



## **PROFESSIONAL DEVELOPMENT OF TEACHERS IN INDIA**

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God creates us all. It matters what we do. In this sense, the real builders of society are teachers. He is the path- shower to show light to come out of ignorance. From ancient times till today, they are path showers to enlighten individuals; whether they are doctors, engineers, lawyers, painters, musicians, etc. In the Dictionary of education; C.V. Good (1973) defines Teacher Education as “All formal and informal activities and experiences that help to qualify a person to assume the responsibility as a member of educational professors or to discharge his responsibility more effectively”.

### **Objectives of teacher Education**

In “World Trends in Education”, Miss W. Walker describes “The function of teacher education is to produce good teachers. The good teacher is the one who produces good results in meeting the central, presenting needs of life in whatever social context”.

B.O. Smith describes ‘Teachers for the Real World’ states, “If a student is to be prepared for the evolving world, then an essential attribute of effective teacher is awareness of realities of the world”.

In the international Encyclopedia of Teaching and Education has observed, “Enjoying the same social status and prestige as all those who eminently serve society, today’s or tomorrow’s teacher must be professional, whose educational program and level should be more and more comparable with the physicians education”.

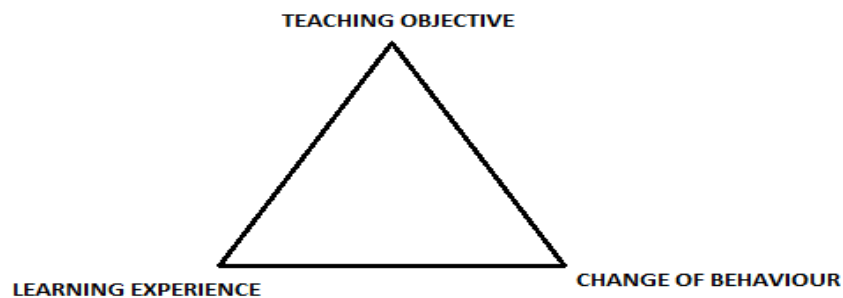
The objectives of teacher education are as follows:-

- Better understanding of the student
- Building confidence
- Methodology of teaching
- Building favorable attitude
- Bringing community to school
- Knowing the Psychology of students

- Knowing the socio-economic status of the students
- Comprehensive colleges
- Summer schools cum correspondence courses
- Better trained professionals for all types of institutions

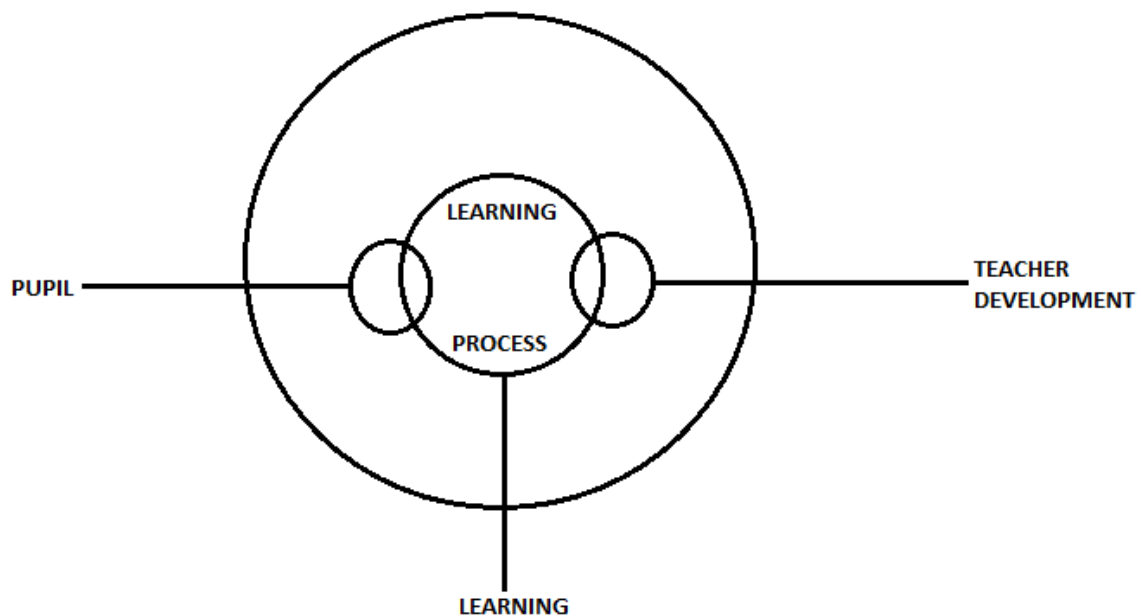
### Teaching as a skill

The act of teaching and talking instruction are reciprocating when performed under proper conditions results in behavioral changes or achievements.



**Fig-1: Teaching Operation.**

The teacher creates the learning situation. The process is the interaction between the student and the teacher. The teaching and learning situation explained with the help of the following diagram:



**Fig-2: Teacher-Taught Interaction.**

This reflects the scientific basis of the art of teaching. In traditional society, it is the accumulation and transmission of knowledge. But now it figures out the awakening of curiosity, the stimulation of creativity, the development of proper interests, attitudes, values and the building of essential skills such as independent study.

Teacher education or training refers to the policies, procedures and provision designed to equip future teachers with the knowledge, attitudes, behavior, skills they require to perform their effectively in the classrooms, school and wider community. The professionals who engage in this activity are teacher educators.

### **Quality assurance in Teacher Education**

The concept of 'Quality' in education is understood in numerous ways. It is related to the quality of work undertaken by the teacher, which has significant effects upon his or her pupils or students. On the other side, those who pay salaries to the teachers, whether through school fees, wish to be assured that they are receiving value for money. There are several ways to measure the quality of work individual teacher of schools or of education system as a whole are looked for.

In almost all countries, salaries of the teacher are not related to the perceived quality of his or her work. Some however, have systems to identify the "best performing" teachers and increase their remunerations accordingly. Others, assesses the teacher's performance with a view to identify their needs for additional training or development, or in other cases, to identify those teachers that should be required to leave the profession. In some countries, teachers are required to re-apply periodically for their license to teach, and in so doing, to prove that they still have the requisite skills.

Feedback on the performance of teachers is integral to many state and private education procedures, but takes many different forms.

### **Importance of Professional Development**

Education is a never-ending process. It doesn't stop after earning a degree and starting a career. Through continuing education, career-minded individuals can constantly improve their skills and become more become more proficient at their jobs.

Students have better learning outcomes educational technology, school district guidelines and curriculum standards are constantly changing, making it challenging for teachers to keep up with trends and best practices in the field. Professional development transforms teachers into better and more apt educators by enabling them to create relevant and tailored course

instructions for today's students. National Board certification is one path for teachers to pursue professional development and keep up with the latest educational standards to ensure optimal student learning.

### **Teachers Learn Better Ways to Teach**

When educators discover new teaching strategies through professional development, they are able to go back to the classroom and make changes to their lecture styles and circulate to better suit the needs of their students. However, these changes are hard to evaluate because they are typically implemented gradually. Professional Development for teachers makes them more efficient in their presentations and course evaluations by exposing educators to new delivery methods, evaluation styles and record-keeping strategies.

### **Teachers Develop Better Organization and Planning Skills**

In addition to the hours spent presenting in the classroom, much of teacher's time is spent on student evaluations, curriculum development and other paper work. Professional Development training can help teachers to become better at planning their time and staying organized. This ultimately makes teachers more efficient and gives them extra time to focus on the students rather than paper work.

### **Teachers Gain Knowledge and Industry Insight**

Students expect teachers to be subject matter experts for the topics they teach. This means teachers should be able to answer any question a student throws their way. Professional development programs can enable teachers to expand their knowledge base in different subject areas. The more professional development a teacher undergoes, the more knowledge and industry insight he or she gains.

### **Teachers want to Continue Their Education**

It's easy for teachers to become burdened by the grind of teaching. Professional Development gives them an opportunity to step out of their routine- they get to be the students instead of the teacher. This keeps educators engaged because they feel like they are receiving the professional help they need to be better teachers. After all, professional development nurtures the talents of teachers who aspire to take on educational leader positions, and teachers must learn from other experienced leaders to become effective future leaders themselves.

Implementing professional education development has benefits for both teachers and students, but most importantly, it helps teachers become better educators and develop into competent future school administrators.

Why it is important to have professional development?

Well-crafted and delivered continuing Professional Development is important because it delivers benefits to the individual, their profession and the public. It ensures teachers capabilities to keep pace with the current standards of others in the same field.

- It (CPD) ensures that teachers maintain their capabilities to keep pace with the standards of others in the same field.
- It (CPD) ensures that teachers should maintain and enhance their knowledge and skills they need to deliver a professional service to the community.
- It (CPD) ensures that teachers knowledge stay relevant and up-to-date. They are more aware of the changing trends and direction of their profession. The pace of change is probably faster than it's ever been- and this is a feature of the new normal that teachers like and work-in.
- It (CPD) helps teachers to continue to make a meaningful contribution to society.
- It (CPD) helps teachers to stay interested and interesting. Experience is a great teacher.
- It (CPD) helps advance the body of knowledge and technology within teacher's profession.
- It (CPD) can lead to increased public confidence in confidence in individual professionals and their profession as a whole.
- Depending on the profession- CPD contributes to improved protection and quality of life, the environment, sustainability, property and the economy. This applies to specialized practice areas.

The importance of continuing professional development (CPD) should not be underestimated- it is a career-long obligation for practicing professional teachers.

Professional Development for a teacher is necessary, as new teaching information, techniques and methods are continually being updated and changed. Professional growth and development is about life-long learning and growing as an educator. Teachers always have the potential to progress and refine their teaching skills. There is always more to learn and new skills to attain.

With professional development, goal-setting is important. Goals need to be measurable by setting a time-table. It's important for the teacher to see how far he/she have come setting

goals. A schedule will give the teachers to focus and a time line. Professional development can help to overcome failures.

Professional development of a teacher is important for both new teachers and veteran teachers. Lifelong learning will always keep them motivated and thinking positively and will help them to overcome any obstacles one faces in the classroom. Professional development is all about becoming the best equipped teacher one can be and so it should be an important part of career development.

There is one thing everyone agrees to improve classroom instruction, student learning and teacher retention all at once, it's proving to be a robust professional development program.

When administrators invest in the professional development of their teachers, they are rewarded with a variety of positive outcomes within the classrooms and across entire state.

Here are the four ways Professional development will improve:-

1. **Retention:** Teachers have high turnover rates, often leaving the profession within the first five years. Offering professional development programs for new teachers that focus on strategies and best practices in areas like classroom management will help teachers feel more supported and valued. Get them off to the right start and they are much more likely to stay.
2. **Deeper subject knowledge:** Teachers must be lifelong learners, particularly in today's changing world for ever- emerging technologies. Professional development allows teachers to develop new skills while also improving old skills. It allows both new and veteran teachers alike to strive towards subject matter mastery.
3. **A collaborative environment:** When teachers start coming together for professional learning communities, department brain storming meetings or monitoring programs, it becomes easier to pose questions and share ideas. Regular contact with others to teach the same grade or subject matter creates a natural and vital outlet for teachers to exchange resources and techniques. The formal and informal sharing of strategies and experiences keeps everyone focused on continuous improvement.
4. **Student achievement:** This is the most important and the most measurable result of investing in professional development. When teachers learn, their students learn too. Teachers who are inspired by their colleagues and energized by their own learning will make a difference in the classroom. In addition, when teachers are armed with

information about the variety of ways in which students learn. They are prepared to help each and every student improve and meet their own potential.

In a nutshell, more the teachers are exposed to the professional development opportunities that directly correlate to their specific subject matter or curriculum, more they will actively work to implement in the classroom what they learn.

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