

**IN SERVICE TEACHER EDUCATION IN FUTURE****Ms. Eesha Bhagwat<sup>1</sup> & K.N Bhise<sup>2</sup>, Ph.D.**<sup>1</sup>*Savitribai Phule Pune University, Pune*<sup>2</sup>*Prof. Shikshan Prasarak Mandali's Tilak College of Education, Pune-30***Abstract**

*In the words of Professor Humayun Kabir, "Teachers are literally the arbiters of a nation's destiny." In every field, professional success mainly depends upon the up-to-date knowledge, skills & qualification of an individual. The individual should work with his fullest devotion & dedication to succeed in that field. The purpose of teacher education is to engender the qualifications judged to be necessary for doing the work the teacher is called upon to undertake. The central phase of teacher's work is instruction that is stimulating, directing and guiding the learning of students. Teacher is the role model of students. Therefore, it is essential that he/she should have necessary skills required for teaching and learning. The system of education is changing and it is expected from teachers to change their teaching methods or style of teaching. There are many teachers those who had already joined schools and colleges many years ago. Even they need to update their knowledge. In service education gives an opportunity for such teachers to learn new techniques and literate them about changing needs and pattern of education system.*

**Key words:** *Teacher Education, In-service training, Development of teacher, Objectives of in service training for teachers, Background of study, Need and Importance of study, problems related to in-service education, Impact of study, suggestions & recommendations*



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**Introduction:-**

Education is a wider term and it goes beyond of one particular job. To succeed in any job training is essential. It has been seen that, trained people understand the requirements of particular task faster than untrained people. Therefore, training is required to improve an individual's skills and nurture his talent. Efficient performance of the job depends upon training. "A teacher can never truly teach unless he is still learning himself. A lamp can never light another lamp unless it continues to burn its own flame. The teacher who has to come to the end of his subject, who has no living traffic with his knowledge but merely repeats his lessons to his students can only load their minds. He cannot quicken them. Truth not only must inform but also must inspire," (Rabindra Nath Tagore).

There are mainly two types of training:-

1. In service training
2. Pre-service training

Training also increases level of confidence among individuals.

**Teacher Education: -**

Education is wider term but it mainly emphasizes upon general behavior, development of a personality, nurturing talent and skills, motivating people to become successful, increases level of confidence. In teacher education, even the teachers require certain skills and knowledge to teach. Teachers are the role models of the children. It is expected that they should possess updated knowledge on the field. The system of education is changing with the changing of role for teachers. The role of teacher is not limited to teaching but they are the guides, mentors and now facilitators for students. Therefore, it is essential to give them proper training well in advance.

**In-service training:-**

It is well known that new things, new techniques, new concepts are coming every day. It is said that knowledge becomes just doubled after a decade. Education is a lifelong process and the concept fairly goes with the field of teaching. Teachers need to prepare themselves for this lifelong learning. The students are growing faster with the help of internet in terms of knowledge. It is expected that teachers should grow along with their children. Continuous learning is essential in order to improve the quality of teachers and education system.

In service training gives a chance to teachers, educators those who are already working in schools and colleges to update their skills with latest techniques

**Development of Teacher: -**

Attitude involves feeling about something. In the field of teaching, right attitude is essential. Teachers have to deal with many students at a time. Training provides essential techniques about how to deal with difficult situation and gives favorable attitude towards work.

Development of a teacher is nothing but possessing right attitude towards job, get the work done from students, change in behavior, developing good qualities etc.

**Research Methodology:**

This paper is mainly based on secondary data which is collected from the books, journals and internet.

**Objectives of Research:-**

1. To study the need of training for teachers
2. To study the importance of In service teacher education
3. To analyze new concept to start in teacher's education
4. To create new and effective teaching methods for in service teacher's education
5. To compare old methodology of education with new one.

**Scope & Limitations:-**

1. Research is based on conceptual method.
2. Researcher is studying about teacher's education.
3. Researcher is concentrating only on in service teacher's education.

**Definition of In-service training:-**

“In-service education is thus a programme of activities aiming at the continuing growth of teachers and educational personnel in-service”, (M.B.Buch).

“All those activities and courses which aim at enhancing and strengthening the professional knowledge, interest and skills of serving teachers,” (Cane, 1969)

**Objectives of In-service education for teachers:-**

1. The in-service teacher education is primarily meant for regular serving teachers.
2. It includes new concepts, techniques of teaching, technology based teachings for teachers.
3. Teachers can go for distance education in this since they are already working.
4. It gives them immense pleasure, sense of achievement and inner satisfaction.
5. It helps to increase professional knowledge, skill aspect, attitude towards profession, work ethics, code of conducts, interest towards teaching profession etc.
6. To provide incentives to the teachers to work more efficiently.
7. To help teachers to get acquainted with new technology.
8. To help teachers to work on their problem areas and do the necessary corrections.
9. To help teachers to upgrade their knowledge.
10. To increase the professional efficiency of the teacher.

**Origin and historical development of in-service education programme for teachers:-**

The history of in-service education in India is not a very old one.

**1. In ancient times:-** The idea of extending education was mainly through pilgrimages, festivals, fairs and socio-religious media.

**2. In British period:-**

- a. Wood Despatch (1954):- It was for the improvement of teachers who were in the profession.
- b. In Indian Education Commission (1882):- Graduates require to go under shorter course of training to get employment in schools.
- c. Curzon's Resolution on Educational Policy (1904):-
- d. Government of India's Resolution on Educational policy (1913)
- e. The Hartog Committee (1929):- It has started with the refresher course for school teachers.
- f. The report on Vocational Education in India by A.Abbot and S.H.Wool
- g. Post-war educational development in India 1944

**3. In Free India:-**

- a. The University Education Commission (1949):- It recommended vacation refresher's course for high school and inter college teachers.
- b. The first conference of the principles of training colleges at Baroda (1950):- This committee has recommended short courses for untrained teachers, refresher course for trained teachers and special courses.
- c. The Joint Secretary of the Association of Training Colleges (1951):- Professional training through correspondence courses
- d. The Secondary Education Commission (1953):- It provided refresher courses, short intensive courses in special subjects, practical training in workshop, seminars and professional conferences.
- e. Third Conference of the Principals of Training Colleges (1954)
- f. All India Council for Secondary School Education (1955):- It dedicated to start a well planned and well organized programmed for in-service teachers through the establishment of extension service centers in selected training colleges in the country.

- g. National Council of Educational Research and Training (NCERT) (1961):- In 1962, 15 more Extension Departments were established to provide extension service to rapidly increasing number of schools.
- h. Education Commission (1964):- It strongly recommended the provisions of summer institutes and the necessary in-service education programme for teachers once in 4-5 years.

**Need and Importance of In-service education for teachers:-**

1. To learn the art of teaching
2. To make teaching efficient and effective by using different methods or techniques
3. To convert raw teacher into the trained or professional individual
4. To make good teachers for the development of young generation of the country.
5. To develop a right attitude among teachers for teaching and learning.
6. To provide training in the process of evaluation to the new joiners or teachers.
7. To develop class management for effective teaching and learning.
8. In service training is primarily meant for regular serving teachers.
9. It contributes to the qualitative improvement of education.
10. To help teachers to work on their problem areas and pooling their wisdom
11. To help teachers to get acquainted with modern techniques in education.\
12. To broaden the mental outlook of teachers.

**Problems related to In-service education:-**

1. Lack of motivation for teachers to learn new things
2. Lack of interest on the part of teachers
3. Lack of incentives
4. Inappropriate methods and techniques as many times in service education is offered through distance mode.
5. Teachers face financial problems
6. Lack of financial assistance is given to them
7. No follow up has been made by institutions those who offer in service training
8. Too much of work load on teachers demotivate them to go for learning. Less enthusiasm on their part.
9. Less contribution from schools and colleges to motivate teachers to go for in service training or train them in the premises itself by inviting institutions who offers such courses.
10. Inadequate facilities or resources in schools or colleges to provide training to the staff.

**Impact of in-service education on teacher education:-**

1. It will help to correct wrong notions about teacher education that is in circulation.
2. It can illuminate the debate about theory-practice links and the role of experimental learning.
3. It is to highlight the aspects of knowledge that have been somewhat neglected in the teacher education programmes.
4. To shed light on the growing debate about competence based approaches to professional standards and qualifications.
5. It shall help to build in professionalism through:-

- A focused approach
  - Pride in what one is doing
  - Confident
  - Competent
  - Motivation towards a particular goal
  - Accountability
  - Respect for people irrespective of rank, status and gender
  - Responsibility whole on the path to a particular goal
  - Commitment to word and deed and
  - Control of emotions well
6. There are certain work ethics which can be taught to teachers through in-service training programme:-
- Sincerity in Teaching
  - Motivating the Students
  - Providing Emotional Stability
  - Psychological Handling of Students Impulses
  - Conscious Workers
  - Help the Students in taking decisions
  - Development of Leadership Qualities
  - Guiding Parents in Deciding the Child's Future
  - Establishment of good relationship between School and Parents

**Suggestions and recommendations:-**

1. Programme of continuing education should be organized at large scale for teachers of all levels by university and other institutions.
2. It should be compulsory on the part of teachers to take training in teaching before joining schools and colleges.
3. It should be mandatory for teachers to attend seminars or workshop conducted by government on time to time basis.
4. Schools and colleges should reduce the burden of work for teachers and give them motivation to attend training sessions.
5. Schools and colleges should conduct seminars of teacher educators
6. The link between pre-service and in-service education must be established as early as possible. These should not be considered as distinct or separate.
7. Awards of credits, higher distinctions, rise in pay scale, rise on status, written appreciations, certificate of excellence etc. should be given as an incentive for motivating teachers.
8. The programmes of in-service education should be very well planned and properly organized.
9. Incentive should be given to teachers who attend these programmes for longer duration and during the holidays.
10. Some ways should be found out to ensure proper follow up to know how far the participant is benefited from the programme.
11. Subject experts should be appointed to give guidance to the teachers.

**Discussion:-**

Learn not only to **think like a teacher** but also to **act like a teacher**, (Kennedy, 1999). Professionally, teachers need to understand and be able to do a wide variety of things simultaneously

Quality of education depends on the quality of teacher education because teacher has a crucial role in the development of a country and it is rightly said that the destiny of the country is formulated in the classrooms. Education is a lifelong process so teachers should be well prepared of the fact to be a learner for an entire life.

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