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### *Abstract*

*In the ancient time teachers have been honoured as the pillar of nation. Thus luster with which our ancestors were interested in “teacher” may be gleaned from the hierarchy of their God, Matridevo bhava, Pitridevo Bhava, Acharyadevo Bhava, it means that first mother is God, second father is god and third Acharya or guru or teacher is God. further it is said that “Guru Brahma, Guru Vishnu, Guru Devo Mahaeshwarah” which implies that the teacher is a creator, the sustainer and ultimate liberator. Teacher is a perfect model for the students in every aspect of life. The teacher is one of the pillars of society and the country without good teachers, no country can progress. The importance of teachers cannot be overlooked. Teacher treats and moulds the young mind into various forms. The future of the nation is built by teacher through the process of education. A nation tries a march ahead on the road to progress must do so with the help of able teachers. A nation cannot afford to leave its future on the hands of incompetent teachers. For competent teacher’s professional development of teachers are must. Fully professional developed teachers can become a nation builder.*



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### **Introduction**

Education is the process of development and growth of a person. It is a process by which an individual learns how to adapt himself to physical, social, intellectual and spiritual environment gradually and in various ways. It is a process of organizing and reorganizing experiences. It involves modification of behavior or natural development. The modification occurs in the environment. The function of the teachers is to provide the individual with an invigorating atmosphere for gradually unfolding his innate capacities. It is duty of teachers to provide the child with an environment which stimulates him to change in the most desirable. To maintain quality of teaching, the teacher should keep his torch burning in order to light others' torches. To allow this process to take place, congenial school atmosphere or environment is very essential. Without this kind of environment educational activities of the

teachers may not become successful. If the teacher is satisfied with his environment, he will perform his duties perfectly.

.The teacher is the most important factor in the success of an educational programme. The school may have excellent building ,well designed curricula, good teaching aids but if the teachers are not efficient ,educational programme can never be successful and their intended objectives depend largely on the professional competence of a teacher.

The need and importance of professionally trained teacher has been underscored statement on educational policy, repeatedly, but the situation on the ground remains a matter of concern. There is a shortage of properly qualified and professionally trained teachers at stage of education.

A teacher must be a perfect person with all human values. He should be mentally advanced; emotionally stable and technically well versed with the latest technology being used in teaching learning at all levels.

It is self evident that teachers play a pivot role in the society .It is they who change the attitude of young generation and prepare them for assimilation of new knowledge, skill and values. The profession of teacher is looked as a most noble profession since ancient times. The teacher (as we call today) was called ‘Guru’ derived from Sanskrit word ‘Guru’ meaning a secret device for success.

A teacher enjoyed a very high respectful position and honors in state and it is reflected in the words of John Adams (1735-1886)’a teacher effects eternity, he can never tell where his influence stop “But with increasing complexity of modern times, the nature of teaching has undergone a sea change.

Due to materialistic and hedonistic atmosphere prevailing in the society, the teacher does not enjoy the status, which he deserves. The examination based system has converted the teacher into so-called tutors who has the duty to finish the syllabus on time. Undue workload of duties competes them to pass information formally without touching the heart of students. However in multicultural and multilingual as well as dense society like India teachers need to be enabled and empowered with the modern techniques of delivering the instruction .He should also keep into past history of teaching profession and carefully follow the teacher’s professional ethics. However the scientific and technological changes demand the desirable changes in the education and role of teachers and coping the needs of 21’st centuray.The teacher need to perform a number of roles i.e. manager of teaching -learning, community

leader, promoter of education technology, protector of environment, character builder and last but not least a nation builder. The professional development of a teacher is an important as anything in the complex era of modern world.

*Profession:*

No definition of a profession –whether through the promulgation of a code of conduct or by other means is likely to be internationalized in that progression own consciousness of itself, unless its correspondence to the profession is own deepest institutions of the service it has to offer and the values which are consent with that service. (Rodger 1995:84) Holy and John(1995) have argued that the term profession itself is an essentially contested concept. Indeed, they suggest there considerable evidence that ‘profession are more easily instanced than defined’. Further Holy and John (1995:159) state that in reality the term ‘professional’ hides a multiplicity of perspectives.

The unitary notice of a professional community makes a vast array of competing position which characteristics a service profession such as teaching .I this service the role of teachers is never static but constantly changing according to the particular traditions that predominate at any particular historical function.

*Holye (1980:45) defines a profession as*

----- performs a crucial social function

-----Demands considerable skills for us in routine and especially non-routine situations

-----focuses clients interests and has a code of ethics.

-----requires its members to undertake a lengthy period of study which inculcates professional values

.-----enables professionals to make their own judgments vis-à-vis appropriate practice.

-----rewards training responsibility and client centeredness with high prestige and high level remuneration.

Garrett and Bowles (1997) focus on the aspects of being professional in education

--- A professional will have undergone a lengthy period of professional training in a body of abstract knowledge and will have experience in the field.

---a professional; is controlled by a code of ethics and professional values.

---a professional is committed to the core business of the organization, i.e the quality of student learning

## **Professional development**

The professional development of teachers to a very broad and diverse field of knowledge. The Mississippi Department of Education defines the professional development as a growth-promoting learning process that empowers & stakeholders (Teachers, administrators, staff and other school personnel) to improve the educational organization.

According to Rudduck (1991) "Professional development is referred to as the ability to maintain the curiosity of teaching-learning processes; to value and seek dialogue with experienced colleagues as a source of support in the analysis of situations". It is also referred to as the work opportunities that encourage creative & reflective skills in the teachers, thus enabling them to improve their practices (Breda, 2002)

As may be observed from the above definitions, professional development is interpreted as a process, which can be either individual or collective, but which should be contextualized in the teacher's work place, the school and the contributors to the development of professional competencies by means of a variety of formal and informal experiences. Nowadays a variety of school systems around the world suffer from the lack of professional development causing serious problems.

The world of professional development carries so many potentialities and competencies in itself. "Consensus is growing among the legal reformers that teachers are the most important several related determinant of student achievement" (Killian, 2002). Oclirvh also stated that according to the National Staff Development Council (NSDC), in order for students to grow intellectually, teachers should continually learn. After having a wide stack of degrees teachers should always be up to date with new information. The Right to Education Act (RTE) calls for each child to be taught by the qualified teacher when teachers go on expanding their horizon they have the seeds of success for themselves as well as their students cease to grow, too. In order for teachers to be competent they should be provided with high quality professional development training. Louie and Hargrave (2006) stated that these are three forms of staff development.

The NCTE has identified 5 performance areas for teachers in which training is necessary from time to time

1. performance in classroom
2. school level performance
3. Performance in out of school activities.

4. performance related to parental contact & co-operation
5. performance related to community contacts co-operator

for effectively discharging their responsibilities, teachers are to acquire certain competencies. As many as 10 competent areas have also been identified such as contextual, conceptual, curriculum, transactional, activities related to T-L material, evaluation, management, parental content and co-operative etc.

*Further curriculum framework for quality teacher education proposed that impact of teachers professional development programmes should be assessed in terms of*

- Personality development.
- Motivation and commitment.
- Awareness of Social activities.
- Communication and evaluation skills.

To adopt suitable strategies which are adaptive to the demand 21<sup>st</sup> century.

*Professional values*

as for the values particular to the academic profession the national commission on teachers.

*II ( 1983: 57-59) listed the following:*

1. Acquisition, transmission and addition of new knowledge
2. Social relevance of knowledge
3. Establishing an organic link with the community through extension work
4. Continuous renovation with the growing irrelevance of some knowledge.
5. Decolonisation of third world mind
6. Cultivation of excellence
7. Freedom of enquiry and social responsibility
8. Importance of freedom to celebrate and work together
9. Critical awareness and of the
10. A social consciousness unafraid to undertake social criticism
11. Problem solving approach and emergence of new social order

*Full Benefits Of Professional Development*

According to Drucker(1998) the full developments of professional development becomes only when a collaborate culture exists which demonstrates.

- 1) Explicit and clearly articulate organization values
- 2) A holistic development focus

- 3) A development focus where the integration of theory and practice informs future activities.
- 4) A focus, on the continuous improvement of both processes and outcomes, for both individuals and organization itself.

*Benefit Individual members of the staff (Teaching and Non-Teaching) by*

- 1) Giving them a greater sense of purpose through the provision of clear objectives
- 2 Encouraging self development and personal initiative.
- 3) Enhancing their self esteem and confidence
- 4) Reducing alienation and resentment by providing opportunity for free discussion.
- 5) Providing opportunity for the dissemination of career advice.

*The organization is likely to benefit by*

- 1) Challenging individual efforts into organization goals
- 2) Providing the opportunity to imitate problem solving and counseling interviews
- 3) Enhancing the communication of organizational aims to all staff and facilitation the coordination of efforts.
- 4) Contributing to the institutional audit or renewal.

*Both Individual members of staff and organization by:*

- 1) Helping to build moral.
- 2) Encouraging better communication both verbal and lateral.
- 3) Providing means whereby the individual can influence the organization.
- 4) Facilitation the identification of talent.
- 5) Providing a mechanism for recognition of individual effort and
- 6) Integrating the individual and the organization.

*Suggested ways and means*

I want to mention some suggestions that may would be very helpful in the professional development And growth of teachers.

1. To organize seminars and Symposia.
2. To organize workshops, debates, music, dramatic, fairs exhibitions and camps etc.
3. To run more orientation and insurance courses.
4. To provide literature on academic matters of large interest.
5. To inspire teachers to conduct research work.
6. To raise the standards of research creating conducive environment.

7. Subject teacher association should strengthen various disciplines.
8. Interdisciplinary association should to exchange views and opinions.
9. To motivate the teachers to write and publish articles and research papers on current issues.
10. To and evaluate the policies of government.
11. To inspire to engagement in extension and field outreach activities.
12. To motivate the teachers to contribute to educational innovation and curriculum development, Enhancement of corpora life of institution.
13. Salary should be given as per norms of UGC by Government and private sectors.
14. Incentives should be given to excellence work of teachers.
15. Workload should be as per norms of UGC, NCTE, SCERT.
16. There should be job security.
17. There should be no political interference in the field of education.
18. Promotion should be on the basis of excellence work of teacher.
19. Library should be equipped with good books.
20. Special leaves should be given to teachers for excellence work.
21. Proper benefits should be given to teachers.
22. Career advancement schemes should be implement strictly in both private and Government sectors.
23. Teachers work should be stress less/ without stress.e.

**Conclusion: -**

The entire educational system of our counter in the process of change. We all know that no educational system can be successful unless the quality ability and skill of teachers is improved, but in turn the quality, ability and skill of teacher depends to a large extent on quality of professional growth and development programs and schemes of Governments of the country. The future of the nation is built by teacher through the process of education. A nation tries to march ahead in the road to progress must do so with the help of ask teachers. A nation cannot afford to leave its future in the hands of in competent teachers. For competent teacher, professional growth and development programmes and schemes are must. No doubt various agencies of government and private sectors are working for professional growth and development of teachers, but efforts made by these agencies are not so sufficient to pace/ steps by teacher, in fast/ rapid changing the environment and facing the future challenges. For

proper professional growth and development of teachers, government and private both sectors should join the hands to organize the different types of activities, provide facilities to teachers, implement of proper code and conduct and professional development and growth, schemes, strictly. Career advancement scheme should be strictly implement in the private sector by the government.

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