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THE ROLE OF TEACHER IN ENHANCING QUALITY OF EDUCATION AND STUDENTS' DEVELOPMENT

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KEYWORDS	ABSTRACT
<p style="color: red;">Role of Teacher, Quality Education, Enhancing Quality, Student Development</p>	<p>The effectiveness of the teaching and learning process is a prerequisite for the success of any educational institution, as is the calibre of its teachers. The job of educators is crucial to advancement of society and necessary adjustments to it. Quality is the result of doing things correctly and effectiveness comes from doing things correctly & efficiency comes from doing things correctly. The largest problem facing the education systems today is raising the quality. Enhancing the quality of instruction and promoting the growth of an ideal human society are major responsibilities of teachers. The quality of life and the rate of development of a country and the globe at large are significantly influenced by education, which demands particular attention. The education system is in charge of making sure that students' abilities, comprehension & production are on par with best in the world. In any educational institution, teachers are the most crucial element. Teachers have the biggest impact on the quality of classroom. They serve as foundation of education. It is necessary to have excellent teacher educators. Knowledgeable & well-educated teachers are respected by peers and populace. Teaching and learning are complementary processes for educators. Teachers have always been vital for all civilizations to do this. Teachers need to be seen as professionals who create knowledge. A teacher needs to be a planner, an assessor, mentor, facilitator, developer and a source of information.</p> <div style="text-align: center;">  2026 Gomal University Journal of Research </div>
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INTRODUCTION

Every country's strength lies on its quality education, which is ensured by qualified teachers. A teacher educator is someone who assists others in gaining skills, abilities, and dispositions necessary to become successful educators. Every institution in every community should have a dedicated, talented gifted and committed educators. The teacher's job quality has significant effect on their students. Teachers have crucial role in inspiring, promoting and transmitting

Ibrahim & Younas ... The Role Of

knowledge and man's never-ending pursuit for it. A quality education is one that is enhanced by the system of instruction that is both pedagogically and developmentally sound and that prepares students to be contributing members of society (Paschal, 2023). Education is a tool that assists people in gaining the information and skills they need to actively participate in the political, cultural, and economic facets of the societies (Cai, Wang, Bi & Tang, 2022). It is the foundation of society that encourages innovation, progress, and reform. Since education is the backbone of our fashionable, developed, and industrialised world, its significance cannot be overstated (Sulastri, Adri & Syamsudin, 2024). Investing in developing human resources with high-quality education is vital for living in competitive world and successfully navigating its obstacles.

The teacher should serve as a tool to help people become good citizens as well as a good in and of itself (Shang, Xia Yin & Dong, 2025). The current educational system has been reduced to nothing more than the sharing of knowledge and teaching. Educational institutions no longer place a strong emphasis upon imparting moral principles and values to students. Due to education sector's increased commercialisation, it has strayed from philosophy. Teachers and students are more concerned with the earning degrees than they are with developing their knowledge and wisdom (Onyekwelu, 2024). Classroom instruction has become routine and robotic, losing its significance in helping pupils develop the necessary skills. This calls for an educational system that encompasses more than just attending classes, learning to read and write, and receiving a degree. Rapid economic expansion, the pursuit of new knowledge, and growing technical innovation have all made it more important than ever to provide high-quality education. Khan and Shaikh, (2021) has underlined the necessity of raising educational standards in addition to acknowledging the necessity of universal access to education. It is crucial that education guide students into new areas of knowledge in many spheres of life. Therefore, raising quality has emerged as main obstacle and problem facing the educational system.

LITERATURE REVIEW

The primary element of the whole educational system is teachers have a larger role in raising both the amount and quality of instruction. A competent teacher can bring the world into the classroom, teaching different subjects to different kids and encouraging them to be interested in what they are learning. The quality education is the answer to every issue in our difficult & complicated society & teachers are key component of providing quality education (Scheerens, 2016).

Role of Teachers & Quality Education

Quality education is one that best meets the learner's requirements both now and in future. The quality should support each new generation's particular potential growth by offering a thorough education and equipping them for their social, professional, personal lives. Student outcomes and educators who donate to their creation must be considered aspects of quality. An inclusive theory or ideology of learning acquisition and application, reputation of school or program, and extent to education has influenced changes in students' knowledge, attitudes,

Ibrahim & Younas ... The Role Of

values, and conduct are indicators of quality education (Shang et al., 2025). Quality procedure in program delivery has become main focus in recent years. Short instruction and learning have variety of negative effects on society in addition to students. Thus, raising educational standards has become a topic of much discussion and a concern for everyone. Institutions and faculty are forced to take proactive steps to develop ways to raise standard of education as a result. The function of teacher is crucial since improvement means raising calibre of a good or service.

Qualities That Define Great Teachers

Education is a special activity that involves interactions between teachers and pupils that help both of them grow. The most crucial element of every educational system is its teachers. In addition to teaching and upholding norms of education, they are important in influencing the lives of students entrusted to their care. Five characteristics are necessary for an exceptional teacher are understanding of important topics and subjects, capacity to learn and use a variety of the instructional techniques is a pedagogical talent, reflection and self-assessment skills are essential components of a successful teacher, compassion and a dedication to recognising the worth of others and proficiency in management, both in and out of classroom. The national professional standards for the Teachers in Pakistan (2009) listed ten characteristics of effective teachers, which are Knowledge of the subject matter, development and growth of the humans, understanding of the islamic moral principles and social skills, strategies and preparation for instruction, evaluation and assessment, environment for learning, using the information and communication technology, communicating effectively, partnerships as well as collaboration, ongoing professional growth and a code of ethics and english as a second or foreign language instruction.

The teachers have a big part to play in ensuring that children grow up to be successful and productive adults. Teachers need to establish an environment where students may exercise ethical conduct, the problem-solving strategies, and critical thinking to providing instructional materials. They employ innovative pedagogies that transcend traditional lecture techniques in order to engage the students and serve a varied student body (Ilyka, Johnson & Fox, 2021). If educators want to enhance education, they must play a more diverse role. They guarantee that education is inclusive, equitable, and centred on achieving superior learning outcomes. It will need top-notch instruction from dedicated and skilled teachers to address current problems and close the gap between Pakistan and worldwide educational leading standards (Susanto, Rachmadtullah & Rachbini, 2020). Quality education is the cornerstone of a robust education system and is becoming increasingly crucial for the development of individuals, societies, and nations. One of the most pressing concerns of our time is raising the standard of education, which necessitates multifaceted approach to address the diverse demands of both society and students.

At its core, quality education is about more than simply teaching. It comprises equipping the students with professional abilities, aptitude for problem-solving, and critical thinking skills required for success in fast evolving environment. A holistic approach ensures that graduates are informed and able to use their knowledge in real-world situations, which is advantageous

for society as a whole (Shang et al., 2025). In recent years, the emphasis has turned to the quality process of program delivery. Inadequate instruction has a variety of negative effects on society in addition to the students. Consequently, raising the standard of the education has become a theme of much discussion in the field of education as well as a concern shared by everybody. Because of this, the academic institutions and teachers have been forced to take proactive steps to recognize ways to raise the standard of instruction (Dong & Chen, 2025). Since, the improvement means raising the calibre of a good or service, teaching plays a crucial role.

Enhancing Education by Enhancing Teaching

The good education is powerful indicator of a country's development. The use of technology, new economic pressures, and the growing need for trained workers have all led to several developments in education. The significance of education has grown as a result of these new circumstances (Zhang, Cheng & Wang, 2023). The value that education creates in all facets of human existence—social, economic, political, and cultural makes significance of education for human life abundantly evident (Singh & Loh, 2024; Yao & Lin, 2023; Smith & Gillespie, 2023; Qureshi & Kalsoom, 2022; Siddique, Khanum & Haleem, 2022; Shakeela, 2020). Education may significantly improve the calibre of human resources, it is the crucial component of a nation's growth. Basic education, or the instruction pupils get from the first to the sixth grade, is one of most significant educational levels. Teachers have a critical role in basic education in enhancing instruction quality and fostering students' competences (Mulyani, 2023; Rofifah, Sirojudin, Maarif & Zuana, 2021; Munir, Ali, Iqbal, Farid & Siddique, 2021; Shum, Lau & Fryer, 2020).

Quality is always viewed from the viewpoint of consumers. These users or recipients establish the standards for excellence. These are the students who will ultimately use or benefit from education when we discuss it (Tufail & Mahmood, 2020). The only way to evaluate the quality of education is to look at the skills or talents that students possess as a result of their education and lessons they have learnt in school. One way to gauge quality of education is by looking at students' talents. Njoku (2020), quality is the sum of things, people, processes, circumstances, and their interactions with one another that contribute to satisfying consumers' requirements and wants. Ali and Lashari, (2021), quality assurance procedures and how they affect diversity around the globe. André et al., (2020) offered a cross-national viewpoint in which researchers discussed quality assurance norms in a few European nations. According to study findings, the majority of nations create and execute educational quality standards in line with their own regional requirements. Using this as a starting point, this study focusses on unique setting of Pakistan.

Strategic Planning and Quality Education

Strategic planning and quality of education are related (Khan & Shaikh, 2021). In reality, the competitive advantage over other educational establishments worldwide is achieved by the quality of education (Shabbir et al., 2021). By implementing the quality measures effectively, service providers can gain a lasting competitive advantage (Rahman et al., 2023). Building a

long-term system that encourages children to learn in a meaningful way requires high-quality education (Younus et al., 2023). Depending on the context, different learning objectives must be met, but by the conclusion of the basic education cycle, students must meet threshold levels in reading and numeracy as well as life skills including knowledge and sickness prevention. A quality education must be democratic, inclusive, and pertinent in order to be effective (Jabeen et al., 2022). The access to qualified teachers, high-quality learning resources and professional development, and high-quality learning environments that are secure and encouraging for children are three essential pillars that underpin exceptional education. According to Alan et al. (2023), these components are essential for development of effective educational system in schools.

RESEARCH METHODOLOGY

In this study, the researchers employed a descriptive qualitative method. The descriptive and analytical research is referred to as qualitative research. In qualitative research, the descriptive refers to characterising events, occurrences, and social contexts under investigation. Analysis is the process of evaluating, analysing, and contrasting research data. The goal of qualitative research is to identify and narratively explain acts people conduct and how those behaviours affect their lives. A group of experienced public school teachers, one from each school, were chosen as study's key informants using theoretical sampling technique. During school hours, participant teachers shared in semi-structured, open-ended interviews. The teachers were asked to explain basic factors that contribute to improving quality of education and growth of students.

According to Hossain (2024), the participants were granted "authority over their own stories, which means that they were seen as expert." The scholar was especially able to explain how individual teachers' attitudes improve quality of education and the growth of their students thanks to interview data. In February and March of 2026, the sample teachers participated in semi-structured interviews using an interview guide. The researcher was able to monitor the teachers' behaviours and interactions and gain insight from their perspective by developing a connection with them. As "though what they were saying was valued," they felt secure and at ease (Salim et al., 2024). On same day, interviews that lasted between 20 and 25 minutes on average were written down in detail being quickly noted. At conclusion of each interview, demographic information was gathered. Thus, the participants were informed of the study's conclusions.

Framework of Study

Humans learn mostly by imitation, observation and reactions to their surroundings, according to Bandura's (1977) Social Learning Theory. In this situation, students eventually internalise behaviours of teachers who are on time, provide high-quality instruction, maintain classroom order, promote creative work, teach good citizenship, and act morally both within and outside of the classroom (Rahman et al., 2023). As a result, pupils believe that teachers' behaviour is essential to their learning. According to Gudeta and Kyriakides, (2022), instructors are not just responsible for teaching; they also have big part to play in helping students develop morality,

humanity, and social awareness, teacher improving the standard of instruction and growth of students.

RESULTS OF STUDY

Participants felt that teacher's role is the most important when it comes to ensuring the quality of education and development of students. Teachers are another requirement for high-quality education (Yasir et al. (2025). Teachers are a crucial component in guaranteeing high-quality education, according to earlier studies (Singh & Loh, 2024; Younus et al., 2023). The following duties that educators need to take in order to guarantee high-quality education were indicated by participants:

Teachers Matter in Good Education

Good education can be accessed through schooling. High school education lays groundwork for a student's subsequent college or university coursework. Higher-level versions of the same subjects might benefit from student's knowledge from elementary and secondary school. This grade level's tough content will help students become ready for college and beyond. (Kausar & Shoukat, 2020). Numerous problems are causing quality of education in Pakistan's schools to decline. Pakistan is facing challenges in maintaining the quality of its facilities, curriculum, and teachers. The effective implementation of education policy depends on credentials and training of teachers, who are vital catalyst for all education innovations (Dorathy, 2023; Carter et al., 2023; Adewale, 2022; Priya & Hakrob, 2022; Utami & Vioreza, 2021; Fang et al., 2021; Ajani, 2020). The outcomes of innovation are influenced by talents and abilities. Moulakdi and Bouchamma, (2020) claim that no education is superior to its instructor. The policy regulations be read improperly if teacher's capacity is not developed, would hinder the implementation of policy guidelines. Besides, quality of education and advancement of children's development depend heavily on qualified, experienced, and driven teachers (Hussain et al., 2024; UNESCO, 2022).

Children perform better with better-trained teachers in both formal and informal settings, and training may improve teacher relationships and performance (Etomes & Nsem, 2023). When students get instruction from trained teachers, their test scores improve (Ali et al., 2018). The structures, resources, instructional materials, and input management of educational system will be of little help if the instructor lacks experience (Saloviita & Pakarinen, 2021). As a result, inexperienced educators find it challenging to apply a play-based learning approach (Ali & Ahmed, 2022). Teacher preparation is essential for developing high-quality early education and pedagogical views about how children learn best. According to Han, (2022), ensuring the delivery of high-quality services requires the training of school teachers. This realisation has forced countries to invest in teacher training. On other hand, different levels of certifications correlate to different levels of proficiency in the practice of teaching (Yasir et al., 2025). The government's recognition of the importance of teacher credentials in delivering high-quality pre-primary education facilities and services is evident from this policy's towards unwavering commitment.

Good Teachers & Student's Development

Student's development is greatly influenced by their school teachers. Since they play a crucial role in providing education and have a big impact on its quality, skilled teachers are essential to the efficacy of schools (Fernandes et al., 2023). Teacher quality indicators include individual personality attributes, student-teacher ratios, and availability (Ahmed, 2019). Thus, academic qualification, pedagogical training, topic understanding, aptitude and teaching experience are some of the human attributes that influence a teacher's effectiveness (Papanthymou & Darra (2023). If primary school regulations to be properly applied, primary teachers must undergo rigorous coaching and monitoring (Harsha et al., 2019). To ensure continuous improvement in teaching and learning, the exercise should also be conducted on a regular basis. Therefore, the traits of the instructor and how well they apply them to the pupils' learning process determine how successful education is. However, exceptional teaching skills are not innate. Experience, training, and education all contribute to decent teaching. The true secret to the high-quality education is having good teachers. The parents find it difficult, if not impossible, to evaluate a school's quality because most don't highlight its professors; instead, they look to amenities for indicators.

Teachers' Role in Quality Enhancement

It might be challenging to define what "quality education" actually implies. Nonetheless, it is acknowledged that a good education is essential to leading a prosperous and healthy life. The education that is meaningful, current, and sensitive to the needs of both people and society at large is referred to as quality education. Two principles define quality education, according to EFA Report 2005 (EFA: GMR), the first states that the primary explicit goal of all educational systems is cognitive development of students; the second highlights the role of education in fostering the values and attitudes of responsible citizenship as well as in fostering creative and emotional development. All societies may communicate their vision of growth as members of the global community based on these ideas. In last several years, opinions on the conditions and nature of the procedure have drastically shifted. The school is a key functional location for quality improvement initiatives. Teachers and those in leadership roles are unquestionably the most important component in promoting student learning within the school, as they are able to create a cooperative, driven, productive teaching and learning community (Yao & Lin, 2023).

Together with their instructional abilities, teachers' professional demeanour, enthusiasm, and drive are crucial to fostering high-quality learning. Knowledge of young learner, appropriate and varied methods and subject matter knowledge, comprehension of the curriculum and its goals, general professionalism, communication skills, enthusiasm for the learning, sensitivity to others, general character, discipline, teamwork abilities, dedication and relationships within the school and community are just a few of many interrelated components that make up these teaching skills (Wang & Shih, 2022). Numerous studies have found that the most important factor in enhancing learning outcomes is what occurs in the classroom and the influence of the instructor and instruction. Teaching is regarded as one of the finest occupations, but it is sadly losing social standing due to caste, corruption, modernisation, political meddling, and other

Ibrahim & Younas ... The Role Of

unjust practices. Many people now view teaching as simple way to get money, which has led to drop in calibre of teaching ideals. It is true that education, teacher influence and classroom activities all have a significant role in improving learning outcomes (Saloviita & Pakarinen, 2021).

Teacher Commitment & Dedication to Student Learning

Devoted teachers inspire and motivate their students to realise their full potential (Rusilowati & Wahyudi, 2020). Their unwavering commitment ensures that students receive inclusive and meaningful education that fosters critical thinking and creativity. Beyond the curriculum, dedicated teachers address each student's particular needs and cultivate a lifelong love of the learning. Their influence extends beyond the classroom, as they instil values and skills that foster the development of responsible and informed individuals. Teachers who are dedicated and enthusiastic are essentially the foundation of a good educational system and the architects of nation's future riches (Priya & Hakrob, 2022). According to Alan et al., (2023), commitment is "a strong inclination or desire towards an activity that one likes and finds important and in which one invests time and energy." The dedicated educator is someone who is passionate about their subject, profoundly impacted by problems and concepts that alter the world, and drawn to struggles and possibilities of students who attend class each day. The most crucial elements in the development of a teacher's enthusiasm for teaching are devotion to pupils and learning.

Students are immensely inspired by passionate professors who are strongly committed to their profession. Dedicated educators are aware of their responsibility to support students' active learning and to foster their moral and intellectual growth. Teachers that are enthusiastic and passionate about their profession are more dedicated and committed, and they see the value of their work. Teachers that are enthusiastic and passionate about their profession are more dedicated and committed, and they see the value of their work. Dorathy, (2023) opined that, there are strong empirical grounds for the belief that when students get regular, excellent instruction supported by purposeful professional development, teachers can and do make a difference and that their learning can and does significantly increase. Teachers' behaviours, attitudes, views, and performances are influenced by their commitment to the teaching. These attributes enable teachers to support the students' active learning and foster their moral and intellectual growth. Teachers can and can make a difference and significantly increase student learning via their continuous, the high-quality instruction and professional development (Lin, 2019).

Motivating Students

The motivation refers to the internal factors that have the function of stimulating, maintaining, and channelling the behaviour in relation to a goal (Mulang, 2021). It also helps to direct the body's activities (Hafeez, 2021). Motivation is what energises, directs, and supports behaviour. The teacher's skill in influencing the student's behaviour has an impact on his motivation. For the sake of students, a motivated instructor will put in more effort, try out novel methods and exercises, generally go above and beyond (Kausar & Shoukat, 2020). A teacher should inspire

Ibrahim & Younas ... The Role Of

students by fostering an environment in the classroom where they feel comfortable expressing their thoughts and exercising critical thinking (Njoku, 2020). By creating such an atmosphere, teachers assist students in managing situations obstacles with assurance and logic (Qureshi & Kalsoom, 2022). Teachers lead by example and offer direction to help pupils accomplish their goals in honesty and zeal. Individuals become more well-rounded and capable of conducive to society (Ahmed, 2019). It is recognised that country eager to uphold excellent standards in its educational system has to be really serious about teachers and motivating level (Utami & Vioreza, 2021). Thus, increasing teachers' motivation is essential to enhancing the quality of teaching.

Skill Development in Students

The capacity of students to develop their talents is essential to their success in global labour market. Raising bar for higher education requires equipping students with skills comparable to those of international peers (Yao & Lin, 2023). Globalisation and economic liberalisation have made it more crucial than ever to produce highly qualified human resources. In order to discover potential, acquire practical skills, and get ready for success in their chosen fields, skill development is essential (Lakhan et al., 2020). A key component of raising the standard of education is ensuring that students' skill growth is comparable to that of their peers. The need for highly skilled human resources is growing as economic activity becomes more liberalised and globalized, demands for globally accepted standards are placed on higher education. The students must be prepared to meet global demands as teachers contribute significantly to this process by their innovative, creative, and entrepreneurial approaches (Gudeta & Kyriakides, 2022).

Imparting Value Based Education

Value-based education is vital because, without a healthy value system, skills are insufficient on their own. Teachers are essential in helping children develop values that align with social, cultural, economic, environmental realities on local, national and worldwide scale (Adewale et al., 2022). The essential universal concepts of righteousness and truth be firmly entrenched in educational systems. Values promote overall development and act as guiding principles in life. Along with moral conduct, they contain wisdom to know when to behave morally and virtue to act morally (Spratt, 2019). Virtue is acting morally; wisdom is knowing what to do next; and skill is knowing how to do it. In addition to teaching skills, information, educators should focus on teaching knowledge that generates wisdom (Singh & Loh, 2024). This entails incorporating value-based education into curriculum, fostering an ethically conscious learning environment, motivating students on a daily basis. The ultimate goal is to develop not only informed people but morally upright citizens who can navigate & better the world (Yasir et al., 2025).

Emphasis on Research & Innovation

Prioritising research and innovation is vital for progression in number of domains, including technology, health, education, and more. To develop new goods, procedures, or technologies, methodical research and testing are required. Research serves as foundation for innovation,

which is use of novel concepts to address issues, increase results and improve people's quality of life (Scheerens, 2016). Research is vital for significant improvements in educational quality. By doing research, educators may also affect learning environment in the classroom (Shum et al., 2020). Their participation in research necessitates that they engage in ongoing education (Sulastri et al., 2024). A key part in endeavour to raise student performance is development system for teachers, their operational knowledge and abilities, their effectiveness as teachers, and their monitoring. This calls for excellent instruction to encourage ongoing development in the field of teaching and learning. It encourages educators to stay abreast of advancements in their profession and maintain current knowledge of subject matter they teach (Rofifah et al., 2021).

Teacher's Academic Development

The deliberate improvement of a person or group of people to better serve an organization's objective is known as development (Onyekwelu, 2024; Rashid & Ahmad, 2020). The academic development has been discussed in the literature upon higher education (Hussain et al., 2024; Macfarlane, 2021; Naseer, 2018). Despite the fact that there are several definitions, academic development is generally unstated to be programs that support the academic staff members' professional growth, especially in their capacity as teachers or teachers (Gudeta & Kyriakides, 2022). Professional development, academic development, and educational development are all terminology associated with academic development that have similarities (Fang et al., 2021). These phrases are used interchangeably by certain scholars (Han, 2022; Rashid & Ahmad, 2020). The phrase "educational development" can refer to full range of programs and activities that take different roles that academic staff members play within departments, faculties, and greater university community like instructor, and researcher (Munir et al., 2021; André, 2020). Teachers who participate in research activities such as international conferences, publications, seminars, workshops, for the ongoing professional growth are better teachers (Harsha et al., 2019).

Teachers' Self-Evaluation and Knowledge of Quality

The effective teachers are able to reflect on their work, pinpoint opportunities for growth, and ultimately increase student learning via quality awareness and self-evaluation. One essential element that enables teachers to match their principles with their teaching strategies is self-evaluation, which results in more meaningful and genuine instruction (Macfarlane, 2021). A key factor of ensuring that pupils are getting high-quality education is teacher evaluation. This typically occurs during school inspections, when outside specialists visit to watch courses and assess your performance. Even seasoned teachers may find this to be nerve-racking. Still, there are other ways to gauge your effectiveness as a teacher besides these outside evaluation (Shabbir et al., 2021). Another option is to perform the self-evaluation, in which you evaluate your teaching methods of strength and growth. Improving quality requires raising teachers' understanding of effective teaching techniques and abilities (Harsha et al., 2019). Improving quality requires self-evaluation, reflection upon one's own instruction, critical analysis of the approaches taken and discovery of other teaching philosophies (Akhtar et al., 2024; Shah et al., 2020).

Professional Ethics' Significance in Education

Professional ethics are essential for educators because of the numerous responsibilities they have and the challenging nature of teaching. Addressing these ethical concerns is necessary to maintain the integrity and trust in educational system (Khan & Shahid, 2021). An emphasis on professional ethics ensures that teachers carry out their duties with honesty, which fosters a polite and effective learning environment. Teachers are being given greater responsibility and must deal with a huge number of students from diverse backgrounds, making teaching an increasingly difficult undertaking. Teachers must cultivate professional ethics in order to fulfil all of these obligations. Jagannath (2020), educators should uphold the profession's respect by offering all students high-quality instruction in order to earn the public's trust and confidence. Furthermore, by ensuring accountability and equity in their practices, promoting educators to respect professional ethics contributes to the battle against corruption (Shabbir et al., 2021). Ultimately, the commitment to the professional ethics enhances the quality of instruction and fortifies moral foundations of both teachers and students (Younus et al., 2023). Consequently, there is the pressing need to raise the understanding of their function as leaders and nation-builders.

Teachers Professionalism

The knowledge, abilities, and moral behaviour that are required of educators are all part of the teacher professionalism. It entails upholding a civil and productive learning atmosphere, cultivating a good rapport with students and co-workers, consistently refining one's methods of instruction. According to Ali and Lashari, (2021), the professionalism is "an ideal to which individuals and occupational groups aspire, in order to distinguish themselves from other workers". A professional also "exercises discretion in making decisions within the scope of their expertise, and they assume some authority for their own professional development," according to Cai et al., (2022). The professionals are supposed to possess specialised training, standards to which they must adhere, field-specific traits, and particular information that they use to make wise decisions. Since, the professionalism has several facets, it is challenging to describe (Etomes & Nsem, 2023). A teacher professional duties include showing accountability to the community the school district, students and the profession (Gudeta & Kyriakides, 2022). Being active member of one's professional group, volunteering for school, community events, and going to school functions are a few examples of professional responsibility (Ali & Lashari, 2021).

Professional Development and Teacher Education

Professional development for teachers is essential if the quality of education is to be improved since they are always acknowledged as important participants in educational system (Munir et al., 2021). All education policies since Pakistan's independence have acknowledged the value of teachers' professional development. The present education strategy also emphasises importance of teachers in bringing about grassroots educational reforms (Aslam, 2013). One important element is teacher professional development. Teaching is lifelong learning process, thus it's critical that educators participate in range of in-service training programs to increase knowledge, stay current with emerging research in fields, boost their instructional strategies,

and develop their skill set (Georgescu et al., 2020). In order to achieve objective of learning for all, individual & collective role as active agents of education development is vital (UNESCO, 2022).

Teachers' Accountability

Teachers' occupational quality is one of most powerful forces influencing educational systems. To improve the quality and performance of their work, teachers should thus organise their implementations in a professional way (Hussain et al., 2024). The teachers must behave with accountability if they are be considered professional in processes of education and instruction. The lack of management and accountability in schools is the main cause of the problem with underperforming teachers (Naseer, 2018). Accountability is divided into internal and external categories by Paschal, (2023). An inspection and a contractual requirement provide external accountability. Although it can be achieved individually, external assessment methods can be used to organise teacher accountability. The idea of personal accountability is central to the teaching profession (Rahman et al., 2023). In order to preserve and advance high-quality education, a teacher's quality is crucial teacher do not define them. The environment in which they work, own motivation, opportunity, paths for professional advancement, among other factors, all have impact on this quality (Rashid & Ahmad, 2020). Cultivating a positive attitude towards one's responsibilities is vital to raising educational standards (Rusilowati & Wahyudi, 2020).

DISCUSSION

The most important element of any educational system is teachers. Motivation, credentials, experience, training, aptitude, and a variety of other factors not the least of which being the management structures and atmosphere in which they operate all affect how successfully they teach (Siddique et al., 2022). The foundation of socioeconomic progress is education. One of the main reasons impoverished nations do not develop may be due to a subpar educational system. Even though current administration has taken significant steps to improve both the quantity and quality of education, quality of education in Pakistan is declining (Ali & Lashari, 2021). The quality of teachers is still debatable, particularly at the primary level. It is clear that we cannot change the educational system to raise educational standards without changing the teachers. A number of teacher education changes were implemented in the public sector in this respect, but they didn't seem to have a broad enough vision, thus they didn't significantly improve calibre of teachers or teaching process. The quality of instruction provided in schools was eventually impacted as well. The Pakistani educational system is dealing with new issues. It has not yet reached level of development of other emerging nations in area (Shahzad et al., 2021).

Teachers' attitudes towards enhancing their own personal growth are a crucial component of their professionalism, which calls for high level of occupational awareness. Among elements that help teachers operate professionally are occupational traits and growth (Dong & Chen, 2025). The personal awareness and personal growth are strongly correlated, claim Rashid and Ahmad, (2020). One key metric that enhances educational quality is teacher awareness (Lin,

2019). As result, teachers' understanding of educational processes and personal development initiatives support one another. The responsibility teachers have for the teaching profession, which is also part of teacher accountability, can help shape their personal growth (Shih, 2020). Over time, the notion of professionalism evolves and assumes new meanings (Shakeela, 2020). In this regard, assessing public service personnel' competencies gauging their professional growth also contributes to increased accountability (Shahzad et al., 2021). Being a teacher is a job that demands skill and ongoing learning to improve education depends on their ongoing professional growth (André et al., 2020). The basis for teachers' contributions they work for is laid by ongoing professional development. Collaborating with other education stakeholders and other educators is essential to teaching profession's professionalism (Tufail & Mahmood, 2020).

CONCLUSION

Teachers that exhibit these professional traits can benefit their schools as well. Participation in school and administrative procedures is essential to teachers' attempts to help organise for change. Apart from their contribution to teaching process, teachers are required to participate in school administration procedures and take on a leadership position when it comes to their contributions to their schools. The schools with a strong emphasis on teacher leadership and accountability also perform better. Thus, educators who take part in school-related activities and those who take upon leadership roles as a result of their professional knowledge benefit their organisations and grow in accountability. Teachers' professional learning in teaching and school procedures is facilitated by their understanding of issues pertaining to their jobs and schools. Given that professional learning encompasses self-improvement and occupational accountability. Leadership in society is a function of education. Developing students' physical, mental, psychological, social, and spiritual well-being is the role of educational institutions. In this linking, it enhances and advances the country's social, political, cultural, and economic well-being.

The education and development are intimately related. After more than 75 years, Pakistan's developmental indices are still not improving. In addition to fostering international quality standards and significantly advancing national development, high-quality education is vital for assisting students in gaining knowledge and wisdom. The classroom shapes a nation's future, and teachers are the key to delivering high-quality education. In addition to sharing expertise, participate in upholding and modifying norms in tandem with times. Compared to other nations in the area, the higher education participation percentage is quite low. There are issues with students, faculty, the library, the lab, and other aspects of high-quality education. Relevance to societal demands, research infrastructure, economic hardship, a preponderance of arts students over scientific students, examination flaws, the inefficient management, and academic performance that falls short of the global norms. The researcher chose this topic for study in light of Pakistan's enormous educational issues. This article examines the critical skills a teacher must possess in order to deliver the high-quality instruction and their part in enhancing it.

Recommendations

1. The effective teacher training programs should be made available in order to raise the calibre of teachers. It will improve the educational system as a whole. Teacher should use student-centred teaching strategies (learning via inquiry, group discussions, and projects).
2. The teachers should provide continuous training, workshops, as well as mentorship opportunities to foster their love of teaching and dedication to academic achievement of their students.
3. The teacher should keep himself abreast with changes to curriculum and contemporary educational trends. Teacher should use of modern technology (smart boards, internet tools, digital resources).
4. The teachers should be Acknowledge and reward teachers' efforts through appreciation programs, prizes, and opportunities for professional development and commitment. Teachers should foster among students ethical behaviour and build respect, trust, and care, which raises motivation and academic success.
5. The teachers should inspire problem-solving & critical thinking by using project-based learning. The teachers should promote the academic integrity to uphold students and administrators and should also ensure equity in research, evaluation, and day-to-day interactions.

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