

**INTERNATIONAL JOURNAL OF LAW
MANAGEMENT & HUMANITIES**
[ISSN 2581-5369]

Volume 4 | Issue 1

2021

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Professional Development for Teachers

CHANDNI GUPTA¹ AND ARNAV AVASTHY²

ABSTRACT

Learning is a journey not a destination. The education that is gathered by many individuals is an outcome of efforts by our teacher's and teacher's education system. The main aim of professional development is to bring transformation in teacher's education system which is a difficult task. In present scenario where knowledge is available in abundance and at un-imaginable speed it is necessary to remain up to date otherwise the most sophisticated knowledge becomes redundant. To keep themselves updated they must re-acquire the knowledge and re-learn to survive the challenging situations put in front of them. It is the need of the hour that some concentrated steps should be taken like introduction of professional program for teachers as it is always said "investment in knowledge bars the best interest". Teacher imparts education which acts as a building pillar for any nation and they do so from the knowledge that they have acquired prior to service and while they are in service. In the past decade's teachers used traditional ways of teaching transferring content to the secondary audience of the students. But now classroom teaching has been completely revolutionized as teachers these days use modern tools like power point presentations. Someone rightly quoted that "people resist changes in their environment" but the bitter truth is they often forget to calculate the gains that they will get from that one change. This paper mainly focuses on introduction as well as implementation of various professional development courses for the upliftment of the knowledge of the teachers so that they can keep up the pace with the fast-moving knowledge of the 21st century.

Keywords: Teachers, Teachers education system, Professional Development

I. INTRODUCTION

Maybe John Dewey rightly said, "Education is not an affair of telling and being told, but an active and constructive process". In the modern age where knowledge is available in opulence and that too at un-imaginable speed it is necessary to stay updated otherwise the most sophisticated knowledge becomes redundant. Teachers as we all know are undoubtedly considered as a building block of any nation as they bestow their knowledge upon the

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citizens of the country. "Learning is a journey and not a destination" the knowledge we gain is part of teachers and teachers education system. According to the dictionary of education the term Professional Development can be defined as "all formal and informal activities that help to qualify a person to assume the responsibility as a member of educational profession or to discharge his activity more effectively. The primary reason for professional development for teachers at any level is to enhance the horizon of their knowledge and to go hand in hand with the new techniques of learning. It has been correctly quoted "investment in knowledge bars the best interest". Teachers serve the knowledge to their students that they gained "pre-service" and in-service a mere program of educating the teachers is not effective. Although there are many qualities that should be present in a teacher but the most important are that he or she should focus on over all development of the student. The knowledge should not be restricted to bookish knowledge, but they should also focus on social knowledge as well. A special class should be conducted on various issues like rape and acid attack so that students are aware of the various aspects of these relative concepts. A teacher should use a language which is easily understandable by the other students. If any student who is not able to cope up with a subject should reach out to teacher for help. To make lecture more interesting a teacher should always use new techniques like use of power point presentations, graphics, chart work so that a student is always inclined towards the studies. There should an assessment process so to check whether the student is getting benefitted from their knowledge or not. A teacher needs to stay updated with the latest knowledge and impart the same to the students also professional development should be made compulsory for teachers as it will increase their knowledge by many times and students will be benefitted from the same.

II. VARIED BEHAVIOR OF THE STUDENTS

Student is a highly variable factor and tends to change easily by the slightest efforts of the teacher. In a profession like teaching variability factor play an important role. A teacher can be called as an independent variable who assures that students are working in the right manner. He is involved in planning, organizing, and controls the process of teaching. There should be strong communication between students and teacher as both are interdependent on each other student follows the instruction of the teacher towards achievement of the goals and it the duty of the teacher to give right direction to their students.

Teaching is undoubtedly considered as one most noble profession around the globe. It is a complex and dynamic phenomenon as no student is same. A teacher has abundance of

knowledge that he or she has gained during the pre-service and on-service experience. A teacher tries to communicate this knowledge by various mediums to their students who can benefit from it. But in present scenario where knowledge is available in abundance the teacher must stay updated with the latest pattern of knowledge. Under the guidelines of university grant commission, it is necessary for the teacher working at university level to qualify N.E.T. Earlier there was no such requirement even many universities these days require their teachers to have good command of computer. It is also the duty of the teacher to maintain to a subtle atmosphere for their students to learn. A teacher should never discriminate their students on the ground of knowledge. There are four major philosophies that are persistent in education system today. Idealism, realism, experimentalism, and existentialism. These are the philosophies from which various educational philosophies are derived.

1. **Idealism:** Idealism can be termed as philosophical approach that revolves around the truth that ideas are the true reality and that they are worth knowing. In idealism the main aim is to discover and develop the ability of each individual so that they can serve the society to the best of their ability. Idealism emphasizes on lecture, history, philosophy, and religion this method focusses on handling ideas through lecture. Introspection, intuition, and whole part logic are used to bring consciousness. Examples are used to imitate character.
2. **Realism:** Realism emphasizes that reality exist independent of human mind. It main aim is to focus on subject matters that are in reality like science and mathematics. The teacher provides data to the student in a very systematic manner while demonstrating it. Teaching skills mainly revolve around mastery of facts and basic skills through demonstration and recitation.
3. **Experientialism:** Experientialism as the name suggest focuses on experiments, hand on problem and involves projects in which students often tend to work in group. Curriculum should bring the disciplines together on focusing problem solving in an interdisciplinary way. Rather passing their knowledge to new learner's pragmatists apply their knowledge to real situations through experiments.
4. **Existentialism:** Under existentialism individual choice and individual standards are given preference existence is above all. In reference to education the matter of existentialist should be a complete personal matter an existentialist is viewed as a person within social context which learners must confront to clarify his or her own

doubts. Answers come from within the individual and not from the outside world. Examination of life through thinking gives excellent learning experience.

III. CONVENTIONAL WAYS OF TEACHING

India as we all know is very cultured nation with vast background of learning and education right from the cradle. The knowledge which is gained by one generation is transferred to another generation by the medium of scriptures or teaching. Many social, political, and economic principles were taught to each and every generation. Even the famous Indian scholar Chanakya also emphasized on education as had a belief that an educated person is respected wherever he stays. He also quoted that ideal practices and conduct is called Dharam.

Ancient Indian culture emphasized on the circle of life with birth marking as the beginning of human being's life and coming to end after his or her death. The entire tradition is based on the pillars of life and death. The Indian saints devoted their entire life towards gaining of spiritual knowledge and molded their life as per the gained knowledge. The saints preached that the control of mental activities relates to the outside world.

During the ancient period there was a tradition of sending pupils to "gurukul" to gain knowledge away from all the distractions of materialistic world. As a matter of fact, the pupils weren't restricted to bookish knowledge but with the practical knowledge of life this can be marked as a first sign towards professional development.

The pupils and the guru use to reside under the same roof during the ancient times. Due to this practice, there was a close contact between the pupil and his guru. This would naturally lead to inculcation of good knowledge by the teachers to the students. While living gurukuls the pupil was asked to get water from the well and to fetch woods for the fire and do other odd jobs. In this way they would learn the concrete lesson of dignity. Also, it would have taught them equality as they had to stay with other pupils who might not have belonged to any royal family. In medieval period oral as well as written methods of teaching were being used. The guru used to dictate orally and the pupil with their full concentration used to hear to their "gurus". The beginning of the 18th century marked the use of chalk and blackboard for better presentation and impartment of knowledge to their pupil. But in the late 19th century pen and paper were introduced which all together replaced the conventional ways of teaching. In the modern era new techniques of teaching have completely taken over the traditional methods. The oral and written methods have been replaced by power point presentations and use of graphics and flip chart have become very common these days. It

might not come as a shock that soon professional teachers will be replaced by robots.

IV. PHASES OF REVOLUTION IN TEACHING

In the recent decade's teachers used traditional ways of imparting knowledge to the passive audience of the students but new techniques are being discovered every day. Use of prepossessing presentations, and smart tools like smart boards are being introduced so that learning can take place for students as well as teachers more effectively and efficiently. Student is a highly variable factor and tends to change easily by the slightest efforts of the teacher. In a profession like teaching variability factor play an important role. A teacher can be called as an independent variable who assures that students are working in the right manner. He is involved in planning, organizing, and controls the process of teaching. There should be strong communication between students and teacher as both are interdependent on each other student follows the instruction of the teacher towards achievement of the goals and it the duty of the teacher to give right direction to their students.

Teaching is undoubtedly considered as one most noble profession around the globe. It is a complex and dynamic phenomenon as no student is same. A teacher has abundance of knowledge that he or she has gained during the pre-service and on-service experience. A teacher tries to communicate this knowledge by various mediums to their students who can benefit from it. But in present scenario where knowledge is available in abundance the teacher has to stay updated with the latest pattern of knowledge. Under the guidelines of university grant commission, it is necessary for the teacher working at university level to qualify N.E.T. Earlier there was no such requirement even many. Universities these days require their teachers to have good command of computer. It is also the duty of the teacher to maintain to a subtle atmosphere for their students to learn. A teacher should never discriminate their students on the ground of knowledge.

V. RECOMMENDATIONS AND SUGGESTIONS

Recently ministry of human resource development introduced "Pandit Madan Mohan Malviya National Mission on Teachers and Teaching." Under this mission a fund of Rs. 900 crores were allocated for upliftment and professional development of teachers. The year 2016 is considered as a landmark year for professional development of teachers as many new decisions were taken specifically during this year like:

Integration of Digital and Print Media:

Under this heading the print media was collaborated with digital media for providing better

and quality content to teachers as well as students. The information that is provided to the students should be continuous to provide optimum knowledge to the students. In addition to integration of print and digital media the content should be teacher friendly and well explained. The module should be well planned to give the clear overview to both the students as well as teachers.

Assessment of the performance:

There should be a mechanism by which performance of the students should be measured timely which can be done by various forms of tests. There should be analysis of the performance of each individual student and the student who is not performing well should be guided and motivated so that he can improve his performance.

Professional Development of Teachers:

A lot of emphasis has been laid on professional development of teachers. Recently a scheme was introduced by the name of “Pandit Madan Mohan Malviya National Mission on Teachers and Teaching.” was introduced in 2016 which focuses on overall development of teachers. It was introduced as the part of teacher’s development program. A continuous performance development of teachers by the medium of various online and offline learning modules should be made compulsory for better learning of the teachers.

Use of bi-lingual language:

It is recommended for teachers to use various bilingual languages so that the student can grasp the concept more effectively in the language he is comfortable with moreover they should also use English as well as Hindi during the delivering of lectures. As these are the most acceptable languages globally and moreover use of Sanskrit as a language should be promoted in schools so that the students get an opportunity to learn the sources of many languages

Use of digital proliferation in Schools and universities:

Technology has surely played a pivotal role in learning. We can learn anything from anywhere in the world. Recently in union budget of 2016 the digital literacy mission was announced and within the next three years the government has planned the digital highway which are being created as a part of digital India revolution.

Some specific methods of Teaching

Inferential techniques of teaching: It can be divided into two parts inductive and deductive method.

1. **Inductive Method:** In inductive method at first problem is recognized so that it can be resolved successfully. After the problem is ascertained we should start looking for the data to solve the problem. After the data is collected it should be organized in an appropriate manner. After organization of data tentative solutions are formed all the redundant data is removed and in final step the result is verified.

2. **Deductive Method:** In deductive method first problem is recognized so that it can be resolved successfully. After the problem is ascertained we should start looking for the data to solve the problem. In the third step data collected is reviewed for appropriate interpretations. After the data is interpreted inferences are formed. And in last step the collected data is verified for appropriate interpretations.

3. **Team Teaching:** Team teaching is a relatively new concept. In this concept two or more teachers come together by cooperation and make plan of the subject cooperatively and calculate its effects on the students. The lecture delivered is delivered to a relatively bigger class also known as common assembly.

4. **Micro teaching:** Micro teaching is a training technique for developing teaching skills of the concerned teachers. Under micro teaching the size of the class is reduced to five or ten students. Also, the size of the concerned topic is reduced. Micro teaching is highly individualized training. It helps in generating highly individual training. It is very effective device to prepare competent teachers. The response provided in this knowledge is immediate.

VI. CHANGES AND RECOMMENDATION

1. **Salary based on performance:** It is required that the salary which is given to teachers should be based on their performance as it will lead to healthy competition among them and they will be motivated to improve their performance also teachers who are not performing well should be consulted as to where they are lacking and how can they improve their performance.

2. **Redressal based mechanism:** There should be a redressal mechanism for teachers they should get an opportunity to resolve their issues and if their issue is not resolved there should be a authority to which they can contact if their issues are no resolved it should be resolved at the earliest.

3. **Questionnaire and Suggestions:** After completion of the session students should be given questionnaire to get reviews of the teacher as to how they are performing and the

areas where they can improve. This is a positive as well as negative aspect it is a positive aspect as teachers will get to know the areas where they are lacking and can improve on it and negative as many students gets an opportunity to take grudges against the teacher they do not like.

4. **Recreational Workshops for teachers:** In the present scenario where the level of stress is relatively high people often tend to suffer from various mental disorders due to this, they are not able emphasize on their main objectives. It is necessary that there should be some recreational activity for the teachers like yoga so that they can keep their stress in control and moreover there should be counselling so that they don't take any extreme step.
