A Study of Teaching Experience on the Performance of University Teachers

(Urooj Naeem & Qaisara Parveen)

Department of Education, Faculty of Social Sciences
PMAS Arid Agriculture University
Rawalpindi, Pakistan

Abstract: Coaching revel in affords a danger to amateur teachers to put into practice what they have discovered through their experiences and academics. Coaching experience is an obligatory detail for all the training programs. The maximum critical issue is that an experienced trainer is aware of several the things related to research. All the novice teachers must spend time to increase gazing and rising competencies associated with their teaching exercise in a study room or premature early life putting. Learning on the side of certified and experienced teacher permits the university students to look how idea and exercise are linked to each other. This represents a continuance of research efforts to in addition distill the coaching enjoy effect on performance of university instructors and scholar attainments. The purposes of this observe were to have a look at the effect of skilled instructor at the attainments of the scholars as teachers, the dissimilarity in attitudes toward pupil fulfillment between amateur and experienced instructors, variations among male and lady teachers enjoy toward student’s expertise and attainments. Outcomes discovered widespread dissimilarity among novice and experienced instructors on student’s results in examinations. Experienced teachers were much useful for the scholars in engaging in a research. They were found a good deal familiar approximately some of the issues associated to investigate as their steerage changed into tons helpful for the students. suggestions for future studies and practice have been mentioned. Population of look at contains the universities. The plan of labor is designed in this type of way that look at became delimited to the colleges of Rawalpindi and Islamabad, the academics of the consultation 2017-18. Questionnaire and interview time table have been used as gear of research. The respondents have been all in favor of the assist of easy random sampling approach. The collected records turned into analyzed and interpretative with SPSS (statistical package for social sciences.

Keywords: Teaching Experience, Performance, Coaching, Learning, Academics.

1. INTRODUCTION

Education has many benefits and advantageous impact in our lives. Schooling is an essential aspect of monetary and social improvement of any country. Fine of training of a rustic suggests the high-quality of its human useful resource improvement. Education has been considered because the back bone of a country not most effective for developing nations but also for advanced countries. Expenditure on training is likewise a supply of selling best of schooling. Satisfactory of education is a
major difficulty of any society. Exceptional may be predicted from educational agencies which might be running correctly and correctly. It is a longtime reality that there are three crucial factors, organizational shape, management style and physical centers for the functioning of any agency. In divine terminology, training is the schooling of absolutely everyone to do for what his abilities specifically in shape him which benefit the whole society. Education is the method through which we switch expertise and tradition from one technology to another generation. It is also a primary source of all technological advances, innovation and human comfort. Training is the manner of making plans socio-financial development of any nation. Teachers need to set up clean educational desires and ensure that all participants proportion their educational and instructional goals. A knowledgeable individual is an asset of any country. In today’s global, human sources are considered the pleasant country wide useful resource. On one hand, he can find out extra openings for himself, and however, the entire state would get blessings from his paintings and offerings. Education is of extreme importance for casting off the unemployment trouble from any country. It is also obligatory to improve the alternate and change and to carry prosperity.

Over the last decade, among the researches have proved that instructors have actual influences on their college students’ educational and long-lasting achievement. It is admitted by using many researchers that experienced teachers play crucial function within the complete educational sports. Challenges of the prevailing century can be addressed if the lecturers are committed to their professions and properly equipped with the brand-new modern coaching and administration techniques. Consequently, it is noticeably need of time to bring many reforms in training for improving the content of teaching gaining knowledge of system. Latest inspections also have exposed a few characteristics of effective lecture room environments, which includes teachers’ organizational abilities and interaction with university students.

But, a few previous researches and reports revealed that instructor’s degree and teacher revel in are two important characteristics of instructor first-rate which have increased interest and were the focal point of many inspections. The effects of existing meta-affordable critiques inspecting the relationship among student fulfillment and each instructor schooling stage and experience are in conflict, with some suggesting an effective courting and others suggesting no dating.

A growing frame of examined evidence helps Bandura’s (1977) concept that instructors’ experience and self-effectiveness might be associated with the effort that instructors invest in teaching, the dreams they set, their strengths while things do not cross easily and their flexibility whilst any hassle comes in front of them. The satisfactory of training will be supplied via best those instructional institutes which have suitable organizational shape, powerful management and enough bodily centers. The assumptions managing trainer photograph is that analysis of desires, troubles and exchange techniques, feelings of efficacy, beliefs are all elements that contribute to trainer expert development and their experience. This study ambitions to offer knowledge and awareness to the human beings that skilled and experienced instructors play a crucial position in university students’ academic achievements as a beginner trainer is just the novice who does no longer know about the ups and downs that comes below the research and coaching at the same time as university students. Experienced teachers were found greater beneficial and concerned approximately their work associated with student’s researches.

1.1 STATEMENT OF THE PROBLEM
The statement of the problem is a study of teaching experience on the performance of university teachers at Rawalpindi/Islamabad.

1.2 OBJECTIVES
There are the following objectives of the study:

- To describe teacher quality and student achievement.
- To check student outcomes at university level.
- To analyze the impact of experienced teachers on student achievement at university level.
1.3 DELIMITATIONS OF THE STUDY
The study was delimited to the following:
- Universities of Rawalpindi and Islamabad.
- The faculty of universities.
- The students for session 2017-18.
- The teachers for session 2017-18.

1.4 SIGNIFICANCE OF THE STUDY
The look at become beneficial for inspiring the same old of education through hiring experienced teachers and to enhance the educational results of students. It has provided a tenet concerning the academic problems of college students. The surroundings of school room changed into powerful and better for studying purposes in the presence of experienced trainer. It provided a new consciousness into the pupil’s mastering effects. It could be used to advantage the greatest output and higher consequences concerning the same old of an institution and to create better lecture room environment for powerful getting to know consequences. Experienced instructors have been discovered extra beneficial and involved approximately their paintings related to student’s researches. They were acquainted about some of the issues and have been created many methods for fixing the issues of university students related to their research and teachers.

2. REVIEW OF LITERATURE
Many occupations discover personnel’ years of experience as an applicable factor in human resource guidelines, which includes repayment systems, gain programs and promotion decisions. The concept is that enjoy, gained over time, improves the expertise, skills and productiveness of workers.

In education, teacher revel in might be the important thing aspect in manpower rules that affect contemporary employees. It's miles a keystone in promoting university student’s fulfillment, originates teacher switch guidelines that prioritize seniority and it's far usually taken into consideration a major supply of discrimination throughout schools, schools and universities and consequently, a target for reorganization. The number one assumption is that experience promotes effectiveness. But is that this without a doubt the case? Do students acquire better tiers of fulfillment whilst taught via more experienced teachers? What is the connection among teacher experience and instructor productivity?

Experienced teachers have virtually a terrific effect on student’s productive and effective learning consequences as a skilled teacher can resolve the issues of students that an inexperienced trainer cannot do in this sort of way. Instructor enjoy is the variety of years a trainer has taught. instructor enjoy is a topic of viable problem to policymakers as skilled teachers have extra possibilities to teach higher level or advanced instructions and accordingly have better reaching students of their lecture rooms. For that reason, it's miles feasible that scholars with poor overall performance are much more likely to have a double drawback because they may be much more likely to be trained through less skilled teachers.

2.1 STUDENT'S ACHIEVEMENT VIA EXPERIENCED TEACHERS
Rice (2010) examined that less skilled teachers tend to be less powerful than greater experienced teachers whilst, many much less skilled teachers have price-brought ratings comparable to or beyond the ones in their more skilled opposite numbers. He/she shows that other policy applicable elements inclusive of a teacher’s instructional method and guidance program may same or even balance the effect of early-career experience. Kini & Podolsky (2016) investigated that coaching revel in is positively associated with student fulfillment profits all through a trainer’s profession. As instructor’s advantage revel in, their students now not most effective analyze greater, but they are additionally more likely to do higher on other measures of success. Teachers’ effectiveness increases at a more fee when they educate in some supportive and collegial operating surroundings.

The enrolment of university students in higher training establishments is growing but the assets and infrastructure provided to those students are inadequate from remaining ten years. The paintings load of teachers and lecturers is counted by means of magnificence hour which ignores the scale of class. This could be the motive that machine of assessment hundreds and every so often neglected. The
bounds of time, occasionally with none enhancement in staffing can amplify the use of evaluation system. It can cause decrease in suitable and related response that might improve the coaching/gaining knowledge of process.

Rahman (2011) analyzed that experienced teachers have a nice mind-set in the direction of teacher training and its effectiveness in educational paintings, study room control, assessment processes, assignments and developing human relationships with students. He concluded that instructor’s experience has been undoubtedly associated with effective teaching. This courting was statistically vital and superb for overall pupil achievement. The extra the teachers regard their possibility to implement powerful coaching practices the higher their students will perform as a skilled trainer can do it effortlessly and greater effectively. Teaching enjoy affords a danger to amateur teachers to position into practice what they have got found out via their studies and teachers. Coaching reveals is an obligatory element for all the trainer education applications. The most essential thing is that an experienced teacher knows most of the matters associated to investigate. All the novice teachers must spend time to increase observing and rising abilities related to their coaching practice in a lecture room or early life setting. Gaining knowledge of on the facet of qualified and experienced instructor lets in students to peer how idea and practice are related to each other.

2.2 TEACHING EXPERIENCE VIA TEACHER EFFECTIVENESS

Do instructors retain to enhance of their effectiveness as they benefit experience within the coaching career? Following are a few points associated with this query (Reis, 1984).

1. Teaching revel in is associated with pupil success gains at some stage in a teacher’s profession. Profits in trainer effectiveness related to experience are most downslope in instructors’ preliminary years but remain massive as instructors attain the second and often 0.33 a long time of their careers.
2. As teachers gain revel in, their university students not best learn greater, as measured via standardized exams, they’re also more likely to do higher on other measures of achievement such as faculty attendance.
3. Instructors’ effectiveness will increase at an extra charge once they train in some supportive and collegial operating surroundings and after they gather experience inside the same grade stage, issue or district.
4. More-experienced teachers guide extra student getting to know for his or her colleagues and the institution, as well as for his or her own students.

2.3 TEACHING EXPERIENCE AND QUALITY LEARNING AT UNIVERSITY

Although it takes a fantastic deal of time and resources to complete, a university training is an incredibly asset in a person’s lifestyles. This honor affords many advantages that can in no way be taken away. A university education can provide a person with the equipment and talents needed to turn out to be an effective member of society, to achieve personal financial goals as well as to increase highbrow interest. One of the motives why individuals observe higher education is to advantage the abilities needed to reap their employment and monetary desires. A university education is priceless for those who want to alternate their standard of living or to gain monetary freedom. For instance, economic freedom permits someone to travel, study greater about the world, but to additionally percentage this wealth and contribute to the wellbeing of others through beneficent donations or volunteering. The enjoy of attending university also affords humans with the competencies to be life newcomers and to start the trade that they need to see inside the global. A university is a place wherein amazing thinkers and intellectuals collect to behavior research and to assignment college students on an extensive form of subjects. A university diploma offers individuals the possibility to exchange the world. It molds productive, financially satisfied and deep-thinking humans who have the capacity to guide the start of future generations who are happier and extra prosperous in each way.

Inside the days when university lessons contained especially selected college students, the lecture and educational appeared to paintings properly enough by using skilled instructors. but, the more and more extreme changes within the tertiary area have redrawn the university scene not completely disadvantageously for coaching great. With scholar charges now an excessive proportion of funding, universities must improve the best of their teaching. Many are using constructive association
because the manner of doing so. The most crucial thing is that an experienced trainer is aware of among the things related to analyze. All the newbie teachers ought to spend time to increase observing and rising capabilities associated with their teaching exercise in a classroom or untimely adolescence putting. Mastering at the aspect of qualified and experienced teacher lets in students to look how concept and practice are linked to every other.

2.4 GETTING STUDENTS INVOLVED IN LEARNING: MOTIVATION

Motivation is an essential recipe for educational achievement. It involves inner and external factors that stimulate preference and power in humans to be constantly fascinated and devoted to activity, role, problem or to try and acquire a purpose. (Dornyei, 2001) argued that motivation explains why humans determine to do something, how hard they may be going to comply with it, and how lengthy they're willing to sustain the pastime.

In different phrases, “motivation is what gets you going, keeps you going and determines wherein you’re looking to move”.

Alderman, (2004) indicates that the ones students who’ve greatest motivation have an area due to the fact they've adaptive attitudes and techniques, including maintaining intrinsic interest, aim setting, and self-monitoring. Except, motivational variables interact with cognitive, behavioral and relative factors to upset self-regulation.

Furthermore, motivational ideals are very essential to the instructional fulfillment of college students because they help to decide the extent to which college students will recollect, fee, installed effort and show hobby within the venture.

The 5 key elements impacting scholar motivation are: scholar, trainer, content, method/method, and surroundings, as an example, the student need to have access, ability, interest and cost education. The instructor must be properly trained, ought to be targeted and reveal the educational process, be devoted and approachable to his or her students and be inspirational. The content material must be accurate, timely, stimulating and applicable to the student’s cutting-edge and destiny desires. The method or procedure should be resourceful, encouraging, thrilling, useful and provide tools that may be applied to the student’s actual existence. The surroundings need to be on hand, safe, positive, modified as a good deal as feasible and empowering. Motivation is optimized when students are exposed to many those motivating stories and variables on an everyday foundation. This is, students ideally should have many assets of motivation in their studying revel in in every class.

2.5 THE TEACHING/LEARNING CLIMATE WITH AN EXPERIENCED TEACHER

The coaching and gaining knowledge of climate may be a lot a success in the presence of an experienced trainer, as an experienced teacher can find out many approaches to build the learning weather within the classroom and out of doors the school room. An experienced instructor can solve the troubles of the students very easily as he or she is having enjoy of locating out the correct approaches to resolve a hassle. Precise study room control has several characteristics underneath the supervision of an experienced trainer consisting of student commitment to class paintings in a safe environment, university students’ knowledge approximately their teachers’ expectations within the getting to know technique and little time spent on diverting activities. Developing classrooms in which university students aren't frightened of collaborating in discussions or asking questions is critical. In such classrooms, if instructors are cautious about explaining sporting activities or sports to be carried out and returning college students’ papers with understandable corrections speedy, university students are extra devoted to studying. Students need to recognize the faculty and study room guidelines and the results of breaking the ones rules. For instance, if students understand what to do after they whole operating on an interest or a way to ask for his or her teachers’ assist whilst in need, lecture rooms can be controlled higher. It's also vital that teachers deal with students in harmony with the installed policies and make the vital movements to prevent inappropriate behaviors without delay. If following those tips does no longer prevent college students’ misbehavior, instructors ought to deal with the trouble through distinctive classroom management practices.
2.6 LEARNING FROM TEACHING EXPERIENCE

Dewey (1859) tested in his research that instructors regularly claim that they examine more from teaching experience than from direction work. In this qualitative look at, the writer explored the fee that six pre-service instructors attributed to look coaching, early subject stories, student teaching, and self-arranged teaching reviews engaged in all through their university education. Constant with Dewey’s principle of enjoy, as the individuals interacted with their coaching stories; they every created continuity among and derived their personal meanings from them. This individualized aspect of gaining knowledge of turned into enriched as additionally they experienced the cost of mastering inside a network of educators. meaningful getting to know from all styles of teaching experience regarded to be fostered through a stability among doing (movement) and undergoing (mirrored image), both in my view and in community. Dewey’s theory of enjoy proved beneficial in illuminating possible reasons for similarities and differences inside the teaching reports that each player valued.

3. MATERIALS AND METHODS

The main goal of the study was analyzing the effectiveness of an experienced teacher related to student’s outcomes that how well an experienced teacher performs in high-academic attainments of students and how the experienced teacher can be helpful in conducting a research by university students.

3.1 RESEARCH DESIGN

According to L, R, Gay (1987), the descriptive method is the best for investigating several educational problems and issues. The descriptive approach is used in this study while the researcher addressed the problems regarding the effect of teaching experience on the performance of university teachers.

3.2 RESEARCH TOOL

Research tool are the means of collecting data and they provide information for one’s research. It is the first practical step towards a research.

First, the researcher used well–structured Likert scale questionnaire to get the responses from teachers. Secondly, the researcher prepared another questionnaire to get firsthand knowledge from students belonging to the study. For this procedure the researcher constructed valuable relevant questions related to the research topic.

3.3 PILOT TESTING

Reliability is the statistical check that how much our tool is supporting our study. To confirm the reliability and validity of questionnaires, three universities of Rawalpindi and Islamabad cities were selected to collect the data about pilot testing process and these universities were not included in final study. After validity results, further improvements or changes were made.

Table: Reliability results of pilot testing

<table>
<thead>
<tr>
<th>Split-Half</th>
<th>Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>.810</td>
<td>20</td>
</tr>
</tbody>
</table>

3.4 CONTENT AND FACE VALIDITY

The content and face validity of the instrument was determined by 3 experts. Then both questionnaires were refined and revised into the light of views of experts.

3.5 DATA COLLECTION

The questionnaires were administered to the respective respondents. The information from the respondents was collected and recorded by the researcher to avoid any kind of difference and variance. The researcher visited each university herself for that purpose hundred percent data was collected properly.
3.6 DATA ANALYSIS

Data collected through above-mentioned instruments was tabulated, analyzed and results were interpreted with the help of Statistical Packages for Social Sciences (SPSS). Appropriate statistical techniques were used to observe the role of indicators. Finally, collected data was analyzed by the effective ways. After conducting interviews, the researcher tried to analyze them in a descriptive or narrative form as it is a tool for collecting qualitative data, so it can be analyzed statistically. The data of questionnaire and interview were analyzed in the form of tables. The conclusion was drawn with the help of the data findings and suggestions were given in the light of findings.

4. RESULTS AND DISCUSSION

4.1 Teacher Quality and Student Achievement

Table 1: Role of Teaching Experience in Student’s Achievement

<table>
<thead>
<tr>
<th>Categories</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>173</td>
<td>86.5</td>
</tr>
<tr>
<td>No</td>
<td>27</td>
<td>13.5</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100.0</td>
</tr>
</tbody>
</table>

This Table 1 shows that do you think that teaching experience plays a role in student achievement of respondents and maximum frequency of yes is 173 (86.5%) and minimum frequency of No is 27 (13.5%). It means maximum number of students think that there is a large role of teaching experience in student’s achievement.

Table 2: Experienced Teachers Have Well Formulated Course Outline

<table>
<thead>
<tr>
<th>Categories</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>180</td>
<td>90.0</td>
</tr>
<tr>
<td>No</td>
<td>20</td>
<td>10.0</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100.0</td>
</tr>
</tbody>
</table>

This Table 2 shows that do you think experienced teacher have well formulated course outline and maximum frequency of yes is 180 (90%) and minimum frequency of no is 20 (10%). It means maximum number of students think that experienced teachers formulate the course outline very well.

Table 3: Experienced Teacher Makes the Course Interesting

<table>
<thead>
<tr>
<th>Categories</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>158</td>
<td>79.0</td>
</tr>
<tr>
<td>No</td>
<td>42</td>
<td>21.0</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100.0</td>
</tr>
</tbody>
</table>

This Table 3 shows experience teacher makes the course interesting and maximum frequency of yes is 158 (79%) and minimum frequency of no is 42 (21%). Maximum students say that the experienced teacher makes the course interesting with the help of their past experiences and knowledge.

Table 4: Experienced Teacher Helps to Maintain Attitude of Mutual Respect

<table>
<thead>
<tr>
<th>Categories</th>
<th>Frequency</th>
<th>Percent</th>
<th>Mean</th>
<th>S. D</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>122</td>
<td>61.0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disagree</td>
<td>25</td>
<td>12.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly agree</td>
<td>47</td>
<td>23.5</td>
<td>1.7150</td>
<td>1.01930</td>
</tr>
<tr>
<td>Uncertain</td>
<td>6</td>
<td>3.0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100.0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
This Table 4 shows that experienced teacher helps to maintain attitude of mutual respect of respondents and maximum frequency of agree is 122 (61%) and minimum frequency of uncertain is 6 (3%). Percentage of disagree is 12.5 and strongly agree is 23.5. It means more of the students agree that experienced teacher maintains the attitude of mutual respect.

Table 5: Very Aware of Current and Further Course Advancements

<table>
<thead>
<tr>
<th>Categories</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>159</td>
<td>79.5</td>
</tr>
<tr>
<td>No</td>
<td>41</td>
<td>20.5</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100.0</td>
</tr>
</tbody>
</table>

This Table 5 shows that experienced teachers are very aware of current and further course advancements of respondents and maximum frequency of yes is 159 (79.5%) and minimum frequency of no is 41 (20.5%). It means that maximum students are in favor of experienced teachers as they are very aware of current and future advancement of courses.

4.2 Students Outcomes at University Level

Table 6: Allows Student to Engage in Challenging Work

<table>
<thead>
<tr>
<th>Categories</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>157</td>
<td>78.5</td>
</tr>
<tr>
<td>No</td>
<td>43</td>
<td>21.5</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100.0</td>
</tr>
</tbody>
</table>

This Table 6 shows that experienced teacher allows student to engage in challenging work of respondents and maximum frequency of yes is 157 (78.5%) and minimum frequency of no is 43 (21.5%). It means maximum students are in favor of experienced teachers that they engage them in challenging work.

Table 7: Critically Reviews Student Work and Gives Good Suggestions

<table>
<thead>
<tr>
<th>Categories</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>137</td>
<td>68.5</td>
</tr>
<tr>
<td>No</td>
<td>63</td>
<td>31.5</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100.0</td>
</tr>
</tbody>
</table>

This Table 7 shows that practiced teacher critically reviews students work and give good suggestions of respondents and maximum frequency of yes is 137 (68.5%) students agree, minimum frequency of no is 63 (31.5%) students disagree that practiced teachers critically reviews their work and gives good suggestions.

5. RESULTS

So, the results revealed that an experienced teacher found more supportive and concerned about the problems of students at university level. Above 80% results were found in the favor of experienced teachers specially concerning to university level.

6. CONCLUSIONS

1. In the light of statistical analysis, it was concluded that there is a large impact of teacher’s experience on the academic achievement of students at university level. According to respondent’s popular of the students and teachers were strongly agreed that an experienced teacher is much helpful for the research students. Learning at the side of qualified and experienced teacher allows students to see how theory and practice are connected to each other. The quality of teacher enhances when it comes to the teacher’s years of experience. Outcomes of the students become more progressive in the assistance of an experienced teacher. Experienced teachers know what to teach, how to teach, and how to improve.
2. The teaching and learning climate can be much successful in the presence of an experienced teacher, as an experienced teacher can find out many ways to build the learning climate within the classroom and outside the classroom. An experienced teacher can solve the problems of the students very easily as he or she is having experience of finding out the appropriate ways to solve a problem. Good classroom management has several characteristics under the supervision of an experienced teacher including student commitment to class work in a safe environment, students' knowledge about their teachers' expectations in the learning process, and little time spent on distracting events. More-experienced teachers support greater student learning for their colleagues and the institution, as well as for their own students.

3. The respondents were of the view that teaching experience is a solution of many educational problems and it may solve the students on ground problems and improve their performances.

7. RECOMMENDATIONS
1. Experienced teachers should use new and effective teaching methodology to guide the students that are conducting any kind of research.
2. Experienced teachers should be given trainings for their up to date knowledge about the whole educational process and new researches.
3. Experienced teachers should work hard to improve the quality of education.
4. Experienced teachers must be appreciated in any way, like certificates should be given to them if they achieve something good related to their student attainments.

8. LITERATURE CITED
Bosch, (2009). Efficacy of human papillomavirus (HPV)-16/18 AS04-adjuvanted vaccine against cervical infection and precancer caused by oncogenic HPV types (PATRICIA); final analysis of a double-blind, randomized study in young women. The Lancet, 374(9686), 301-314.


Wilson Boulevard, Suite 400, May (2016). Teacher experience and student achievement. Hanover research report, 4401


Ye, R. (2000). The effects of teacher characteristics, beliefs, relations with students, and in-service education on student science achievement (Doctoral dissertation, Texas Tech University).