

TEACHER PROFESSIONAL DEVELOPMENT: IT'S NOT AN EVENT, IT'S A PROCESS

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“The density of India is being shaped in its classroom.”

Abstract

The quality of education in any nation is intricately linked to the quality of the teachers it produces as the teacher mediated between educational content and the learner in a conducive context. If there is no quality education, brought about by quality of its education. It is important to note, however, that the quality of teachers produced is related to the quality of those admitted into teacher education programme. Teacher education is a program related with teacher proficiency and competence that would make them competent enough to face new challenge in the education. Now a days the field of Education is not only limited with book but has broadened in various new horizon. Development and changes in education have affected teacher education necessitating reviews and reform. It demand understanding with investigative mind, assimilating the required transformation, accommodating and responding to the universal need. We also need to train teacher with new perspective as the outer world in the classroom and school are opening to the world. The pre-service and in-service teacher education programme have shown paradigm shift with its emphasis on globalisation and individualisation. This main purpose of this paper is to find the need of Professional Development of Teachers.

Keywords: *Teacher, Education, Professional, development*



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TEACHER EDUCATION:

NCTE (1998) described that teacher is the most important element in any educational programmes. He play a central role in implementation of Educational process at any stage the competence. The level of achievement of learners is determined by teacher. So the quality of education basically depends on the quality of teacher. As the population in India is growing very rapidly day by day the need of well qualified and professional trained teacher will also increase in the coming year. So lot of effort to be made to improve the education. Teacher education is a continuous process and its pre-service and in-service competent are complementary to each other. Education to develop character and desirable social and human value to function as responsible citizens.

PRESENT SCENARIOS: Teacher's education is in the transition phase because of the rapid change in technology and student's changing value. A substantial effort is needed to

understand the underlying dynamic of teaching and learning principal of students of the recent times. Teacher education courses must incorporate the learning and teaching psychology of students and teachers respectively. Such course should also incorporate the development stage of pre-service teacher to enhance their learning. Pre-service teacher are those scholar and teachers who aspire to build their career in the field of teaching. They should be educated in supportive and conducive environment in which they expect to educate and groom young students. Such course should target to develop social consciousness and reform mindset among perspective teacher. Pre-service teacher is able to teach confidently in their domain by using new pedagogical approaches that are appropriate to their specific students. They should be conversant with the learning stage of students and also be critical, compassionate and socially engage knowledge importers who can contribute in the process of teaching improvement and social change

The other concept is mentoring, where teachers are groomed and mentored by qualified and experienced teachers in their field of specialisation. That means the knowledge Base that grows over time can be shared between new concerned and expert. The mentor could be colleagues, researcher ; retired teacher or else could be senior teacher from reputed university. They could also be able from industry who are developing new ideas and products.

Teacher Professional Development: it's not an event, it's a Process :

The need for professional development programme in school is getting more attention for teachers to equip with new knowledge and skills for them to face new challenge and reformation in education. Professional development programme can enhance the professionalism of teacher who can contribute to the organisational to achieve its goal. Professional development programme is a professional and personal education activities for teachers to improve their efficiency, ability, knowledge and motivation in their professional work.

- **Improve the Teacher Performance:** Professional development programme is a fundamental aspects for the enhancement of teacher professionalism related to the teacher vision to improve the quality of their work. Through Professional Development programme, teacher can identify and evaluate critical the culture of the school which can bring change the working culture. Teacher who attend professional development programme perform effectively in their work concerning knowledge of the subject,

classroom management, teaching methods and evaluating of subjects. Professional development programme play's a major role to improve the teacher performance in school.

- **Every Teacher a Student:** Education is a life - long process. The teacher should continue to learn throughout his life. According to R.N Tagore, "A teacher can never truly teach unless he is still learning himself. A lamp can never light another lamp unless it continues to burn it own flame. " Hence no man or woman should to decide teach unless he or she is determined to learn, because a true teacher is a student all though his life.

Change the Attitude and Skills: Professional development programme can also change the attitude and skills of teacher and further increase the performance of students. It also can help to change the procedures, approaches and practices teacher teach, the way student learn and would also help to create an excellent school culture in schools. During the professional development program, teachers will schools management skills, evaluation techniques and master wider content areas of their subjects. For this reason, teachers and educational experts should increase their effort in fostering and implementing professional development program in school so as to improve the effectiveness of development in school.

- **Life-Long Education:** The International Commission on Education has further strengthened the need of professional development program by giving a new concept of life- Long education. This report states," Every individual must be in a position to keep learning throughout his life. The idea of Life- Long education is the key-strobe of the Learning society."
- **Professional Growth:** Professional development program is most essential for the professional Growth of the teacher. He needs to renovate his experience, refresh his, knowledge, develop a wider outlook, benefits by the experiences of others , acquire new information and hence reoriented himself.
- **Flexible Environment:** The importance of professional development program should be looked In various perspectives. It promotes a very flexible environment and allows teachers to adapt with the working situation and it is also one form of motivation for employees or employers and it will continue to increase creativity in teaching and learning process. It also enables teachers to acquire new understanding and institutional skills to develop their effectiveness in the classroom.

- **Education is Dynamic:** Education is Dynamic which is always changing educational theories which were considered true twenty year back, no longer hold good today, therefore, a teacher who received his training twenty years back, must receive new training today. He must remain in touch with latest trends in education. He must have the up-to- date knowledge of new problems, new methods , and new techniques in education.
- **Training in Democratic Living:** When the teachers meet in seminars or workshops, they develop a sense of security;a like- mindedness, a term spirit and a feeling of belongingness. So,in to, the teachers get training in democratic way of living.
- **Increasing knowledge:** Professional development program for teachers should have a positive effect on teachers in Increasing knowledge,communication with their involvement in planning school activities and also it increased the staff motivation. After going through professional Development program,there are positive change in teachers attitude, increase self confidence and also follow up with teachers readiness in facing any various resistance situation.this show that, training program that is planned and implemented well will give a positive effect on students, teachers and schools.
- **Positive Effect:** Professional development program places teachers at the centre of any improvement efforts and assumes that the work of the teacher and the vision that teachers have about improving their work. According to Owen," the positive aspect concerning professional development of teachers are that the program will make sure that learning activities is planned and concentrated on empowering effectiveness teachers to correct policies, curriculum development,teaching and views on how to achieve high productivity and students performance". It is vital that the positive performance result from the students will bring profit to teachers themselves based on the additional recognition from colleagues at work place and the administration. Professional development program for teachers will not only bring positive for teachers, but also students and school because the changes that is expected has a close relation between teachers, students and schools.

CONCLUSION:

From the discussion above,it clearly shows that professional development program is important for teachers in school as a tool for professional development and to enhance their knowledge and quality teaching and learning. Teachers are facing new challenges and changes in the education world and it's important for teachers to equip themselves with new knowledge and skills by attending professional development program in order for them to play an important and effective roles as an educator .Besides that, the effectiveness of

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professional development program is important to ensure that the training is suitable and bring positive effect to the teachers. The effectiveness of the professional development program is influenced by the role of administrator, teacher's attitude, needs analysis and strategies used in the training program.

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