

ESSENTIAL PROFESSIONAL SKILLS

1. The main purpose of the first degree in our universities should be to
 - A. Bring students to frontiers of knowledge and from there should be research**
 - B. Equip students with necessary competencies for different work experiences
 - C. Prepare students for social service and bring them to the threshold of knowledge
 - D. Bring to the frontiers of research with necessary equipment of knowledge
2. Professional Development programmes for Ghana teachers run for a cycle of
 - A. two (2) years
 - B. three (3) years**
 - C. four (4) years
 - D. five (5) years
3. Teachers must _____ in order for the professional development to be successful.
 - A. know the content prior to training
 - B. have a partner
 - C. have time
 - D. see the need**
4. Miss Kokor physical education teacher, demonstrates the new skill to be learned so that his students can watch him and later reproduce the skill. What learning theory is associated with the situation?
 - A. Dual-Coding Learning Theory
 - B. Schema Learning Theory
 - C. Information Processing Theory
 - D. Social Learning**
5. Which is not a role of the Principal when creating professional development?
 - A. participation
 - B. plan it all**
 - C. focusing on the school needs
 - D. creating a culture of improved practice
6. Mr. Bruce has been charged with the responsibility of licensing and renewing the licenses of teachers in Ghana. He provides a lot of advice to the Minister of Education on the formulation and implementation of educational policies regarding teachers. Which one of the following agencies under the Ministry of Education will you recommend Mr. Bruce to be made the Registrar of?
 - A. National Council for Curriculum and Assessment

- B. National Council for Tertiary Education
- C. National School Inspectorate Authority

D. National Teaching Council

7. Which of the following illustrates teaching as a profession?

A. I teach because I see teaching as an avenue to help kids reach their dreams.

B. I possess a deep understanding of the theoretical knowledge about learning and human behavior.

C. I believe I can be an instrument to make the world a better place through teaching.

D. I teach because I want to be a hero to others as teachers were heroes to them.

8. The most important skill of teaching is

A. making students understand what the teacher says

B. keeping students relaxed while teaching

C. covering the course prescribed in his subject

D. taking classes regularly

9. Snyder and Wenger (2004) point out that communities of practice have three basic dimensions. Which of the following is not part of the dimensions?

A. Domain

B. Community

C. Practice

D. Collaboration

10. Five tutors in the Department of Education in one of the public colleges of education in Ghana met to design a Quality Improvement Programme for the department. The most appropriate initial step they might have taken is to

A. clearly define the programme's purpose.

B. design a programme appraisal form.

C. develop a performance measurement criteria.

D. identify barriers to implement the programme.

11. A head teacher has observed that a newly posted teacher is having difficulties managing her classroom activities. Which of the following activities is the best for the head teacher to recommend as a way of helping the teacher to improve?

A. Access books on classroom management from the library and read them.

B. Attend an international conference on classroom management practices.

C. Enroll on an advanced teacher education programme in a recognized institution.

D. Reflect on experiences at work and consider feedback from peers and students.

12. To continue providing guidance services to one of his former students, a basic school teacher visited his student at the nearby senior high school. What type of guidance service is most likely to be offered by the teacher?
- A. Appraisal
 - B. Consultation
 - C. Counselling
 - D. Follow up**
13. All the following are behaviours teachers are expected to exhibit as good role models for learners except
- A. being committed to learners' growth and development.
 - B. developing rapport with learners.**
 - C. showing concern about peer interaction.
 - D. showing interest in learner's achievement progress
14. What is the relevance of application of the reinforcement theory when teaching young learners?
- A. Insist on good morals during social interactions with the learners.
 - B. Make use of concrete teaching and learning materials during teaching.
 - C. Put up good behavior, because learners imitate teachers
 - D. Reward every good behaviour or work produced by the learner**
15. In which of the following situations would peer coaching be the most appropriate professional development strategy for a school leader to use?
- A. Teachers as a group wish to learn more about the benefits and limitations of a particular instructional strategy.
 - B. Teachers have identified a problem in a specific area of instruction and are ready to develop a plan to address the need.
 - C. Teachers from several schools in the district have been reassigned to teach at a newly built school.
 - D. Teachers have received training on a new instructional strategy and are ready to implement it in their classrooms.**
16. The process of acquiring and developing one's knowledge, skills, and emotional intelligence throughout one's career life as a teacher is one of the critical requirements of the contemporary teaching profession. Which one of the following concepts relates to this process?
- A. Continuous In-service Training
 - B. Continuing Professional Development**
 - C. Continuing Professional Training
 - D. Continuous Teacher Education

17. Which saying is correct about Teacher Professional Development?
- A. As an educator, our students are the most important so that we don't need to learn other things.
 - B. School leaders need to care individual teacher's needs when conducting teacher professional program.**
 - C. Teachers' participation in the professional development program is the most important.
 - D. Winning award as the best teacher at the school level in a year.
18. Which of the following behaviours should a teacher avoid when seeking to manage classroom activities effectively?
- A. Communicating expectations inexplicitly.**
 - B. Establishing classroom rules together with learners.
 - C. Punishing undesirable behaviours.
 - D. Encouraging learners who put up good behaviours.
19. Staff at a middle school are ready to implement instructional changes designed to improve students' math achievement. In planning these changes, the school leader has guided staff in a review of current research on math instruction and an examination of students' math performance for the last three years. The leader can best ensure that the planned changes achieve the desired results by prompting staff to take which of the following additional actions?
- A. outlining steps for phasing in the instructional changes with one subgroup of students at a time
 - B. communicating the rationale for the instructional changes to students and their families
 - C. seeking individual professional development as needed to prepare for the instructional changes
 - D. developing a plan for assessing student improvement during and following the instructional changes**
20. What is the rationale for the formative evaluation of an educational activity?
- A. To set direction for the future
 - B. To examine achieved outcomes and impact
 - C. To check for adequacy of the program objectives
 - D. To address the learner's progress throughout the activity**
21. Moral principles that govern a person's behavior or conducting of an activity called
- A. Beliefs
 - B. Ethics**
 - C. Delegation

D. All of above

22. Professional values can be expressed as

- A. attitudes and beliefs towards the teaching profession**
- B. combination of an individual's emotion, behaviour towards teaching the profession
- C. knowledge, skills and experiences gained through teaching,
- D. personal and professional development through lifelong learning

23. Professional attitudes consist of

- A. one's ability to reflect on one's actions
- B. an individual's emotion, behaviour towards the profession**
- C. analysis of learning outcomes to improve learner's attainment
- D. participating in school community engagement programmes to foster learning

24. It is popularly said that any two students are not alike. This implies that they differ in their

- A. Physical and mental set up**
- B. Aptitude
- C. Social status
- D. Attitude

25. Characteristics such as loyalty, honesty, respect, and sensitivity are related to which of the following?

- A. Values
- B. Traits**
- C. Attitude
- D. Attribute

26. In Professional Development (DP) the teacher

- A. Sees his or her role as a potential agent of change in the school, community and country
- B. Critically and collectively reflects to improve teaching and learning**
- C. Demonstrates familiarity with the education system and key policies guiding it
- D. Engages positively with colleagues, learners, parents and School Management Committees

27. Demonstrating the requisite behaviors or ideal way of acting within a learning environment is called

- A. Role modeling**
- B. Guidance
- C. counseling

D. leading

28. To train his cat to be descent, Owusu began by rewarding it simply for defecating outside the house. Later, he only rewarded the cat if it defecated and covered it with soil. Later still, the cat only got a reward if it defecated outside the house and covered it up with soil. Which of the following strategies informed his action?

A. Classical conditioning

B. Fixed interval schedule

C. Modelling

D. Shaping

29. Which of the following recommended activities for Continuous Professional Development of teachers as approved by the National Teaching Council fall under category A programmes?

A. Participating in a research project as a team member

B. Participating in setting of questions for a national or international body

C. Participating in school- or cluster-based workshop

D. Participating in a committee of enquiry or jury service on issues relating to education

30. In a time of reduced school funding, educational leaders can best help ensure that sufficient resources are available to achieve a school's vision and goals for all student groups by emphasizing which of the following approaches?

A. using student performance data to identify areas of greatest weakness and making those areas a priority in terms of resource allocation

B. soliciting views about budget priorities from a broad range of stakeholders and allocating resources based on level of stakeholder support

C. applying a formula for distributing resources that ensures equal allocations for each school program and student population

D. using budgets from the previous year as a basis for guiding decisions about resource allocations for each subsequent budget

31. Which of the following is NOT a characteristic of professionalism:

A. Kindness

B. Competency

C. Morality

D. Complacency

32. A 3-year old pupil in your class who calls a cat a lion and a hen, a vulture may be identified as..

A. Preoperational child with transductive reasoning

- B. Preoperational child with the ability to classify
 - C. Preoperational child with concrete reasoning
 - D. Formal operational child
33. In a school district where students from particular cultural and language backgrounds are significantly overrepresented in special education programs, educational leaders can best initiate efforts to address the issue by analyzing:
- A. assessment instruments used to evaluate students for special educational needs.
 - B. the local curriculum and associated student performance expectations.
 - C. instructional strategies used with students prior to their referral for special education.**
 - D. the placement procedures currently used to determine students' grade levels.
34. Groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly is referred to as
- A. Professional knowledge
 - B. Reflective practice
 - C. Professional development
 - D. Community of practice**
35. A new leader takes over at a school that has been characterized in recent years by very high teacher turnover among probationary teachers, with many leaving voluntarily by the end of their probationary period. The leader and the school site council wish to design a program of enhanced support for probationary teachers. Which of the following would be the most useful *first* step for the group to take in designing this program?
- A. surveying permanent teaching staff about the difficulties that they faced as probationary teachers
 - B. conducting extensive exit interviews with probationary teachers who have recently left**
 - C. reviewing current literature about the best ways to provide support to new teachers
 - D. distributing a survey about conditions at the school to all parents/guardians and other stakeholders
36. The rationale for introducing PD activities is to
- A. provide guidance for teachers to continue to improve their competencies**
 - B. provide a uniform scale for promotion and upgrade of teachers
 - C. recruit competent and qualify teachers
 - D. share a concern passion for something they do and learn how to do it better teachers

37. In which lesson does a general rule is explained first and then examples are illustrated?

A. Deductive lesson

B. Cognitive lesson

C. Inductive lesson

D. Skill lesson

38. All the following are the reasons for introduction of the Teacher Licensing Policy in Ghana except.

A. To professionalize teaching

B. To eliminate non-performing teachers

C. To reduce teacher in-take

D. To enforce discipline

39. In an observation lesson, a newly trained teacher who had been assigned to a class teacher wrote a set of questions on the board based on the topic and asked the students to answer them. The class teacher queried the newly trained teacher for doing the wrong thing. Which knowledge of assessment does the class teacher lack?

A. Assessment as learning.

B. Assessment for learning.

C. Assessment of learning.

D. Summative assessment.

40. Miss Abigal is an excellent Physical Education teacher. She started teaching volleyball to her Grade 2 class. Despite all her efforts, her class does not seem to learn how to play the game. What law of learning was disregarded?

A. Law of Disuse

B. Law of Readiness

C. Law of Effect

D. Law of Exercise

LIKELY EXAMINATION QUESTIONS ON PROFESSIONAL VALUES AND ATTITUDES

41. Teachers must _____ in order for the professional development to be successful.

- E. know the content prior to training
- F. have a partner
- G. have time
- H. see the need**

42. Which is NOT a key ethical value?

- A. Trustworthiness
- B. Tentativeness**
- C. Respect
- D. Citizenship

43. Which is not a role of the Principal when creating professional development?

- E. participation
- F. plan it all**
- G. focusing on the school needs
- H. creating a culture of improved practice

44. Mr. Bruce has been charged with the responsibility of licensing and renewing the licenses of teachers in Ghana. He provides a lot of advice to the Minister of Education on the formulation and implementation of educational policies regarding teachers. Which one of the following agencies under the Ministry of Education will you recommend Mr. Bruce to be made the Registrar of?

- E. National Council for Curriculum and Assessment
- F. National Council for Tertiary Education
- G. National School Inspectorate Authority
- H. National Teaching Council**

45. Which of the following illustrates teaching as a profession?

- A. I teach because I see teaching as an avenue to help kids reach their dreams.
- B. I possess a deep understanding of the theoretical knowledge about learning and human behavior.**
- C. I teach because I want to be a hero to others as teachers were heroes to them.
- D. I believe I can be an instrument to make the world a better place through teaching

46. Why have you chosen teaching as your profession?

- A. You are interested in teaching.**

- B. Due to more vacancies.
- C. Your parents want it.
- D. All of the above

47. According to Kindsvatter, Wilen & Ishler (1988), there are certain beliefs and assumptions about teaching that need to be learnt.

- A. Teaching is a complex behaviour – role of the teacher and needs of schools.**
- B. Teaching is a learned behaviour – teachers born or learnt to be?
- C. Teaching is directly contingent upon the quality of the decision making that precedes that teaching.
- D. Teaching is a simple behaviour – role of the teacher and needs of schools.

48. Which of the following illustrates teaching as a profession?

- E. I teach because I see teaching as an avenue to help kids reach their dreams.
- F. I possess a deep understanding of the theoretical knowledge about learning and human behavior.**
- G. I believe I can be an instrument to make the world a better place through teaching.
- H. I teach because I want to be a hero to others as teachers were heroes to them.

49. Snyder and Wenger (2004) point out that communities of practice have three basic dimensions. Which of the following is not part of the dimensions?

- E. Domain
- F. Community
- G. Practice
- H. Collaboration**

50. "Peer-to-peer" teacher support belongs to (One of the CPD model)

- A. Award-bearing Model.
- B. Coaching/mentoring Model.**
- C. Training Model.
- D. None of above

51. One of the aims of reflective practice is to.....

- A. to reduce the number of students in a classroom
- B. to improve the quality of learning and teaching**
- C. to enable a teacher to criticize another teacher
- D. to compete with other teachers to be the best

52. Which of the following is incorrect?

- A. Continuing teacher professional development program is essential.

- B. Schools could have their own program about teacher professional development.
- C. Schools should just follow the districts' programs of teacher professional development.
- D. Teachers should see the need to undergo professional development training.

53. Five tutors in the Department of Education in one of the public colleges of education in Ghana met to design a Quality Improvement Programme for the department. The most appropriate initial step they might have taken is to

- E. clearly define the programme's purpose.
- F. design a programme appraisal form.
- G. develop a performance measurement criteria.
- H. identify barriers to implement the programme.

54. Educational practitioners can appreciate different ways of looking at their own actions through.....

- A. management
- B. relaxation
- C. reflection
- D. recognition

55. Professional Development programmes for Ghana teachers run for a cycle of

- E. two (2) years
- F. three (3) years
- G. four (4) years
- H. five (5) years

56. The main purpose of the first degree in our universities should be to

- E. Bring students to frontiers of knowledge and from there should be research
- F. Equip students with necessary competencies for different work experiences
- G. Prepare students for social service and bring them to the threshold of knowledge
- H. Bring to the frontiers of research with necessary equipment of knowledge

57. What distinguishes the Critical Friends Group from other Professional Learning Communities?

- A. The use of small groups.
- B. The structured setting.
- C. The focus on student learning.
- D. The participation of teachers.

58. All the following statements are the importance of reflective practice except

- A. It takes the teacher back to use primitive methods of teaching to define the curriculum

- B. It brings new knowledge and skills, promotes self-awareness and deep learning.
- C. It improves the quality of teachers' work to the benefit of learners**
- D. none of the above

59. There are TWO aspects to ethics. Which of the two areas is related to the aspects?

- A. Ability to ascertain good values & the competence to identify them according to societal norms
- B. Ability to detect the implications of doing right over wrong & the consequences of not acting on the wrong
- C. Ability to discern right from wrong & the commitment to do what is right, good proper**
- D. Ability to describe what is right and wrong about ethics & the containment of unethical practices

60. All the following are behaviours teachers are expected to exhibit as good role models for learners *except*

- E. being committed to learners' growth and development.
- F. developing rapport with learners.**
- G. showing concern about peer interaction.
- H. showing interest in learner's achievement progress

61. In which of the following situations would peer coaching be the most appropriate professional development strategy for a school leader to use?

- E. Teachers as a group wish to learn more about the benefits and limitations of a particular instructional strategy.
- F. Teachers have identified a problem in a specific area of instruction and are ready to develop a plan to address the need.
- G. Teachers from several schools in the district have been reassigned to teach at a newly built school.
- H. Teachers have received training on a new instructional strategy and are ready to implement it in their classrooms.**

62. The process of acquiring and developing one's knowledge, skills, and emotional intelligence throughout one's career life as a teacher is one of the critical requirements of the contemporary teaching profession. Which one of the following concepts relates to this process?

- E. Continuous In-service Training
- F. Continuing Professional Development**
- G. Continuing Professional Training
- H. Continuous Teacher Education

63. Under developing thinking to develop reflexivity, the first level is.....
- A. Being able to recognise there were different ways to act in the critical happening or incident.
 - B. Being able to identify and describe a critical incident or happening**
 - C. Being able to devise a way of finding out whether one approach was better than another leading up to that kind of critical incident
 - D. Being able to explain why you did it the way that you did or why the critical happening arose.
64. Which saying is correct about Teacher Professional Development?
- E. As an educator, our students are the most important so that we don't need to learn other things.
 - F. School leaders need to care individual teacher's needs when conducting teacher professional program.**
 - G. Teachers' participation in the professional development program is the most important.
 - H. Winning award as the best teacher at the school level in a year.
65. Which saying is correct about Teacher Professional Development?
- A. Teachers' participation in the professional development program is the most important.
 - B. School leaders need to care individual teacher's needs when conducting teacher professional program.**
 - C. As an educator, our students are the most important so that we don't need to learn other things.
 - D. None of above
66. What is the difference between consequences and punishment?
- A. Consequences are punitive and/or penal in nature and punishment is a logical ending for an action.
 - B. Consequences are handled by the teacher and punishment is handled by the parent.
 - C. Consequences are a logical ending for an action and punishment is punitive and/or penal in nature.**
 - D. Consequences are handled by the teacher and punishment is handled by administration.
67. Staff at a middle school are ready to implement instructional changes designed to improve students' math achievement. In planning these changes, the school leader has guided staff in a review of current research on math instruction and an examination of students' math performance for the last three years. The leader can best ensure that the planned changes achieve the desired results by prompting staff to take which of the following additional actions?

- E. outlining steps for phasing in the instructional changes with one subgroup of students at a time
- F. communicating the rationale for the instructional changes to students and their families
- G. seeking individual professional development as needed to prepare for the instructional changes

H. developing a plan for assessing student improvement during and following the instructional changes

68. Moral principles that govern a person's behavior or conducting of an activity called

E. Beliefs

F. Ethics

G. Delegation

H. All of above

69. Professional values can be expressed as

E. attitudes and beliefs towards the teaching profession

F. combination of an individual's emotion, behaviour towards teaching the profession

G. knowledge, skills and experiences gained through teaching,

H. personal and professional development through lifelong learning

70. Professional attitudes consist of

E. one's ability to reflect on one's actions

F. an individual's emotion, behaviour towards the profession

G. analysis of learning outcomes to improve learner's attainment

H. participating in school community engagement programmes to foster learning

71. Characteristics such as loyalty, honesty, respect, and sensitivity are related to which of the following?

E. Values

F. Traits

G. Attitude

H. Attribute

72. One of the strengths of reflective practice is.....

A. Abundant evidence of impact

B. Everyone is inclined to reflect

C. It is not emotionally draining

D. Complements action research

73. Which is *not* a critical component to professional development?

- A. Time
- B. Expectations
- C. Feedback
- D. **Group Work**

74. Psychologically, the reflective practitioner needs all the following except.....

- A. Motivation
- B. Open mindedness
- C. Genuine belief in its value
- D. **How to go about the process**

75. All the following questions are asked under the 'Engaging with research' prompts for reflective practice except.....

- A. How often do I read relevant research literature?
- B. How often do I compare different sources of evidence when deciding what actions to take?
- C. How often do I undertake action research as a result of reflecting upon learning and teaching?
- D. **How often do I modify my lessons as a result of reflection?**

76. Probably the factor most detrimental to the Mental-health of the teaching profession is.....

- A. Excessive teacher load, e.g., overcrowded class-rooms
- B. Inter-personal conflicts
- C. Lack of opportunity to express oneself creatively
- D. **Monotony.**

77. In Professional Development (DP) the teacher

- E. Sees his or her role as a potential agent of change in the school, community and country
- F. Critically and collectively reflects to improve teaching and learning**
- G. Demonstrates familiarity with the education system and key policies guiding it
- H. Engages positively with colleagues, learners, parents and School Management Committees

78. Professional socialization encourages many areas. Which one below is NOT encouraged by the process?

- A. Fair Play
- B. Integrity
- C. Opportunistic**
- D. Accountability

79. What is referred to as the value and or guidelines which a professional needs to follow in order to remain registered as a member of the professional body?
- A. Organizational obligations
 - B. Codes of ethics**
 - C. Moral obligation
 - D. Professional ethics
80. Teachers have the duty to actively carry out the policies of the State. What must he take in order to effect this?
- A. The Licensure Examination for Teachers
 - B. An oath**
 - C. A course in Professional Ethics
 - D. The Civil Service Examination
81. Which of the following recommended activities for Continuous Professional Development of teachers as approved by the National Teaching Council fall under category A programmes?
- E. Participating in a research project as a team member
 - F. Participating in setting of questions for a national or international body
 - G. Participating in school- or cluster-based workshop**
 - H. Participating in a committee of enquiry or jury service on issues relating to education
82. Which of the following is NOT a characteristic of professionalism:
- E. Kindness
 - F. Competency
 - G. Morality
 - H. Complacency**
- 83.** Professional Development is *not* planned to...
- A. help teachers and students grow
 - B. reflect best available practices
 - C. meet the needs of individual schools
 - D. meet the needs of the state**
84. Groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly is referred to as
- E. Professional knowledge
 - F. Reflective practice
 - G. Professional development

H. Community of practice

85. A teacher should have the qualities of:

- I. Empathy
 - II. Care
 - III. Genuineness
 - IV. Intolerance
- A. (i), (ii)
 - B. (i), (iii)
 - C. (i), (ii), (iii)**
 - D. (i), (ii), (iii), (iv)

86. Reflective practitioners have all the following characteristics except.....

- A. Careful
- B. Proactiveness
- C. Meticulous
- D. Irrational**

87. Adrian uses the problem solving method to solve a problem. After she implements her solution, she discovers that her strategy did not work. What should she do next?

- A. Give up and let someone else fix the problem.
- B. Repeat the unsuccessful strategy
- C. Evaluate the results and create a new solution.**
- D. None of the above

88. Which step is *not* part of organizing professional development?

- A. Evaluation
- B. Planning
- C. Getting Started
- D. Research**

89. All of the following describes professional attitudes and behaviors EXCEPT.....

- A. Altruism
- B. Humanism
- C. Responsibility
- D. Religious**

90. Reflection can take place before, during and after a lesson. This considers all the following except.....

- A. Reflection-on-action

- B. Reflection-for-action
- C. Reflection-in-action
- D. Reflection-from-action**

91. The rationale for introducing PD activities is to

- E. provide guidance for teachers to continue to improve their competencies**
- F. provide a uniform scale for promotion and upgrade of teachers
- G. recruit competent and qualify teachers
- H. share a concern passion for something they do and learn how to do it better teachers

92. All the following are the reasons for introduction of the Teacher Licensing Policy in Ghana except.

- E. To professionalize teaching
- F. To eliminate non-performing teachers
- G. To reduce teacher in-take**
- H. To enforce discipline

93. Which of the following sets of questions best sums up what you are trying to gain from the reflective cycle overall?

- A. What has been learned from this experience? How can the situation be improved?**
- B. Who is causing the problem? How can we change that person's views?
- C. What flaws does a teacher have that should be addressed? Should the teacher be allowed to continue to teach?
- D. What equipment should be purchased for the classroom? What resources are missing?

94. In the development of a reflective practitioner, both the..... and..... approach is needed.

- A. Physiological, psychological
- B. Physiological, practical**
- C. Practical, physiological
- D. Psychological, practical

95. The key to success of a teacher in his profession is

- A. He should be financially well off.
- B. He must have knowledge of the subject matter.**
- C. There should be sweetness in his nature.
- D. He should have the ability to express himself.

96. Which of the following must a teacher provide in the community for moral, socio-educational and civic betterment?
- A. Hard work
 - B. Leadership
 - C. Advice
 - D. Monetary contributions
97. A person can enjoy teaching as a profession when he
- A. is better than your colleagues.
 - B. is getting respect from students.
 - C. is very close to high officials.
 - D. None of the above
98. It is believed that female teacher is more suitable for primary level education because.....
- A. they work patiently and lovingly with the child.
 - B. they have less opportunity for other businesses.
 - C. she agrees to work for less pay.
 - D. there is no high qualification requirement for this profession.
99. The prompts of reflective practice include the following except.....
- A. Professional development
 - B. Lesson evaluation
 - C. Disregarding research
 - D. Listening to the views of others
100. Characteristics such as loyalty, honesty, respect, and sensitivity are related to which of the following?
- A. Values
 - B. Traits
 - C. Attitude
 - D. Attribute
101. Which of the following questions is asked under the professional development prompt of reflective practice?
- A. How often do I read relevant research literature?
 - B. How often do I apply wise suggestions to improve my practice?
 - C. How often do I incorporate ideas from professional development activities into my practice?

D. How often do I undertake action research as a result of reflecting upon learning and teaching?

102. Which of the following questions is asked under the lesson evaluation prompt of reflective practice?

A. How often do I read relevant research literature?

B. How often do I modify my lessons as a result of reflection?

C. How often do I 'look outside' the school for inspiration?

D. How often do I talk to a colleague about learning and teaching?

103. What is a Professional Learning Community?

A. A conference of people who come together to share ideas about education.

B. A seminar that teaches teachers.

C. A small peer group of educators focused on professional development.

D. Another name for a school.

104. Which of the following is an organization that publishes a code of ethics for teachers?

A. Ghana National Teaching Council

B. Ghana Education Service

C. Ministry of Education

D. All of the above

105. When students are off task and need to be refocused it is best to.....

A. Sternly look at a student and tell them to stop.

B. Ignore student behaviour and continue as you were.

C. Write student's names and misbehaviour on the board.

D. Use a class signal to get attention and redirect the class.

55 Your students are doing very poorly in their essay writing compared with previous year's students. You have used the reflective process on your own to try to assess what's going on, but are stumped. What might you try?

A. Guide the students through their own reflective cycle process

B. Avoid using the reflective cycle because you will just get more and more frustrated

C. Ask students the following single question: What should I do differently?

D. Assume that students are not as skilled or talented as last year's students

106. Lydia works at a medical facility in which all employees are required to wear white shoes. Lydia does not agree with the rule. What should Lydia do?

A. Wear shoes of any color she desires

- B. Start a petition
- C. Quit her job
- D. Comply with the rule and wear appropriate shoes.

107. Why should a teacher participate in the Continuing Professional Education program?

- A. To enhance the prestige of his position
- B. To improve his efficiency
- C. To strengthen his competence and productivity
- D. All of the Above

108. Which of the following grants a professional the right to practice a given profession?

- A. A professional Licence
- B. Honesty
- C. Integrity
- D. Code of ethics

109. Which of the following is NOT a characteristic of professionalism?

- A. Kindness
- B. Competency
- C. Morality
- D. Complacency

110. Which body or group of persons are often referred to as guardians of professional values:

- A. Professional corporations
- B. Professional associations
- C. Hospitality committees
- D. None of the above

ESSENTIAL PROFESSIONAL SKILLS**General Professional Knowledge-2024 GTLE Pass Questions**

1. Some headteachers encouraged their teachers to attend a conference on innovative pedagogies for instructional delivery. The reason for the headteachers' action was to help the teachers to acquire
 - A. competencies on the management of students' behavior.
 - B. knowledge on diverse ways of teaching in class.
 - C. proficiencies in assessing learners in the classroom.
 - D. skills in helping learners settle for instruction.
2. Some teachers argue that in-service activities for practicing teachers is a waste of time and resources because the teachers are already abreast with the requisite skills. The actions of these teachers show that they lack ...
 - A. interest in going for further studies.
 - B. knowledge of education as a life-long process.
 - C. knowledge of self-understanding.
 - D. self-motivation in upgrading themselves.
3. When a group of professional teachers comes together to share concerns, ideas and passion for the teaching profession and learn how to teach better, it is described as a ...
 - A. community of competence.
 - B. community of consultation.
 - C. community of engagement.
 - D. community of practice.
4. Which one of the following can be considered as the main reason for introducing the most current basic educational reforms in Ghana?
 - A. Declining quality of education and school structures.
 - B. Private schools always outperforming public schools in external examinations.
 - C. Schools in both rural and urban areas with inadequate instructional materials.
 - D. Systematically low rate of school attendance.
5. 'Content standards', as used in curriculum development, are statements about ...
 - A. how learners are meeting set standards and their progress in this.

- B. how learners should perform in the subject of study.
 - C. learners' response to questions on specific content.
 - D. what learners should know and be able to do.
6. Teachers who show that they have adequate knowledge of their learners by taking account of and respecting their cultural, linguistic, socio-economic and educational backgrounds consider all the following in their planning and teaching except ...
- A. code-switching as appropriate to ensure that all can understand lesson content.
 - B. drawing sensitively on learners' backgrounds in their teaching.
 - C. investigating and taking note of each learner's background.
 - D. using probing questions for both females and males in class.
7. A teacher planned to develop some strategies to enable her to attract learners' attention to the lesson. Which of the following will not be an appropriate option for her to consider?
- A. Giving constructive feedback.
 - B. Giving homework to learners.
 - C. Giving attention to weak learners.
 - D. Tailoring instruction to specific learners.
8. Which one of the following behaviors should be avoided when a teacher wants to effectively manage classroom activities?
- A. Encouraging learners who put up good behavior in the classroom.
 - B. Establishing classroom rules and regulations together with the learners.
 - C. Indicating expectations at the end of the lesson.
 - D. Punishing undesirable behavior in the classroom.
9. A pre-service teacher tries to find ways by which the attention of the learners can be sustained during instructional time. Which one of the following strategies would you not suggest to her?
- A. Adopt formative assessment strategies at the beginning of the lesson.
 - B. Conduct intermittent assessment for learners to monitor whether they are following what is being taught.
 - C. Design the classroom setting with colorful pictures of fruits, vegetables, animals, etc.
 - D. Identify the interest of the learners and use this to inform the instructional design to use.

- 10.** Which one of the following is not true about lesson planning?
- A. It helps the lesson plan to be less demanding.
 - B. It helps the teacher to understand himself very well when preparing to teach.
 - C. It helps to plan for different ability levels and needs of learners.
 - D. It stimulates learners to think in a logical and organized manner
- 11.** Which one of the following strategies will you recommend to a teacher as the most appropriate to enhance the participation of learners in class discussions?
- A. Attach brilliant learners to low-achievers in a group for a task.
 - B. Develop the confidence of learners who are afraid to talk in class.
 - C. Make use of reinforcement and punishment when teaching.
 - D. Use highly interactive methods of teaching and learning.
- 12.** Which one of the following reasons would best explain why a teacher will use the demonstration method?
- A. It does not take a lot of instructional time.
 - B. It helps learners to be active during teaching.
 - C. It provides learners with real-life experience of events.
 - D. It ensures active learner participation.
- 13.** A teacher administered a pretest and found that more than half of the class did not have the prerequisite skills for the new topic to be treated. The teacher therefore had to plan an intervention to address the problem. This intervention most likely involved ...
- A. dividing the class into two groups and providing remedial activities for those who did not pass the pretest.
 - B. giving the students who failed the pretest extra written homework on the skills for the next 2 weeks.
 - C. showing all the students a video covering the skills and proceeding with teaching the entire class.
 - D. teaching the new unit anyway because all students will have to take a test on the material in 2 weeks.
- 14.** In monitoring and conducting periodic review of programs in the implementation of inclusive education, the most essential strategy is for teachers to ...
- A. only provide learners with mild Special Education Needs opportunities to participate in all activities, both within and out of the school.

- B. set appropriate objectives and achievable targets for all learners and ensure that learners can cope with the levels set for them.
- C. set appropriate objectives and achievable targets for only children with mental impairment and ensure that such learners can cope with the levels set for them.
- D. use only multisensory approaches in teaching and provide additional time for learners with Special Education Needs to complete learning activities/tasks and assignment.

15. All of the following factors should be considered when constructing test items except the

- A. age of respondents.
- B. availability of test blueprints.
- C. physical facilities that are available.
- D. skills to be tested.

16. The statement ‘A student obtained 92% in a test and won second prize’ is an example of ...

- A. criterion-reference interpretation of test score.
- B. formative evaluation of teaching and learning.
- C. norm-reference interpretation of test scores.
- D. summative evaluation of teaching and learning.

17. In which of the following situations would peer teaching be the most appropriate professional development strategy for a curriculum leader to use? Some teachers ...

- A. from KG 2 put their heads together to resolve an identified social problem.
- B. from several schools in the district have been reassigned to teach at a newly built school.
- C. have identified a problem in a specific area of instruction and are ready to develop a plan to address the need.
- D. wish to learn more about the educational challenges of the community.

18. All the following are the reasons for ensuring good school-community relationship except that ...

- A. it brings the school and community together in meeting the needs of the children.
- B. it keeps parents informed about all the activities of the school.
- C. literacy rate among the people is improved considerably.
- D. people’s belief in the benefits and usefulness of education is reinforced.

- 19.** A young teacher drinks excessively after school hours. Which one of the following will be the most serious negative impact of the teacher's behavior?
- A. He will be physically weak.
 - B. He will make the community lose respect.
 - C. Other teachers will not respect him.
 - D. The youth in the community will emulate him.
- 20.** The Education Regulatory Bodies Act, 2020 (Act 1023) is an Act that
- A. established the Commission for Technical and Vocational Education and Training.
 - B. established the Complementary Basic Education Agency.
 - C. merged the Ghana Education Service and Ghana Tertiary Education Commission.
 - D. merged the National Teaching Council and the National Inspectorate Board.
- 21.** Which one of the following occurs when learners are able to solve open-ended problems?
- A. Curriculum-based learning
 - B. Content-centred learning
 - C. Problem-based learning
 - D. Student-centred learning
- 22.** Which one of the following sequences correctly depicts the classroom teacher's involvement in the curriculum implementation process?
- A. Breaking down the syllabus; writing scheme of work; writing lesson note.
 - B. Finding appropriate teaching and learning materials; writing lesson note; delivering the lesson.
 - C. Writing appropriate lesson note; teaching.
 - D. Writing lesson note; teaching; evaluating learners.
- 23.** Which of the following is not the most appropriate step to ensure the smooth transition and completion of a topic which was started by a previous teacher?
- A. Administer a test on the completed topic.
 - B. Interview the previous teacher.
 - C. List the objectives to be achieved in the next topic.
 - D. Review and recap the topic.

- 24.** It is very important that all teachers create a conducive learning atmosphere to promote students' learning. Which one of the following should a teacher avoid to ensure an encouraging learning environment?
- A. Do not make derogatory remarks about learners.
 - B. Direct parents on how to handle their children.
 - C. Maintain strict code of behavior for learners.
 - D. Provide learners with a list of what they should not do.
- 25.** During an advance preparation, a teacher demonstrated awareness of differences in learning abilities, gender, and social background of learners. This teacher is showing ...
- A. empathy for learning abilities.
 - B. knowledge of social inclusion of learners in the class.
 - C. love for learners including the disabled in his class.
 - D. sympathy for the vulnerable in his class.
- 26.** In some classrooms, learners have to be forced to learn. All the following strategies can be adopted by the teacher to motivate learners to learn willingly except
- A. encouraging learners to contend with each other in class.
 - B. engaging learners by using appropriate teaching and learning materials.
 - C. planning lessons to meet the different levels of aspirations among the learners.
 - D. provoking the learners' curiosity in the lessons.
- 27.** A teacher elicits evidence about learning in the course of a lesson in order to close the gap between current and desired performance. This process is called
- A. formative assessment.
 - B. normative assessment.
 - C. self-assessment.
 - D. summative assessment.
- 28.** What type of decision does a teacher make when he indicates whether a child has qualified to be promoted to the next grade or not?
- A. Certificate decision
 - B. Competency decision
 - C. Diagnostic decision

D. Placement decision

29. Through a computer programming error, all the applicants who took an entrance test were credited with 10 more correct answers than they really scored. Is this error of scores a concern to the organizer of the test?

- A. No, because the additional 10 points is a systematic error and of no consequence to the reliability of the results.
- B. No, because the additional 10 points is a systematic error and of no consequence to the validity of the results.
- C. Yes, because the addition of 10 points has distorted the reliability of the results.
- D. Yes, because the addition of 10 points has distorted the validity of the results.

30. All the following are ways in which teacher professional development can occur except

- A. attending a workshop on the common core curriculum.
- B. attending teacher professional association welfare meeting.
- C. discussing and learning with colleagues on an issue.
- D. participating in a seminar on lesson planning.

31. At a professional development workshop, a teacher sought knowledge about ways by which he can promote reflective teaching. Which one of the following is not likely to be amongst the strategies promoted?

- A. Allowing colleague teachers to sit in one's class to provide feedback.
- B. Conversing with learners on their performance.
- C. Making experts take notes on one's teaching and analyzing it.
- D. Taking video recording of one's lesson for evaluation purposes.

32. Which one of the following actions is most likely to prevent learners from participating in social activities in schools?

- A. Asking a student not to participate in a school social activity with a just cause.
- B. Detaining a student during break as a form of punishment without supervision.
- C. Preventing a student from participating in sports activities based on health grounds.
- D. Restricting a student from going out to play during instructional hours.

33. A student reported to his teacher that he could not see what was written on the board clearly. What is the best action to be taken by the teacher?

- A. Inform the parents on the issue and constantly follow up to find out the parents' actions.

- B. Move the child to sit at a place where he sees clearly in order to read.
- C. Move the child to the front seat and take him for assessment of visual problems.
- D. Report the issue to the headmaster and later take the child to meet the headmaster.

34. All the following are types of classroom learning environment except being

- A. assessment-centred.
- B. community-centred.
- C. learner-centred.
- D. teacher-centred.

35. A teacher wishes to ensure inclusion in her teaching. How can she best achieve this in the classroom? The teacher should

- A. allow the pupils to put up any preferred behavior in the class.
- B. be aware of the specific needs of every child in the class.
- C. encourage participation of all learners in class activities.
- D. make use of different languages during teaching and learning.

36. A teacher complained about the difficulty she encounters when facilitating learning in her large class. Which one of the following actions will best help her to improve instructional delivery and to enhance learning?

- A. Divide the class into reasonable number of groups and attend to each group one after the other.
- B. Incorporate activities like role play and demonstration in teaching.
- C. Report to the head teacher and explain to him that the large class size will not enhance learning.
- D. Use the lecture method of instruction.

37. A newly trained Mathematics teacher complained to the headteacher that she is not able to relate what she teaches to real-life situations. Which one of the following is the most appropriate advice to be given by the headteacher?

- A. Adopt instructional approaches which encourage illustrations and role play.
- B. Incorporate real-life scenarios in assessment tasks.
- C. Go on field trips, tours and excursions.
- D. Be an independent, critical thinker and problem solver.

- 38.** A teacher gave an assignment to his students and after marking, he met them individually and discussed with them what they did wrong. Which one of the following best describes the teacher's action?
- A. Step-by-step guidance and support on the task were provided by the teacher.
 - B. The teacher adopted an effective and efficient instructional design on the task.
 - C. The teacher attempted to build the confidence of the students on the task.
 - D. The teacher gave prompt feedback to the students on the task.
- 39.** A teacher discovered that a learner was gifted and consistently performed better than his colleagues. Which one of the following actions would you encourage the teacher to take?
- A. Conduct more summative assessments for the gifted learner in the classroom.
 - B. Exempt the learner from group projects.
 - C. Frequently conduct needs assessment for the gifted learner in the classroom.
 - D. Give the learner challenging assessment tasks and provide feedback.
- 40.** A teacher wanted to know how a learner who recently received an intervention on a topic in mathematics was improving over the academic year after engaging the learner in a series of classroom exercises. What would be the best advice you will give to the teacher in making this judgment?
- A. Carry out a trend comparison of the learner's achievement on all the different classroom assessments.
 - B. Compare the learner's assessment scores with the brilliant learners' scores on the different classroom assessments.
 - C. Compare the learner's assessment scores with the poor students' scores on the different classroom assessments.
 - D. Compare the scores of the learner with the scores of his colleagues on all the different classroom assessments.