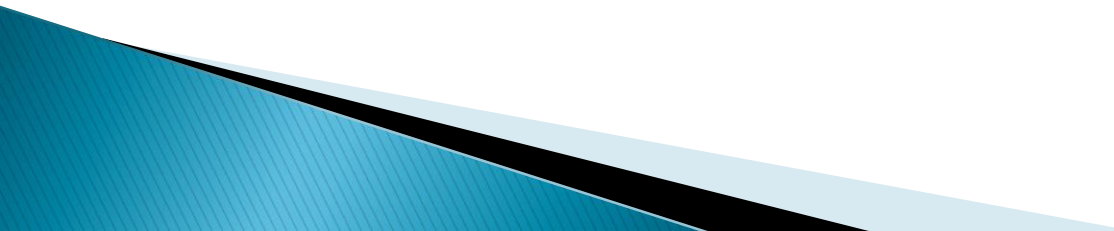


PROFESSIONAL DEVELOPMENT OF TEACHER EDUCATOR AT SECONDARY LEVEL; STATUS, STRATEGIES AND PROBLEMS

Presented By
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Professional Development

- ▶ A professional is a member of a profession or any person who earns their living from a specific professional activity.
 - ▶ Development is a process that creates growth, progress, positive change or the addition of physical, economic, environmental, social and demographic components.
 - ▶ Professional development is process of improving and increasing capabilities of staff through access to education and training opportunities in the workplace, through outside organisation, or through watching others perform the job.
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Types of professional development

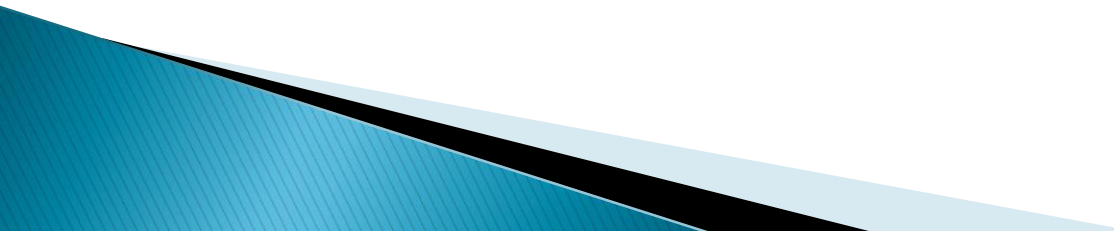
▶ *Organized professional development*

- Professional development meeting
- Providing readable literature
- Lectures by subject expert
- Demonstration of IT and computer literacy
- Institutional subscription of research journals and articles

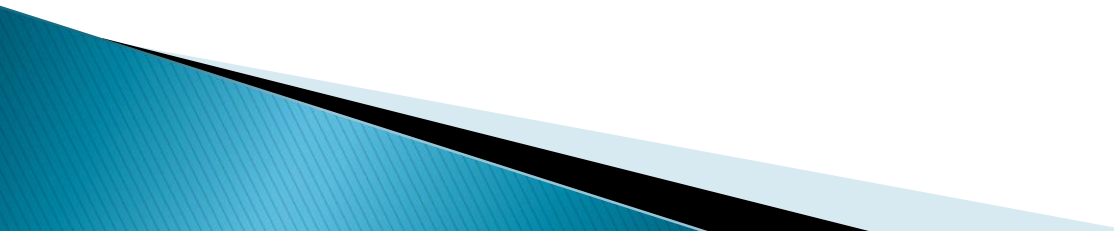
▶ *Self-motivated professional development*

- individual subscription of research journals and articles
- computer literacy
- meeting subject expert
- voluntary participation

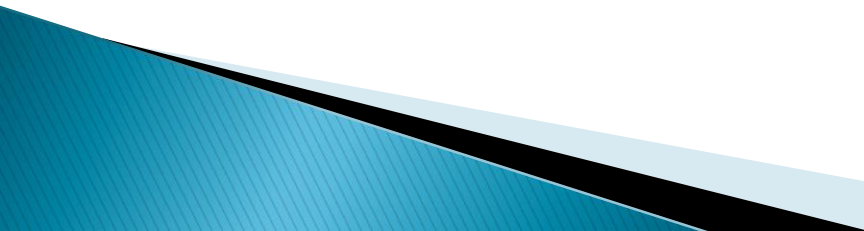
Need and Importance of Professional Development

- ▶ A teacher's personal qualities, educational qualification, his professional training, high managerial skills and the place he occupies in the college and in the community contributes to the quality of his teaching. The education of a teacher is not complete on receiving a degree or diploma from a college or university.
 - ▶ Professional development transforms teachers into better and more apt educators by enabling them to create relevant and tailored course.
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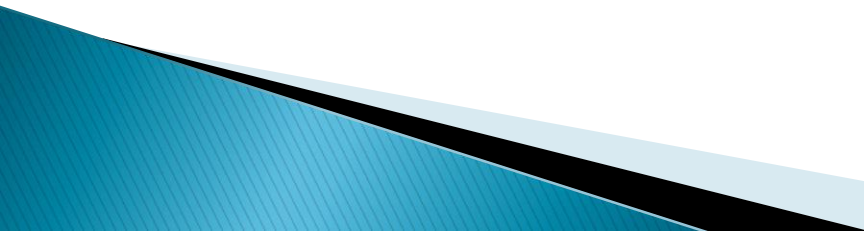
Existing Scenario of Professional Development of Teachers in India

- ▶ Professional development is a requirement for all teachers. It is some form of education for teachers that can enhance or better their teaching or classroom environment.
 - ▶ New Education Policy (1986) recommended Academic Staff College at national level for the training of in-service teachers of higher education.
 - ▶ At present 66 academic staff colleges that have now been replaced to UGC- Human Resource Development Centres.
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Present status of Professional Development of Teacher in India

- ▶ The Mudaliar Commission (1952) Report Stated, “We are convinced that the most important factor in the contemplated educational reconstruction is the teacher, his personal qualities, his educational qualifications, his personal training and the place he occupies in the community.”
 - ▶ National Education Commission (1964-66) - The commission recommended that the orientation course should be organised for the new staff in every university.
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National Policy on Plan Education in its Programme of Action (1986)

- ▶ 1. To organise specially designed orientation programme for all new entrants.
 - ▶ 2. To organise refresher courses for all the teachers at least once in five years.
 - ▶ 3. To organise orientation programme for the teachers.
 - ▶ 4. To encourage teachers to participate in workshop, seminars, conference and symposia etc.
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Barriers of professional development

- ▶ **Psychological barriers** a person who has psychologically unable to develop his potential is called psychological barrier.
 - Teacher lacking positive attitudes.
 - Teachers lacking motivation.
 - Teachers lacking interest.
 - Teacher lacking confidence.
 - Teachers having stress.
 - Teachers having frustration.
 - Teacher lacking awareness.
 - Inability to learn new technology.

- ▶ **Administrative barriers** a person who has potential to acquire professional development but problems with implementing is called administrative barrier.

Poor administrative.

Government policy.

Lack of physical and financial facilities.

Inadequate time and funding.

▶ **Material barriers** a person who have with utilizing personal development is called materials barriers.

Time commitment.

Energy demands.

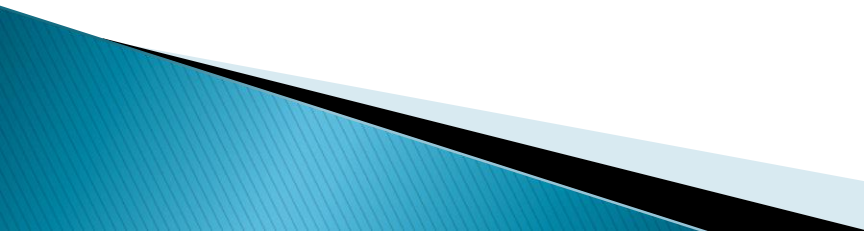
Working environment.

Family environment.

Role of NCERT, SCERT CTEs and NCTE for Professional Development of Teacher Educators

Sl no.	Programmes and Activities	Nodal Agency	Modalities
1	Orientation programme of resource person at National level	NCERT and other National level	Face to face mode: 5 days programme
2	Professional development of master trainers	NCERT	Face to Face: 10 days training on content and pedagogy enrichment.
3	Continuous professional development of teachers	SCERT/CTEs	Face to Face mode: 10days training for secondary teachers
4	Professional degree for untrained teachers	NCTE	B.Ed, M.Ed, Integrated teacher training programme

Benefits of professional development

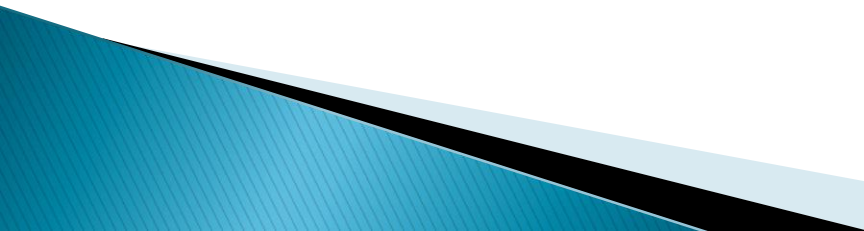
1. Teacher experience effective professional development through interventions.
 2. The professional development increases teacher's knowledge and skills and/ or change their attitude and beliefs.
 3. Teachers use their new knowledge and skills, attitudes, and beliefs to improve the content of their instruction or their approach to pedagogy, or both.
 4. The instructional change foster increased student learning.
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Suggestions for the Improvement in the Existing Professional Development Programmes


To the government

- ▶ The education department should encourage the staff to acquire higher degree. It will help to enhance the profession perception of the teachers.
- ▶ Arranging periodical professional development programs, refresher courses and pooling the staff with subject wise experts for the seminars and workshops with help them to acquire the new skills and new technique to be adopted.
- ▶ Establishing university resource centre to cater the school for psychological and professional counseling.
- ▶ Financial assistance may be given to the undertake action research and projects related to teaching learning process.

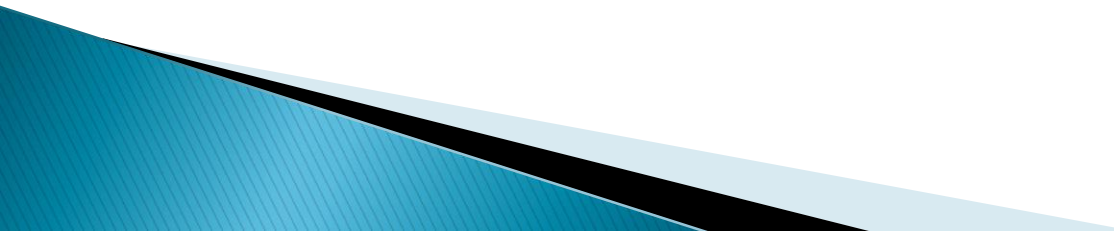
To the institutions

- ▶ Adopting suitable screening test during the staff selection.
 - ▶ Language improvement programme to be arranged.
 - ▶ The private schools management to direct the or to encourage the to participate workshop, seminars and similar professional development programs organized by the education department.
 - ▶ Teacher should undertake action researches and projects.
 - ▶ Organizing institutional level and group of institutions with senior faculty sharing their experiences will help to improve their profession perception.
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To the teachers

- ▶ The themselves to show special interest on acquiring higher degrees.
 - ▶ Attending periodical professional development programs, refresher courses, meeting the subject experts, seminar and workshops will help to acquire the new skills and new technique to adopt.
 - ▶ Teacher should properly utilize the resources available in Educational resource centers, Block Resource Centre and other Educational Institutions
 - ▶ Teachers also should realize that teaching is not like other profession but it is a Nobel profession hence they should be committed, dedicated and willing to know the new things in order to deliver their duty properly.
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Conclusion

- ▶ Education is a lifelong process and no formal training in an institution can fully prepare a person for professional service. The continuous learning is imperative as teachers knowledge lags behind due to continuous expansion of knowledge in the field of teacher education on a regular basis.
 - ▶ A success teacher must be the central focus of continuous professional development because it is upon them that the pressure and support for change must be applied.
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THANKS