

## The Effects of Teacher Commitment on Student Achievement

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**Abstract:** Teacher commitment is an internal force that derives teachers to invest more time and energy in keeping up involvement in the school. This willingness of promoting the school creates emotional link between teachers and the school which ultimately inspires teachers to seek ways to enhance teaching profession and establish an effective learning environment to allow students to reach their targets. Commitment to teaching is a crucial factor to contribute to the achievement of students. This study explores the role of teacher commitment in student achievement.

**Keywords:** Teacher Commitment, Job Performance, School, Achievement

### 1. Introduction

Commitment is a psychological attachment to an organization in which people give their loyalty to its values and goals. Teacher commitment is the emotional bond teachers demonstrate toward their work. Teacher commitment has been recognized as one of the most critical factors in effective teaching. Thereby, teachers with high level of commitment can make a difference to the learning and achievement of their students. Committed teachers are affiliated with the school they work for and they invest their time and energy in promoting their school. Teacher commitment is associated with creating an effective learning environment in which students enhance their abilities for greater achievement. Teacher commitment is an internal force that drives teachers to show enhanced job performance (Tsui & Cheng, 1999).

### 2. Literature Review

Firestone and Pennell (1993) maintained that commitment to teaching is an effective route to the development of teaching practice. Commitment to teaching gives teachers the responsibility to explore constantly new ways of teaching to develop learning experiences of students. Teachers with commitment have the potential to provide students innovative instructional strategies that can lead to better achievement. Moreover, committed teachers through encouraging students to involve in school activities can create zealous learners. Teacher commitment is essential to high quality teaching and it includes

commitment to the school, students, career continuance, professional knowledge base and teaching profession (Crosswell & Elliott, 2004). Figure 1 shows the factors teacher commitment contributes to.

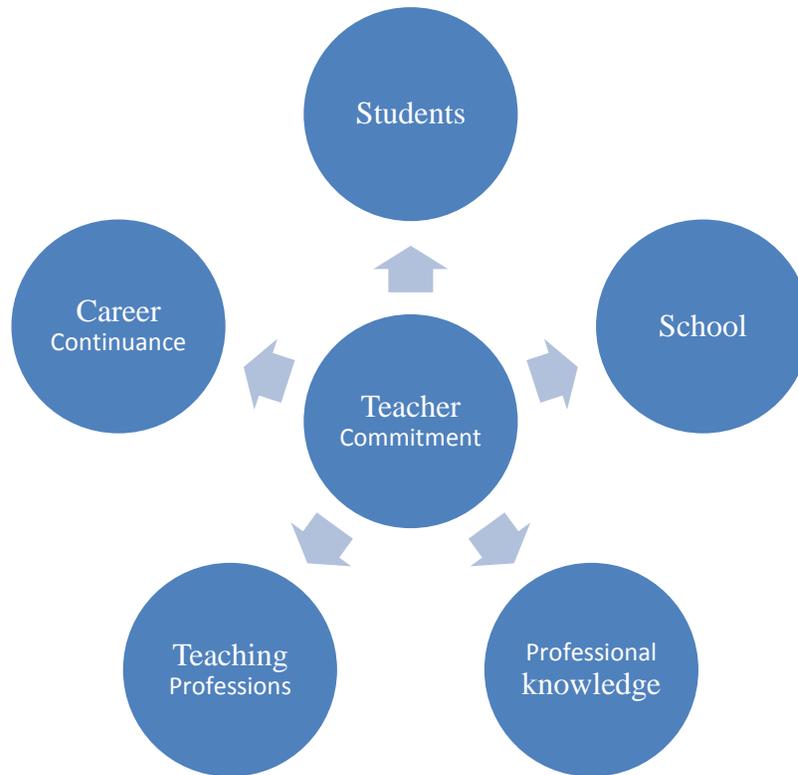


Figure 1: Factors teacher commitment contributes to. Based on Crosswell & Elliott, 2004

Committed teachers like working with their students and cares about their development. These teachers profoundly struggle for efficiency in teaching and learning through employing different approaches. Without love of profession, teaching cannot be conducted effectively. Teachers with high level of commitment are in love with teaching (Garrison & Liston, 2004). Besides, they have respect for students and it is noteworthy that they build strong relationship with their students which is a hallmark of great teachers. Committed teachers always seek for continuous professional development. It is believed that teachers who have commitment to their profession work collaboratively with other teachers to nurture the learning of the students. Discussing education materials, development of teaching approaches with other teachers in the school inspires teachers to promote intellectual development of their students. These factors not only influence effectiveness of teaching but also efficiency of learning (Coladarci, 1992).

Teacher commitment is at the core of quality education. It has influence on promoting teaching profession, work performance, school and student achievement (Billingsley & Cross, 1992). Committed teachers constantly look for instructional strategies that will help learners understand better.

Commitment to teaching profession allows teachers to change their teaching practices to facilitate in the classroom. Enhanced job performance is a crucial criterion for establishing an effective learning environment for students in which students are engaged in learning. Next, committed teachers develop a loyalty to the school they work for and they exert considerable effort for the school. All these components help students reach their school goals and affect their achievement.

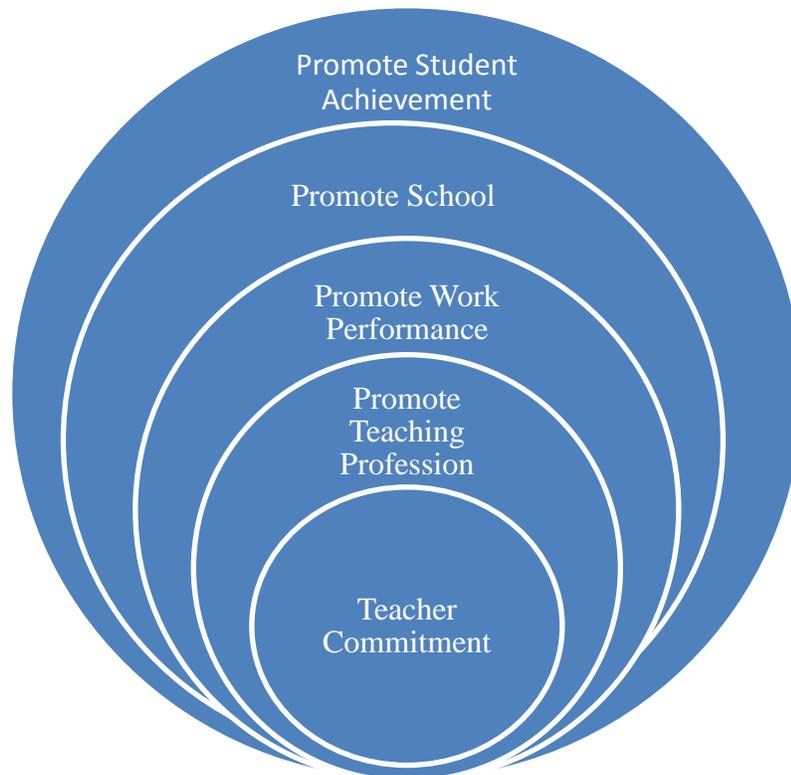


Figure 2: Teacher commitment is at the core of quality education

Figure 2 indicates that teacher commitment is at the core of promoting teaching profession, work performance, school and student achievement. Teacher commitment is an essential component for quality education. Commitment provides teachers the love, desire and energy they need to perform better. Committed teachers are thought to be more satisfied with teaching and always strive for accomplishing a good instruction (Somech & Bogler, 2002). They are concerned about their performance and always seek for high standards to perform teaching properly. Their loyalty to the school is unquestionable and their inclination towards accomplishment of school goals is apparent Carbonneau et al., 2008). Student achievement requires attention of teachers and teacher commitment affects student accomplishment. Committed teachers always strive for excellence to make a difference in the development of students (Dannetta, 2002). They care for their professional development and attend to teaching and learning effectively. It is fundamental to understand the needs of students in education.

Teacher commitment is an important factor that draws attention of teachers to the needs of students. At the same time, these teachers know how to encourage students to participate in the learning process. It is likely that encouragement to active participation is a means to motivate students achieve better.

### 3. Conclusion

Teacher commitment is a motivational force that inspires teachers to invest more time and energy in student achievement. This willingness of promoting student accomplishment inspires teachers to seek ways to enhance teaching profession and establish an effective learning environment to allow students to reach their goals. Teacher commitment is a crucial factor that impacts student achievement. Committed teachers devote themselves to their students, school and teaching profession. When teachers are involved in developing their teaching profession, they can influence student accomplishment. Teachers with high level of commitment also motivate students to involve in school activities. Once students take part in learning activities, they stand a better chance to develop their achievement.

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