

PROFESSIONAL DEVELOPMENT OF TEACHERS IN THE CUTTING-EDGE EDUCATION REFORM

Chittaranjan Bhoi, M.Phil, PhD (Utkal)
Associate Professor
Hi-Tech College of Engineering
Rasulgarh, Bhubaneswar
Odisha, India

ABSTRACT

The growth and development of education customarily rely on the making of quality teachers. Qualification and experience ensure the state-of-the-art teaching. So the principal needs of a teacher are to attain maximum qualifications, proficiency in the area he belongs to and in the process establish him as a model. However, this paper attempts to thrash out the objective, role, dimension of a teacher and teacher development in a broad parameter. It further offers some essential tips to the teachers for their escalation and expansion of knowledge and maturity.

Introduction

Education escorts human from the darkness of ignorance to the light of knowledge. The potency and credibility of an individual can be figured out from the education he has accomplished. Mahatma Gandhi is of the opinion that “Education is a balanced intellect presupposes a harmonious growth of body, mind and soul”.(M K Gandhi) So, for the growth of Education, good Educational Institutions need to come up and for the establishment of those institutions good human resources are required. One of the principal human resources that play a pivotal role to bring about this transformation is teacher. Indeed, teaching is a lifelong process. People who opt teaching as profession are literally teachers. Teachers are made, not born. A teacher therefore, masters the art and science of teaching. An ideal teacher needs to obtain proficiency and competence in various subjects that enables and empowers him to meet the requirements of the profession and face the challenges therein. The American Commission on Teacher Education rightly observes: “The quality of a nation depends upon the quality of its citizens. The quality of its citizens depends not exclusively, but in critical measure upon the quality of their education, the quality depends more than upon any single factor, upon the quality of their teacher”.

However, India holds the largest population of the world and therefore confronts with a lot of challenges so far as teacher development is concerned. Teachers whom we call modulators of life need to be educated in all sense for shaping up the future of the Nation and the World.

Objective of Teacher Development

- To enrich theoretical knowledge of the teachers
- To develop teaching skills and competencies for using teaching methods, tools and aids in classroom effectively
- To develop the art of handling classes
- To make use of theory and practice effectively
- To enable reading students psychology and address their needs accordingly
- To learn how to plan and execute teaching methodology
- To learn how to manage human resource (students), time and teaching materials etc.

How Can a Teacher Develop?

- Ceaseless reading and writing
- Making effective discourse
- Attending teacher training programmes
- Online communication with different communities
- Lecturing in-house and out-house sessions
- Following the practices of great teachers
- Individual action research
- Taking membership in various professional bodies for better exposure
- Expanding social networking
- Educating own self in using teaching aids and tools

What to Develop?

As an individual and then as a teacher one has to develop a lot of personal traits. The intrinsic worth such as fostering knowledge, punctuality, regularity, reliability, sincerity, humility, honesty, seriousness, exactness, precision, edification, flexibility, dedication, orientation, personality, tolerance, flexibility, considerateness etc need to develop.

Roles of a Teacher

The role of a teacher is imperative in teaching-learning process. He plays heterogeneous role in shaping and serving the education system. The wide-ranging roles that a teacher plays are:

Manager

- To plan and deliver teaching/training as per the needs of the students
- To govern the skills of class room management, time management and material management
- To develop the skills of managing the human resource(students) both on and off the classroom

Facilitator

- To facilitate both written and oral materials along with the tools and techniques that is required from learners' prospective
- To facilitate the weak students by paying personal attention and living touch and good students by providing extra input in the form of written and oral materials of scheduled curriculum and beyond

Guide

- To guide both academic and personal issues
- To face the challenges with humane heart and become successful
- To guide physical and mental habits

Evaluator

- To evaluate the given tasks and does necessary corrections
- To reckon and bring in corrections in character

Friend

- To share thoughts with a frequency that matches with the students' and makes them feel free to share their as well
- To stand beside him/her in need and deed

Dimensions of Teacher Development

A good teacher always reflects upon how he can be a better teacher tomorrow than he is today. So to scale the height of that scholarship, the following dimensions have to be taken care of:

Dimensions

- Commitment to mentor responsibilities
- Dedication to ethical practices
- Professional and emotional supports to students
- Competent in working with students of diverse background and culture
- Analyze and reflect on class room teaching and teacher-student interaction
- Sensitive to the view points of the students
- Understanding the needs and concerns of the students and address them
- Foster productive conversations
- Sharing teaching practices with other teachers
- Explore strategies to build and strengthen teacher-student relationship

Ideal Practices of an Effective Teacher

An efficient teacher believes in certain great practices. He continues to read more and more because a teacher ceases to be a teacher when he ceases to read. Therefore, the habit of reading, writing, speaking and listening of a teacher should not be stopped in any point of time. While talking about all such things we recollect Francis Bacon's saying- "Reading maketh a full man; conference a ready man; and writing an exact man" (Page 269). So the practices like-

- Thorough preparation on the subject before delivering it to students in class
- Learning from experienced colleagues
- Exercise of expertise and make use of personal innovation in teaching
- Putting constant efforts in developing students' scholarly acumen to a greater height which can help develop teachers in their quest for self-improvement
- Flexibility in attitude to penetrate into the sphere of acceptability of the students
- The pace of teaching needs to be maintained for the better understanding of the students
- Interactive teaching to get effective output

- Preparing study materials and circulating those documents among the students
- Illustration of key class room management skills of effective teachers
- Giving new inputs every session
- Demonstrate how to communicate content and expectations to students
- Monitoring students' learning
- Feedback collection for self improvement

Conclusion

Considering the varied aspects of teaching-learning process and the challenges brazen out by the teachers, it is evident that the wholesome growth and development of teachers is highly essential for education reform. As a torch-bearer of knowledge and a role model, a teacher should ignite and expand the horizon of knowledge of his own and of others.

Works Cited:

Bacon, Francis. *Bacon's Essays: And Wisdom of the Ancients*, Little, Brown & Company, New

York, 1884

https://www.mu-ac-in/myweb_test/maedu/ Teacher Education-iv

[https://www.michiganedusource.org/Conferences/...Teacher Leadership-Maxfield](https://www.michiganedusource.org/Conferences/...Teacher%20Leadership-Maxfield)

[https://www.powershow.com/.../Teacher Professional Devl...](https://www.powershow.com/.../Teacher_Professional_Devel...)

<https://www.google.co.in/#q=quotes+on+education+by+Mahatma+Gandhi>