

PROFESSIONAL DEVELOPMENT OF TEACHERS

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Abstract

The quality of education mainly depends on the competence of teachers. It plays a vital role in the quality improvement of Teachers. Several initiatives are taken by the UGC, MHRD, NAAC and state Government. It includes attending seminars and conferences, workshops and training programmes, paper publications and presentations, Refresher courses and so on. But Poor quality of education resulting in unsatisfactory learning outcomes is a matter of great concern. Quality related deficiencies such as inappropriate curriculum, the lack of trained educators and ineffective pedagogy remain a major challenge. Improving the quality of programmes for initial preparation and continuous professional development of in-service teachers, enhancing the status of teaching as a profession, improving teachers' motivation and their accountability for ensuring learning outcomes, and improving the quality of teacher educational institutions and also teacher educators are the important policies to be introduced in the New Education Policy 2016. Whether these aspects really improve the professional development of teachers continuously? Professional development of teachers should take the form of a "comprehensive, sustained, and intensive approach to improve teachers' effectiveness in raising student achievement". There should be a continuous development of teachers to maintain quality. In addition to the above mechanisms, the teacher should be continuously trained to the updated technology-skill based courses, innovative teaching technologies, online tutorials and examinations. They should go along with the changing reformations. This paper deals with the various mechanisms to be introduced for the professional development of teachers to ensure quality assurance and sustenance in Higher Education.

Keywords: Quality, Education, Professional, Development, Teachers.

1. Introduction

The quality of education mainly depends on the competence of teachers. It plays a vital role in the quality improvement of Teachers. Several initiatives are taken by the UGC, MHRD, NAAC and state Government. It includes attending seminars and conferences, workshops and training programmes, paper publications and presentations, Refresher courses and so on. But Poor quality of education resulting in unsatisfactory learning outcomes is a matter of great concern. Quality related deficiencies such as inappropriate curriculum, the lack of trained educators and ineffective pedagogy remain a major challenge .improving the quality of programmes for initial preparation and continuous professional development of in-service teachers, enhancing the status of teaching as a profession, improving teachers' motivation and their accountability for ensuring learning outcomes, and improving the quality of teacher educational institutions and also teacher educators are the important policies to be introduced in the New Education Policy 2016 [2]. Whether these aspects really improve the professional development of teachers continuously?. Professional development of teachers should take the form of a "comprehensive, sustained, and intensive approach to improve teachers' effectiveness in raising student achievement". There should be a continuous development of teachers to maintain quality. In addition to the above mechanisms, the teacher should be continuously trained to the updated technology, skill based courses, innovative teaching technologies, online tutorials and examinations. They should go along with the changing reformations. Various mechanisms already exist for the professional development of teachers to ensure quality assurance and sustenance in Higher Education. An earlier study of the various models of professional development found if the training merely described a skill to teachers, as traditional workshops do, only 10 percent of teachers could transfer the skill to practice. The majority of the teachers simply left the training completely unchanged (Bush, 1984). Majority of the professional development they do participate in is ineffective. The teachers should have an effective continuous professional development programs to meet the challenges in today's educational scenario. There are number of ways to improve the

professionalism of teachers. Each teacher should have vision which should be transformed into action. The professional development of teachers strengthens their skills and widens their knowledge. Some of the methods discussed here will be useful for the teachers to develop their professional skills.

2. Training Programs

Training programs in the form of workshops, skill learning, in-service during their service is very important for teachers. Curriculum, Teaching and learning methodologies are changing with the technology based revolution. Hence, a formal in-service training to upgrade the content knowledge and pedagogical skills of teachers is widely viewed as an important means of improving teaching and learning. Teachers need both content knowledge and pedagogical skills to convey the content more effectively. This could be practiced through micro teaching, power-point presentations during the training programs. This would certainly mould the teachers professionally.

3. Information and Communication Technology

Education without technology is not possible in this 21st century. It rules the education in all ways - Teaching, learning, Evaluation, Administration. ICT based education is more effective than regular methods. To make it more effective and efficient, the teachers should also develop their technological skills. They should update and train their advanced technological skills by taking up projects, doing short term programs, attending workshops conferences and Refresher courses, taking up on-line course, participating in webinars and sequential programs. Teachers can network themselves with other institutes and associations. Discussion forums are one of the resources to share their knowledge and discuss their issues with other teachers. Teachers should actively participate in discussions. The teachers should undergo professional training once/twice in a year to update their technological skills. E-learning and mobile learning should be included in the teaching methodology and every teacher should prepare e-content. This will boost up the confidence level of the teachers and prepare them to face the new challenges.

4. On-line courses

On-line courses are one of the important resources to update the professional knowledge. Various on-line courses are available in the websites offered by various world-class institutions. Various options are available to choose their courses and universities. Massive Open On-line courses(MOOCs) are also available on free access. Open and Distance Learning (ODL) is recognised and accepted as an important mode for achieving enhanced access, developing skills, capacity building, training, employability and life-long learning [2].

5. Communication skills

The medium of instruction in higher education is English. Hence teaching in English is a must for teachers. Teaching is generally considered as only fifty percent knowledge and fifty percent interpersonal or communication skills [1]. Teachers must be well trained in communication skills. An effective communication skill of a teacher enhances the teaching –learning process of a student. They must also realize that all students have different levels of strengths and weaknesses. It is only through communication skills that a teacher can introduce creative and effective solutions to the problems of the students. Listening, Positive motivation, Effective Body language, good command over English, sense of humour, Building team work, understanding the level of the students are the important communication skills that any teacher should possess [3]. Teachers should train themselves in various ways to improve their communication skills.

6. Evaluation of teachers

Evaluation must help us to achieve an education with a greater inspirational quality, and a new dimension of power. Evaluation is Important to the Supervisors and Administrators in directing as well as guiding Teaching and Learning process [4]. Continuous evaluation of teachers every year is necessary to maintain the standard of teachers. Evaluation process includes the various aspects of teachers on their teaching methodologies and outcomes and it should done by the i) students ii) self iii) Employers. This will enhance the growth of

teachers in their profession. Periodic assessment of teachers must be made mandatory and should be linked with the promotion and increments [2]. They will have to appear and clear an assessment test every 5 (five) year which assesses their pedagogic skills and subject knowledge [2].

7. Conclusion

The quality of education depends on Teacher competencies. Many academics are highly qualified by their degrees but they are highly unproductive. M.Phil and Ph.D degrees promote the research knowledge of teachers and not in teaching. M.Phil curriculum should be redesigned to strengthen the teaching competencies. Full-fledged in-house faculty development training centres should be established with financial support by the government. These centres must provide continuous professional development of teachers. To provide quality education by quality teachers, the teachers should realise that continuous professional development is not an option and it is mandatory.

8. References

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