

Professional Growth of Teachers: Need and Challenges

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ABSTRACT

The teacher plays a key role in any process or work related to education. As the younger generations are the future of a nation and the destiny of a nation is being shaped in the classroom, and these destiny makers are teachers. So, it is the responsibility of the teacher to provide valuable education to the students. To fulfil this purpose, proper professional growth is required for the teacher. Professional growth is a tool or resource through which a teacher can improve his or her own abilities, capacities and skills to make the teaching learning process more effective. For this, various pre-service and in-service teacher training programs are available, such as D.El.Ed., E.T.T., B.Ed., M.Ed., workshops, seminars, conferences etc. These programs can help a teacher to make his teaching effective and impressive and an institute can attain desirable educational achievements from the students. Teachers can also develop an ability among the students to assimilate the new knowledge with the previous knowledge by imparting up to date knowledge. The present paper focus on the need and challenges of professional growth programs.

Keywords: professional, teacher, education.

INTRODUCTION

The professional world is continuously changing and becoming competitive so, professional growth is more important as compare to career advancement. Professionalism is all about the attitude towards work i.e. dedication, sincerity etc. and Professional growth stands for one's growth and development in one's own profession. Generally, it refers to gaining new skills, experiences, knowledge that can helps to grow professionally. For this a lot of teacher education program have designed by the government. in India teacher training programs are categorised in two parts i.e. in-service and pre-service. Pre- service programs are those which are mandatory for any service or the which fulfils minimum criteria to attain a job. But in-service teacher programs are considered for the professional development of teachers. These are the programs in which a serving teacher can participate to upgrade his professional skills, knowledge and competencies. Therefore, it includes all forms of education or training given to the teachers who are already in job such as seminar, workshops, conferences, faculty development programs etc.

Need of Professional Growth

For Skill development: Today's era is the age of science and technology and new skills are being developed day by day in teaching and learning. Various professional development programs should be required for the development of different skills in the teacher. These programs can help them to plan their time better and stay organised. Through professional growth programs a teacher can enhance both hard skills and soft skills. Hard skill means which is related to the institution i.e., it is related to teaching strategies, teaching method, approaches, pedagogy etc. whereas soft skills are related to personal growth such as communication skill, dealing with the other colleagues and students etc.

Improvement in instructions: Through professional growth programs, teachers can discover and learn new ideas of instruction and implement them in their classroom for better output. These programs help a teacher to empowered himself to create relevant and meaningful instructions for students, which makes their teaching effective.

Adaptation of new knowledge: Education is a continuously evolving field and to ensure this growth teachers must also with it. Every day new discoveries take place. New information came to our knowledge picking up new methods and strategy and it is the duty of the teacher to perceive this knowledge and present it in front of their students and this will only happen only if the teacher keeps themselves up to date.

Picking up new methods and strategies: Implementation of new strategy and approaches to the teaching learning process is the necessity of the present education, so it the responsibility of the institution to provide opportunities to the teacher to learn about the new technology, method, approaches and strategies.

Use of new technology: Use of new technology in teaching learning process is the need of the hour. As we know During Covid-19 physical classroom teaching replaced by digital platforms forcefully. Various online applications such as Google Meet, Zoom, Stream yard, you tube, Google classroom etc. were used to connect with the students and provide them education. This was possible only with the knowledge of technology. This knowledge is provided by the various training programs.

To develop teaching learning material: Teachers often use various teaching learning materials to make teaching learning process effective and various researches has also proved that the use of new teaching learning material has led to development in the overall system of education. Thus, a teacher must come across the new innovation in the teaching learning material through various workshops, seminars and conferences.

For Career Advancement: it can help a person to get more opportunities which is beneficial for his career advancement. New skills, competencies develop a better potential among a teacher as compare to the traditional teacher. Therefore, these programs opennew doors of achievements for the teacher.

Enhances Confidence: professional growth can improve the confidence of a teacher. Learning new skills can make a teacher more confident and comfortable.

To create challenges in the institute: a teacher can create challenges by innovating teaching techniques and integrating new technology in teaching concepts. Through these challenges they can know about their students' abilities, motivate and encourage.

PROGRAMMES FOR PROFESSIONAL GROWTH

Seminar and conferences:- Seminars and conferences are good sources of professional growth. These are organised with a clear objective to develop a particular skill related to a particular area or subject among the teacher. These can be organised at the institute level, state level, national level or international level in which discussion on a particular topic take place.

Workshops :- these are also conducted with a clear objective and learning outcomes. But in workshops some solid dimension is being attached to the discussions conducted in seminar and exchange of ideas take place by assigning work among groups of the participants. It is more practical approach as compare to seminars.

School programs:- Various programs should be organised at school level for the professional development of teachers. Teacher's should also organise and participate in educational fair, exhibitions, extension lecture etc.

Training programs:- various in-service training programmes are arranged by the state and centre institutes of education such as SCERT, NCERT, DHE, DIET etc. and others to imparts training for the acquisition of various skills related with the education. Teachers can acquire necessary knowledge and skills by participating in these training programmes such as resources utilisation training, arrangement of Laboratories, club and library, teaching aids etc.

Higher studies:- Higher studies in one's own area of study can also be involved in his professional growth such as bachelor's degree holder can do master's degree and master's degree holder can do research work. Various open universities are available to fulfil this purpose so that an in-service teacher can do his higher studies along with his job. And there is a provision of study leaves for the in-service teachers for the enhancement of their professional growth.

Professional writings:- A teacher can improve his professional growth through professional writings such as writing for magazines newspaper articles, journal, periodical and books etc. On the other hand he can improve his communication skills and enrich himself with writings and articles of the other teachers or experts.

Experimentation and action research: through various experiments and research teacher can solve the problems of the institution and try to understand and apply the new innovations in teaching strategies, teaching methods and teaching learning material in the classroom. Action research helps a teacher to understand the problem at grass-root level.

Orientation and Refresher Courses: University Grant Commission came into existence to improve the quality of in-service teachers at college and university level. At college level various orientation programs in pedagogy, educational psychology, philosophy, political status and socio-economic concern are organised time to time. It is necessary for every teacher to attend orientation / refresher course at-least once in every three to five years. Thus, these courses are the devices for competency building in in-service teachers.

CHALLENGES

Lack of resources: finance plays an important role in the successful implementation of any program. The appointment of experts, new technology-based aids, expenses of various training programs are not possible without proper amount.

Lack of experts: Proficient, competent, well qualified and experts are required to conduct in-service teacher education programmes, which is not possible on a large scale.

Lack of time: Teachers do not have proper time to attend these programs along with their busy schedule. Sometimes, due to lack of faculty members higher authority do not allow their employees to attend these in their working hours.

Too much expensive: Conductions of seminars, workshops, conferences and training programs requires a lot of expenditure in the form of manpower, energy and money. Similarly, it is mandatory for participants to pay fee for participation.

Lack of interest: ageing or those who are near their retirement do not pay attention to any type of training programs, research writing etc. and sometimes they do not allow their junior employees to conduct and participate such type of activities.

Lack of incentives: professional growth programs are too much expensive. If a teacher participates in professional development programs, it is also beneficial for institute along with his personal growth. So, it is the responsibility of the institute to provide fund or incentives to encourage them to take part in various programs.

Lack of critical analysis and research: education is the field which is related with every other stream. With the help of education, we can frame various policies for good achievements in various fields. So, it needs critical analysis like teacher education programs, causes of dropouts, effective use of teaching learning resources etc.

Language barriers: it can often be frustrated. Sometimes it can even lead to conflict between the teachers and students. Sometimes Medium of the instruction or information which is provided through various training programs act as a barrier for teacher such as it is not essential for a teacher from Haryana that he can read or write Marathi and vice versa.

CONCLUSION

Professional growth is required for the development of teacher, institution as well whole nation. In every field of education, the future of a nation prepared in a classroom in front of teachers. So, a teacher must have knowledge about subject area, new trends in their particular subject, new trends in technology and strategies. For the improvement in teaching learning process and quality of education it is the responsibility of the Government and institutions to organise personality development programs and it is the duty of the teacher to attend them.

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