

stands for a significant barrier for teachers to become competent professionals. This actually acts to screen out the already able individuals who might otherwise improve their own capacity over time.

This research urges the government to improve the teaching licensure to ensure its substantial effect on teacher quality and student learning. A license should only be given to those who really show efforts to improve their competence and teaching performance over time. It needs relevant professional pre- and in-service teacher training courses as integral parts of the teacher licensure program. Finally, this study recommends reviewing the licensure program and coming up with a well-calculated system that leads to the sustainable improvement of teacher performance and student learning.

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