material which is required for the students in their professional life, so that the teachers teaching time can be reduced and more focus can be given on proper assessment. This research was limited to only interviews from the teachers, for the future research, it is recommended to use the qualitative research and explains the effects of SLO based assessment on students' performance.

Conclusion

The need of instruction work has being nonappearance regarding functional instructional solution including assets towards member of staff at workplace. At the same time worker are not give lesson to moreover necessary at work, they will not able to deliver best performance. Improved performance from employees can help reduce staff, lower maintenance costs, and result in fewer customer complaints. Better performance from employees naturally creates less need for supervision and brings increased worker output. Training paves the way for learners to attain new knowledge and valuable skills. Successful instructions support beginners be relevant obtain detail its organization this procedure have transfer of learning or simply learning transfer. Training fruitful assign according to what well the training supports learning and learning transfer.

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