

## TEACHERS' PERSONAL REASONS FOR ABSENCES

*by:*

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How can one rate a teacher? There are many ways how to define and rate a teacher. There is a standardized way of assessing teachers and evaluating them. But there are things to consider when checking their effectiveness and efficiency, one way is looking at their tardiness and the absences which they file or to which they had garnered for the whole year.

With this, the article discusses many ways not to look at absences as negative but on how other teachers may see the effect of absenteeism to their selves and on their status, they are in especially as they are teaching students.

Absenteeism refers to the inability of the teachers to go or report to the school physically or even online. There might be different reasons such as moonlighting or getting additional work aside from the current work, one does, and some are personal reasons which may affect one's health.

As the teacher may increase more chances of absenteeism, it is quite essential to understand that these teachers are human and they have human needs, as well as there are families depending on them, especially if there are children involved in the family.

These are some minor tips that may be considered and hoping that absenteeism will be minimized among other employees.

It is necessary as a supervisor or as a friend or co-worker of the teacher who is absent to extend patience towards them. The definite humiliation from the event is enough for the teacher to be asked why he/she is absent for that day. However,

supervisors might find it essential if the real reason behind the absenteeism is indeed asked. So proper counseling may be given. However, it is suggested to avoid humiliation or deep intimate discussions of the acquired mistake among teachers.

Deal with the problem as much as possible in the best way and the fastest way one can. When dealing with these, try to consider the nature of the backgrounds of the teachers involved in absences. The procedures must be practical, appropriate but intense, and consistent to avoid the questions among others who are not acquiring absenteeism.

Some may have their own personal reasons, but supervisors try to validate if these are true and if absenteeism becomes a habit among the teachers.

Make a narrative and a research-based narrative inquiry for the usual and common reasons for absenteeism among the faculty in the school to make it more valid and appropriate.

*References:*

UNESCO. (2022). Teacher absenteeism. [https://policytoolbox.iiep.unesco.org/policy-option/teacher-absenteeism/#\\_Glossary\\_1](https://policytoolbox.iiep.unesco.org/policy-option/teacher-absenteeism/#_Glossary_1). Retrieved on March 2022.