



A STUDY ON THE INFLUENCE OF TEACHER TRAINING ON STUDENT ACADEMIC ACHIEVEMENT

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Abstract

Investing in high-quality teacher training programs is an imperative in fostering a dynamic and effective educational ecosystem. These programs encompass a broad spectrum of competencies, including pedagogical knowledge, subject-specific expertise, differentiation, assessment, classroom management, motivation, and engagement strategies. Customized training programs recognize the diverse needs of educators, allowing them to tailor their professional development to their specific requirements. Continuous professional development, facilitated through ongoing training, workshops, and conferences, ensures educators stay updated on the latest educational research and practices. Mentoring and peer support programs enable the transfer of wisdom and best practices among educators, while feedback and evaluation drive program refinement. Subject-specific training enhances teachers' content knowledge, vital for student understanding and performance. Emphasizing differentiation and inclusion equips educators to meet diverse student needs, and effective classroom management creates a positive learning environment. Motivation and engagement techniques foster dynamic teaching, while a lifelong commitment to training ensures enduring impact. Teacher-student relationships, research-based training, resources, and outcome measurement further solidify the case for investment in teacher training, ultimately promising a brighter future through education.

Keywords: *Teacher training programs, Pedagogical knowledge, Assessment, Classroom management, Teacher-student relationships*

1. INTRODUCTION

Education is the cornerstone of societal progress, and within the realm of education, the role of teachers cannot be overstated. Teachers are not only purveyors of knowledge but also catalysts for intellectual growth, shaping the future of nations by nurturing the minds of young learners. It is widely acknowledged that the quality of education imparted to students hinges largely on the competence and effectiveness of their teachers. Therefore, the professional development of teachers through training programs has become a crucial element in educational policy and practice worldwide.

Teacher training programs are designed to equip educators with the knowledge, skills, and strategies necessary to facilitate effective learning experiences for students. These programs vary widely in scope and content, encompassing everything from pedagogical techniques to classroom management strategies. The assumption is that by investing in the professional development of teachers, we can enhance their ability to inspire, engage, and educate students, thereby elevating overall student academic achievement.

This research paper aims to delve into the intriguing relationship between teacher training and student academic achievement. Specifically, it undertakes a comprehensive secondary data study to unveil the influence of teacher training on the educational outcomes of students. By harnessing existing data from a variety of educational sources, this study seeks to contribute empirical evidence to the ongoing discourse on the effectiveness of teacher training programs.

The significance of this research lies not only in its potential to inform educational policy but also in its relevance to educators, administrators, and stakeholders in the field of education. As governments and institutions allocate substantial resources to teacher training, it becomes imperative to assess the return on investment and determine the extent to which teacher training contributes to improved student learning outcomes. This study aims to shed light on this critical question.

2. NEED OF THE STUDY

In order to make informed decisions about teacher training policies, it is crucial to understand the extent to which such programs impact student academic achievement. This study can provide empirical evidence to guide policy development at local, regional, and national levels. Governments and educational institutions invest substantial resources in teacher training programs. Understanding the effectiveness of these investments is essential to ensure that resources are allocated efficiently to improve overall educational outcomes. Teachers are at the forefront of delivering quality education. By examining the impact of teacher training on student achievement, this study can help identify areas where professional



development can be enhanced to better prepare teachers for their roles. Ultimately, the goal of any educational system is to provide students with the best possible learning experiences. If teacher training can be shown to positively influence student academic achievement, it becomes a powerful tool for improving overall educational quality. By analyzing the relationship between teacher training and student outcomes, this study can shed light on potential disparities in access to effective teaching. This information can inform strategies to address educational inequalities.

3. SIGNIFICANCE OF THE STUDY

The study provides evidence-based insights that can inform the development and refinement of teacher training policies at various levels of the education system. Policymakers can use the findings to allocate resources more effectively and design training programs that yield better student outcomes. By demonstrating the impact of teacher training on student academic achievement, the study can guide educational institutions and governments in allocating resources efficiently. It helps determine where investments in teacher training are most needed and where they are likely to have the greatest impact. Teacher quality is a critical factor in the quality of education. The research shed light on how investments in teacher training contribute to improving the overall quality of education, which is essential for the development of a skilled and knowledgeable workforce. The study emphasizes the importance of ongoing professional development for teachers. It highlight the value of training programs in equipping educators with the skills and knowledge necessary to adapt to evolving educational needs and teaching methodologies. Understanding how teacher training influences student academic achievement is crucial for educators and administrators who aim to enhance student learning outcomes. The research offer guidance on how training programs can be tailored to improve student performance. The study uncover whether teacher training has a differential impact on students in disadvantaged or underprivileged communities. This knowledge helps in designing targeted interventions to address educational disparities. Education systems are increasingly relying on data to make informed decisions. The research contributes to this data-driven approach by providing valuable empirical evidence that can be used to guide decision-making processes in education. Teacher evaluation systems often consider the impact of educators on student learning. The research can provide insights into how teacher training contributes to teacher effectiveness and, in turn, student achievement, informing teacher evaluation practices. In a globalized world, nations often compete based on the quality of their education systems. The study can help educational institutions and policymakers in different countries enhance their education systems and improve their global competitiveness. The research contributes to the ongoing academic discourse on the relationship between teacher training and student academic achievement. It can validate or challenge existing theories and findings, ultimately advancing our understanding of this crucial educational issue.

4. RESEARCH GAP

While there is a substantial body of literature on teacher training and its impact on student learning, there may be gaps in the existing research that this study can fill. It can contribute to the academic discourse by providing new insights or validating existing findings. Education systems are increasingly adopting data-driven approaches to improve outcomes. This study can provide valuable data and insights that educators and policymakers can use to make informed decisions. Transparency in education is essential for building trust and accountability. Understanding the relationship between teacher training and student achievement can contribute to greater transparency in educational systems. In an increasingly globalized world, nations are often ranked based on the quality of their education systems. Research on teacher training and its impact can help nations compete on the international stage by enhancing the quality of their education systems.

5. OBJECTIVES OF THE STUDY:

- a) To examine the effect of teacher training programs on student academic achievement.
- b) To identify and categorize different types and approaches of teacher training programs, considering variables such as duration, content, and delivery methods.
- c) To investigate whether the influence of teacher training extends beyond short-term gains and assesses the long-term effects on student academic performance.
- d) To offer evidence-based insights that can inform educational policy decisions related to teacher training, with the aim of improving student learning outcomes.

6. LITERATURE REVIEW

Goldhaber, D., & Brewer, D. J. (1997). This research investigates the role of teachers in student achievement and discusses how the quality of teacher training can influence educational productivity. It emphasizes the importance of considering both observable and unobservable factors when assessing the impact of teacher training on student outcomes.



Darling-Hammond, L., & Bransford, J. (2005). This influential book discusses the changing landscape of education and what teachers need to learn and be able to do to meet the evolving needs of students. It underscores the importance of teacher training programs in preparing educators for these challenges.

Rivkin, S. G., Hanushek, E. A., & Kain, J. F. (2005). Rivkin, Hanushek, and Kain's research explores the link between teacher quality, training, and student academic achievement. It discusses how teacher effectiveness can be a key determinant of student success and how investments in teacher training can lead to positive outcomes.

Clotfelter, C. T., Ladd, H. F., & Vigdor, J. L. (2007). This longitudinal study investigates the relationship between teacher credentials and student achievement. It highlights the importance of teacher training and qualifications in improving student outcomes while controlling for student-level factors.

Ingersoll, R. M. (2007). In this study, Ingersoll examines the prevalence of underqualified teachers in American secondary schools and discusses how teacher training can play a crucial role in addressing this issue. The research highlights the importance of effective teacher training programs in ensuring students have qualified educators.

Goe, L., Bell, C., & Little, O. (2008). *Approaches to Evaluating Teacher Effectiveness: A Research Synthesis*. National Comprehensive Center for Teacher Quality.

Hattie, J. (2009). Hattie's extensive meta-analysis provides insights into what works in education. It synthesizes research on various factors affecting student achievement, including teacher training, and offers a comprehensive view of the impact of different teaching strategies and practices.

Ingersoll, R. M., & Strong, M. (2011). This critical review of research examines the effectiveness of teacher induction and mentoring programs, which are often integral to teacher training efforts. The study assesses the impact of these programs on the professional development of teachers and their ability to positively affect student achievement.

Kraft, M. A., & Papay, J. P. (2014). This study investigates the role of professional environments in schools and their impact on teacher development. It sheds light on how teacher training programs, when coupled with supportive school environments, can lead to improved student outcomes.

Darling-Hammond, L. (2017). Darling-Hammond's work provides a global perspective on teacher education and its impact on student achievement. The study explores various teacher training practices and their effects on student learning outcomes, offering insights into international best practices.

7. FACTORS THAT INFLUENCE INFLUENCES OF TEACHER TRAINING ON STUDENT ACADEMIC ACHIEVEMENT

1. **Teacher Qualifications and Certification:** Examine the qualifications and certification levels of teachers who have undergone different types of training programs. Investigate whether highly qualified and certified teachers have a more significant impact on student achievement.
2. **Training Program Content:** Analyze the content and curriculum of teacher training programs. Explore whether specific training topics or pedagogical approaches have a more pronounced influence on student academic performance.
3. **Training Program Duration:** Investigate the duration of teacher training programs. Determine if longer-duration programs result in more substantial improvements in student learning outcomes compared to shorter programs.
4. **Pedagogical Techniques:** Assess the pedagogical techniques and strategies emphasized in teacher training. Explore whether training programs that focus on innovative and effective teaching methods lead to better student achievement.
5. **Teacher Motivation and Attitudes:** Examine the motivation and attitudes of teachers who have undergone training. Investigate whether teacher motivation and enthusiasm, influenced by training, positively affect student engagement and achievement.
6. **Professional Development and Support:** Consider the presence of ongoing professional development opportunities and support for teachers after completing their initial training. Evaluate whether continuous training and support contribute to sustained improvements in student performance.
7. **Teacher Experience:** Investigate the role of teacher experience in conjunction with training. Analyze whether experienced teachers who receive additional training have a different impact on student achievement compared to less experienced teachers.



8. Classroom Management: Explore the impact of training on classroom management skills. Determine whether trained teachers are better equipped to create conducive learning environments that enhance student learning.
9. Socioeconomic Factors: Account for socioeconomic factors such as student demographics, family income, and parental education levels. Investigate whether teacher training has a more significant impact on student achievement in disadvantaged or underprivileged communities.
10. School Context: Consider the overall school context, including school size, resources, and administrative support. Examine how these contextual factors may interact with teacher training to influence student academic outcomes.
11. Teacher-Student Relationships: Assess the quality of relationships between teachers and students. Explore whether teacher training fosters positive teacher-student interactions that contribute to improved student motivation and achievement.
12. Standardized Testing: Analyze standardized test scores or other assessment data to measure student academic achievement objectively. Compare the performance of students taught by trained teachers with those taught by untrained teachers.
13. Teacher Evaluation Systems: Investigate whether teacher evaluation systems that consider training and professional development impact teacher effectiveness and, subsequently, student achievement.
14. Policy and Funding: Consider the influence of education policies and funding on the availability and quality of teacher training programs. Examine how government initiatives and financial resources may affect the impact of teacher training on student outcomes.
15. Cultural and Regional Variations: Recognize that cultural and regional factors can influence the effectiveness of teacher training. Analyze whether certain training approaches are more effective in specific cultural or geographic contexts.

8. TEACHER TRAINING METHODS

- Pre-Service Teacher Training: Pre-service teacher training programs are designed for individuals who are not yet teaching but are preparing to become educators. These programs typically occur at universities, colleges, or teacher training institutions. They provide candidates with the foundational knowledge and skills needed to become certified teachers. Pre-service training can vary in duration and often includes classroom observation and practice teaching.
- In-Service Teacher Training: In-service training is provided to practicing teachers who are already in the field. These programs aim to enhance teachers' skills, introduce new teaching methodologies, and keep educators updated on the latest educational research and trends. In-service training can take the form of workshops, seminars, online courses, or peer collaboration.
- Pedagogical Training: Pedagogical training focuses on teaching methods and instructional strategies. It equips teachers with the knowledge and skills needed to effectively convey subject matter to students. This type of training often includes workshops on classroom management, lesson planning, assessment, and differentiated instruction.
- Subject-Specific Training: Subject-specific training is designed to enhance teachers' expertise in particular academic subjects. It often targets content knowledge and specialized teaching techniques relevant to specific subjects, such as mathematics, science, or foreign languages.
- Technology Integration Training: As technology becomes increasingly important in education, many teacher training programs include modules on technology integration. This training equips teachers with the skills to use educational technology tools effectively in the classroom.
- Special Education Training: Special education training focuses on equipping teachers with the skills and strategies needed to work with students with disabilities or special needs. It includes training on inclusive education, individualized education plans (IEPs), and behavior management.
- Cultural Sensitivity and Inclusion Training: In multicultural and diverse educational settings, teachers often receive training on cultural sensitivity and inclusion. This type of training helps educators create inclusive classrooms and address the needs of students from various cultural backgrounds.
- Leadership and Administration Training: Some teachers pursue training in educational leadership and administration to take on roles such as school principals, department heads, or curriculum coordinators. These programs focus on management, leadership, and policy analysis.
- Online and Distance Learning Training: With the growth of online and distance education, teachers may receive training in designing and delivering online courses. This training includes using learning management systems and online pedagogy.
- Cross-Cultural Exchange Programs: Some teacher training programs involve international exchanges, where teachers learn about educational practices in different countries. These programs promote cultural understanding and the exchange of teaching methodologies.



9. FINDINGS OF THE STUDY

- a) **Pedagogical Knowledge and Skills:** Teacher training equips educators with pedagogical knowledge and skills, including effective teaching strategies, classroom management techniques, and assessment methods. Well-trained teachers are more adept at designing engaging lessons, addressing diverse learning needs, and using evidence-based teaching practices. These pedagogical competencies positively impact student learning by creating a conducive and effective learning environment.
- b) **Subject Matter Expertise:** Certain teacher training programs, especially those focused on subject-specific training, enhance teachers' content knowledge in specific academic subjects. When teachers possess a deep understanding of the subject matter they are teaching, they can convey complex concepts more clearly, provide in-depth explanations, and facilitate meaningful discussions. This subject expertise is directly linked to improved student understanding and performance in those subjects.
- c) **Differentiation and Individualization:** Teacher training emphasizes the importance of differentiating instruction to meet the diverse needs of students. Educators learn how to adapt their teaching methods to accommodate students with varying learning styles, abilities, and backgrounds. This individualization of instruction ensures that all students have access to a tailored and supportive learning experience, which can boost their academic achievement.
- d) **Assessment and Feedback:** Training programs often include instruction on effective assessment practices. Teachers learn how to create valid assessments, evaluate student progress, and provide constructive feedback. When teachers can accurately assess student learning, they can identify areas where students need additional support and adjust their teaching accordingly. Timely and targeted feedback contributes to improved student performance.
- e) **Classroom Management:** Teacher training programs address classroom management strategies, which are critical for creating a positive and orderly learning environment. Effective classroom management reduces disruptions, maximizes instructional time, and fosters a sense of safety and respect. When classrooms are well-managed, students can focus on learning, leading to improved academic outcomes.
- f) **Motivation and Engagement:** Trained teachers are often more skilled at motivating and engaging their students. They use innovative and interactive teaching methods that capture students' interest and enthusiasm. Engaged students are more likely to participate actively in the learning process, leading to improved retention of information and higher academic achievement.
- g) **Professional Development:** Continuous professional development, often a part of teacher training, ensures that educators stay current with evolving educational practices and research. Teachers who engage in ongoing training are more likely to adapt to changes in curriculum, technology, and pedagogy. This adaptability enhances their ability to meet the needs of 21st-century learners and positively affects student outcomes.
- h) **Teacher-Student Relationships:** Teacher training emphasizes the importance of building positive teacher-student relationships. When students feel valued, supported, and respected by their teachers, they are more likely to be motivated to learn and perform well academically. Effective teacher-student relationships can lead to increased student engagement and achievement.
- i) **Peer Collaboration:** Some teacher training programs encourage peer collaboration and professional learning communities among educators. When teachers work together to share best practices, discuss challenges, and collaborate on instructional strategies, it can lead to a collective improvement in teaching quality, which ultimately benefits student academic achievement.
- j) **Long-Term Impact:** Research suggests that the benefits of teacher training may have a lasting impact on student achievement. Teachers who receive high-quality training early in their careers can continue to apply the knowledge and skills gained throughout their teaching tenure, positively influencing the academic outcomes of multiple cohorts of students.

10. RECOMMENDATIONS

- i. **Invest in High-Quality Teacher Training Programs:** Educational institutions should prioritize the development and implementation of high-quality teacher training programs. These programs should not only focus on pedagogical knowledge and skills but also include subject-specific expertise, differentiation, assessment, classroom management, motivation, and engagement strategies.
- ii. **Customized Training Programs:** Recognize that teachers have diverse needs and experiences. Offer training programs that can be customized to cater to the specific requirements of educators, allowing them to choose areas they want to specialize in or improve.
- iii. **Continuous Professional Development:** Promote continuous professional development for teachers throughout their careers. Encourage educators to participate in ongoing training, workshops, and conferences to stay updated on the latest educational research and practices.
- iv. **Mentoring and Peer Support:** Establish mentoring programs where experienced teachers can provide guidance and support to new or less-experienced colleagues. Encourage peer collaboration and the formation of professional learning communities to facilitate the sharing of best practices.



- v. Feedback and Evaluation: Regularly assess the effectiveness of teacher training programs. Collect feedback from teachers who have undergone training to make improvements based on their input. Conduct evaluations to measure the impact of training on student achievement.
- vi. Subject-Specific Training: Offer subject-specific training for teachers, especially in critical subject areas like mathematics and science. Ensure that educators have a deep understanding of the content they are teaching, as this directly contributes to improved student understanding and performance.
- vii. Differentiation and Inclusion: Emphasize the importance of differentiation and inclusion in teacher training. Equip educators with the skills to adapt their teaching methods to meet the diverse needs of students, including those with various learning styles, abilities, and backgrounds.
- viii. Effective Classroom Management: Provide comprehensive training on classroom management strategies. Teachers should be well-prepared to create a positive and organized learning environment that minimizes disruptions and maximizes instructional time.
- ix. Motivation and Engagement Techniques: Include training modules that focus on motivation and engagement strategies. Teachers should learn innovative and interactive teaching methods that capture students' interest and enthusiasm, ultimately leading to improved academic achievement.
- x. Long-Term Impact: Encourage teachers to view training as a lifelong commitment rather than a one-time event. Highlight the long-term impact of training on both teacher effectiveness and student achievement. Support educators in applying their training throughout their careers.
- xi. Teacher-Student Relationships: Stress the significance of building positive teacher-student relationships. These relationships are a cornerstone of effective teaching and can significantly impact student motivation and engagement.
- xii. Research-Based Training: Ensure that training programs are research-based and aligned with the latest advancements in educational research and theory. Incorporate evidence-based practices into training curricula.
- xiii. Resources and Support: Provide teachers with the necessary resources and support to implement what they've learned in training. This may include access to teaching materials, technology, and ongoing mentorship.
- xiv. Measurement of Outcomes: Continuously monitor and measure the outcomes of teacher training programs, not only in terms of student academic achievement but also in terms of teacher satisfaction, classroom climate, and professional growth.

11. CONCLUSION

In fostering a dynamic and effective educational ecosystem, investing in high-quality teacher training programs stands as an unequivocal imperative. These programs, which span the gamut of pedagogical knowledge and skills to specialized subject expertise, differentiation, assessment, classroom management, motivation, and engagement strategies, are the bedrock upon which the edifice of educational excellence is constructed. Customized training programs, recognizing the rich tapestry of experiences and needs among educators, offer the canvas for personal and professional growth. Continuous professional development, as the lifeblood of the teaching profession, should be championed, underpinned by a commitment to ongoing training, workshops, and conferences, serving as conduits to the latest educational research and practices. Mentoring and peer support programs, in their collaborative embrace, facilitate the transfer of wisdom from seasoned educators to novices, bolstered by the camaraderie and shared best practices of professional learning communities. Feedback and evaluation, perennially sought and rigorously analyzed, breathe life into the evolution of training, empowering institutions to refine curricula and methodologies to optimize their impact on student achievement. Subject-specific training, particularly in foundational areas like mathematics and science, begets teachers with profound content knowledge, fostering an environment where the intricacies of academic subjects can be unveiled with precision. Emphasizing differentiation and inclusion in teacher training not only nurtures adaptable pedagogues but also ensures that the mosaic of student diversity is reflected in classroom dynamics. The art of effective classroom management, honed through comprehensive training, becomes the cornerstone of an orderly and productive learning habitat where disruption is minimized, and instruction time maximized. The symphony of motivation and engagement techniques, harmoniously integrated into training modules, equips teachers with the skills to orchestrate dynamic and captivating lessons, rendering academic achievement a melodic crescendo. The transcendence of teacher training from a discrete event to a lifelong commitment amplifies its transformative potential, illuminating a path where its enduring effects radiate through teachers' careers, culminating in sustained student achievement. Teacher-student relationships, foundational to the educational experience, are tenderly nurtured through training that underscores their centrality, propelling students to heights of motivation and engagement hitherto unattained. Research-based training, guided by the compass of the latest educational research and theory, ensures that educators are fortified with evidence-based practices that propel learning to new horizons. Resources and support, as the lifeblood of implementation, transform training knowledge into effective classroom practice, offering the scaffolding



upon which student achievement climbs. Finally, the holistic measurement of outcomes, encompassing not only student academic attainment but also teacher satisfaction, classroom climate, and professional growth, provides the compass by which institutions navigate the ever-evolving terrain of teacher training's impact. In summation, the investment in high-quality teacher training programs is not merely an institutional decision but a societal covenant, one that holds the promise of a brighter and more equitable future through education. It is an acknowledgment that the foundation of educational excellence is built brick by brick, with each teacher's competence, motivation, and relationship-building skills as essential elements. It underscores the immutable truth that a well-prepared educator, equipped with an arsenal of pedagogical acumen, subject mastery, and motivational prowess, is the beacon guiding students toward academic achievement. It is a commitment to the ongoing refinement of teaching practices, informed by research and buttressed by collaboration, ensuring that education remains a dynamic and evolving force for societal progress. Ultimately, it is a testament to the profound belief that quality education is the cornerstone of a flourishing society, and the investment in the educators who shape it is an investment in a brighter and more promising tomorrow for all.

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