

PROFESSIONAL DEVELOPMENT

Article Particulars

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**P. ANITHA**

B.Sc Physics, M.Sc Biophysics,
I Yr B.Ed., Dr.SNS College of Education
Coimbatore, Tamil Nadu, India

**K.S. ANU KIRUTHEKAA**

B.Sc-CT, MCA, I Yr B.Ed., Dr.SNS College of Education
Coimbatore, Tamil Nadu, India

**B. MAHALAKSHMI**

M.Sc Chemistry, I Yr B.Ed., Dr.SNS College of Education
Coimbatore, Tamil Nadu, India

Abstract

This article speaks on various aspects of Professional Development of a teacher. It also brings out the article speaks on various aspects of Professional Development of a teacher. It also brings out different ideas that help a teacher to mould oneself better as well to show all round development. It also helps to promote the feeling to keep them updated do as to achieve an impressive teaching. Also discusses on various qualities that are expected to be possessed by a teacher so as to produce exceptional students who are believed to be the future pillars of the nation. Importance of In-service training which eliminates deficiencies in background preparations and also to promote continuous improvement in school systems

Introduction

The term professional development is referred to as variety of specialized training including, formal education which help teacher-educators to improve their professional knowledge, skill, competence, capabilities and effectiveness. A teacher gain professional development in day-to-day environment in which they work. Active

learning provides opportunities for teachers to equip them to be more professional. Both Pre-service and In-service trainings are more essential in the development of a teacher's career. And these trainings help to upgrade the content knowledge and pedagogical skill of a teacher. Professional development helps a teacher to build and maintain morale. Teacher must hone their craft.

Pedagogy Teacher

“A true teacher is one who can immediately come down to the level of the students and transfer his soul to the students soul and see through and understand through his mind” – Swami Vivekananda.

Importance

It is said that teacher is the real maker of history. He is the architect who builds re-builds shapes and reshapes the psychological world of the young members of the society. How is it possible? It can achieved only when the teacher have certain characteristics and qualities in them. Guided by this requirement The Commission of Secondary Education in India appointed under the chairmanship of Dr.Laxmana Swami Mudaliar to put forward following view point:

“We are however, convinced that the most important factor in the contemplated educational re – construction is the teacher – his personal qualities his educational qualifications his professionals training and the place that he occupies in the school as well as in the community. The reputation of a school and its influence on the life of the community invariably depends on the kind of the teacher working in it”.

Professional Aspects of Growth among Teacher

Pre service qualification: A good academic record and professional degrees in teaching like M.Ed and B.Ed. degrees in teaching of the corresponding pedagogical subject.

1. Additional research degrees for colleges and university teachers M.Lit, M.Phil, or Ph.D., degrees. The Faculty Improvement Programme (FIP) has been instituted by the UGC for this purpose.
2. Confidence: Periodically conferences are arranged for teachers by the association of teacher's participation and presentation of papers in the conferences is needed for professional growth.
3. Publication: Published works are also good professional acquisition which will stand the teachers in good stead. Articles can be written for professional journals.
4. Text books: It is better that suitable text books are prepared for teaching any pedagogical subject both in Tamil and English medium by teachers.
5. Translations of original works are necessary if we have to switch over to Tamil medium in the near future.

6. Summer institute (Internships): Participation in summer institutes during the vacation will bring to the forefront, new ideas and approaches for higher thought.
7. Seminars: Refreshing courses and orientation programmes. These are arranged as part of the in-service programmes. Exchange of opinions free discussion and critical study of papers presented will broaden the vision of the teachers of commerce.
8. Knowledge of new equipment in business and industry and office up – keep and maintenance.
9. Personal library of books, magazines and journals.
10. A good proficiency in guiding and counselling students especially those who start their course with some difference.

Quality of a teacher

Character

The teacher should have an ideal character. The character has a magnetic touch in it. It transcends the qualities in the pupils and makes them feel like acquiring those qualities. So character is nothing but a sum total of the habits and qualities that are congenial and helpful for the proper development and progress of the society.

Proper Equipment

Before a person is asked to take up the teaching he should be properly equipped for it. This equipment can be achieved by two things:

1. Knowledge of psychology.
 2. Training.
- **Knowledge of Psychology:** Unless the teacher has the knowledge of psychology he shall not be able to handle the young ones successfully. Only those persons who have the real knowledge on psychology, especially the child psychology should be detailed to the profession of teaching.
 - **Training:** It is very necessary for the teacher to be trained. He should know educational psychological methods of teaching, school organization, training of first aid and hygiene etc. In order to achieve knowledge of all these things he should be trained. He should also be kept in touch with the literature published on these subjects. The teacher may also be asked to go for in-service training. There should also be arrangement for refresher courses. All these things will help the teacher to be up to date.

Interest in Work

Only those persons should be allowed to enter teaching profession who has interest in work. If a teacher is interested in his job he should equip himself thoroughly and become up to date in the matter. He should be well studied. All these things are possible only if he has dedication towards the profession.

Dynamic Personality

The teacher should have a very dynamic personality. It should be a combination of the various traits that can make the educational programmes a success. Dynamic personality is very rare gift and only those who have it can make education success.

Validity: The teacher should be physically and mentally sound and balanced. If he has validity, only then he shall be able to infuse real and enthusiasm in his pupil.

Emotional Stability: In the interest of the emotional development of the children the teacher should be able to control his emotions.

Appearance and Dress: The dress should be smart. The teacher should put on neat and clean clothes. He should be properly dressed. The dress should be sober and simple.

Intelligence: The teacher should possess higher IQ to grasp the subject that he is teaching, to understand the difficulties and the problems of the students in the classroom.

Humour and Seriousness: The personality of the teacher should be attractive. He should be able to generate humour and seriousness in the class as and when required.

Sympathy and Wisdom: Sympathy and wisdom are the qualities that a teacher should possess. Sympathy helps the teacher to understand the difficulties of students. Wisdom helps the teacher to discuss and distinguish between right and wrong.

Optimism and Enthusiasm: The teacher should be optimistic and enthusiastic in his job. He should always be hopeful in achieving success and to take up his job with zeal.

Qualities of Leadership: The teacher has to play the role of a leader. A leadership quality requires a combination of various elements. Unless the teacher has all these elements in his personality, it shall not be possible for him to make an impact on his pupil.

Impartiality: The teacher should be impartial, fair and just in his behaviour with his students and members of the society.

Good Voice: The voice of the teacher should be articulate and the expression must be clear. His pronunciation and intonation should also be good.

Thorough Knowledge of the Master Thirst for Knowledge

The teacher should be the master of his/her subject. He should know what he has to teach, whom he has to teach and when he has to teach. He should have the habit of study as well and should not fail to update himself.

Professional Loyalty: A person who joins the teaching profession should be loyal to it. Mark Patt has rightly said that, "The first condition of a good teacher is that he/she should be a teacher and nothing else that he/she shall be trained as a teacher and not brought up to serve other profession.

Patience and Tolerance: For mutual understanding between the students and the teacher, patience is very much needed. Sometimes the teacher has to put up with the abnormalities of the students. This can be done only when she has tolerance in him.

Punctuality: The teacher should be punctual in coming to the class and in doing other things that the students see. The students shall acquire this habit by imitating their teachers. Development of this quality in students shall make them able citizens of the society.

Patriotism: The teacher should have love for the motherland, without patriotism no Youngman can be a good citizen of his country. It is a very high value of life. While teaching patriotism to the students, the teacher should determine that it is not in contradiction to internationalism which is the order of the day.

Original and Critical Outlook: The teacher should be original in his thinking. He should try to apply his own brain to the various problems of education. He should also try to examine the text books and curriculum that he is expected to teach.

Self-Confidence and Self-Criticism: The teacher should be confident of his capacity to solve the problems that he may face. He should carry out self-analysis in order to have the proper assessment of his capacity.

Respect for the Personality of the Children: The teacher should respect the personality of the children. They should be guided in such way that they are able to develop themselves properly.

Secular Outlook: It simply means that the teacher should not distinguish the students on the basis of religions. The outlook of the teacher should be such that it does not smack the feelings that he likes a particular faith and dislikes another. He should have respect for all creeds, faiths and religions.

Friendly Attitude towards the Students: The teacher should have a friendly attitude towards his students he should try to guide them in a looking and sympathetic manner.

Social Qualities: The teacher should have certain social qualities as well. The teacher should have the capacity to come in contact with the society and try to drive away with their defects. He should have social wisdoms, power of decisions, humor etc., in

him. He should be able to face the difficult social situations and meet the people irrespective of their social status.

Feeling of Cooperation: School is a place where education is carried on with the cooperative effort of the students and the teacher. The teacher should be willing to seek cooperation from the students.

Up to Date Information: He should be aware of recent trends in the fields and should be fully conversant with the latest developments and concepts. He should have at his fingertips, the latest facts, figures and statistical information pertaining to the fields of pedagogical subject. He should take an abiding interest in related to his/her subject.

He should develop an active and interested role in studying current events and analyzing controversial issues. He should promote scientific thinking on the part of pupils for studying economic questions impartially.

Pre-Service Training: A survey conducted in United Kingdom revealed that the seven most important skills, out of a list of twenty seven in which trainee subject teachers should gain competences are as follows,

- Lesson planning and presentation.
- Lesson presentation.
- Practical work organization.
- Teacher demonstration.
- Safety in the laboratory.
- Discipline in the classroom.
- Questioning skills.

Various curriculum development projects in teacher education have been started in different parts of the world. The Australian Science Teacher Project (ASTEP) was set up in 1976 with the objective of pooling up the experience and expertise of leading teachers and teacher educators. This project introduced forty-seven units of activities and experiences are classified these into following six sections:

1. Understanding the subject.
2. Understanding pupils.
3. Models of teaching.
4. Consideration the curriculum.
5. The laboratory as a teaching resource.
6. The Australian context.

In Service Training

In service training provides teachers with opportunities to learn specific skills techniques and new instructional approaches that they can use in their own teaching. There is need to provide in – service training to science teachers because it:

- Suggests remedies for inadequacies of existing teacher training programs.

- Provides opportunities for updating the knowledge of development in Science and Technology and their applications.
- Helps to acquire improved understanding of generally and those reinforcing equitable teaching practices.
- Gives an opportunity to practice new teaching techniques and to share experiences with other fellow teachers.
- Helps in updating knowledge of teaching techniques that particularly apply to science.
- Gives teachers, an exposure to effective new techniques and developments in educational technology such as computers, video, projectors, smart boards, AV classes etc.,

Conclusion

Professional development is about life-long learning and growing as an educator. There is always more to learn and new skills to attain. Professional development for a teacher is important for both new teachers and veteran teachers. Life-long learning will keep an individual motivated and thinking positively and it will help gain confidence to overcome any obstacles one face in the classroom. Professional development for a teacher is necessary, as new teaching information, techniques, and methods are continually being updated and changed. Hence teachers need a variety of professional development skills along with knowledge of their subject matter and experience in order to be an effective teacher.

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