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TEACHER DEVELOPMENT AND CLASSROOM CHALLENGES



Dr. Paramjit Kaur

Guest Faculty, Department of English, Jawaharlal Nehru Rajkeeya Mahavidyalaya,
Port Blair, Andaman Nicobar Islands

ABSTRACT:

From time immemorial, Teaching takes place in our life. From a king maker to pin maker, there is a teacher behind them. It is still considered not only as a noble profession but also as a challenging job. Due to the Liberalization, Privatization and Globalization, education awareness level has become tremendous and good educational institutions and good teachers are in great demand. There is always disproportion between the need of qualified teacher and available number.

One of the main reasons is due to the failure of thought of the government which occasionally worries on the quality of education. Secondly, teaching has become chance of their profession not as their choice. As per 2012 Academic year, there are 627 education colleges promoting teacher education in Tamilnadu and a few universities of Tamilnadu offer B.Ed. programmes through distance education mode. This is not finding fault with the education system but at the same time it is concern on teaching profession. Less said is better in the case of Engineering education and every year more than 25,000 seats go vacant in

admission and 10% to 18 % students are employable after in house training (NASSCOM, 2007). So the first remedial measure should start from Class room Management, Teacher, Teaching Environment, and Teaching Methods, Quality Improvement programme for teachers, Setting Models and consecutive training. So proper planning, timely implementation and effective feedback mechanism will alone yield desired results. Efforts may fail some times but we should fail to make efforts.



KEY WORDS: Teacher Development , Liberalization, Privatization and Globalization , Classroom Challenges.

INTRODUCTION:

Teaching is a challenging profession because it deals with young minds to realize their potentials and perform well to excel in their career. At the same time, teacher is also a social well-being has to lead a personal life and career life. From the last decade to this decade style of education has under gone a sea of change. Every teacher is aware that 'Change' is the only word, which is permanent in the avenue of teaching. As in the

words of Sarvappalli Radhakrishnan, A good teacher must know how to arouse the interest of the pupil in the field of study for which he is responsible, he must himself be a master in the field and be in touch with the latest developments in his subject, he must be a fellow traveller in the exciting pursuit of knowledge. (Arun, 1984). Each and every teacher tries in their best ways to contribute for student community and a few teachers come out successfully. What prevents others not to perform well? The probable answer is “we don’t know”. To understand this classroom problem, let us have a glance on the responsibility of a teacher.

Responsibility of Teacher towards			
Management	Administration	Department	Classroom
Result oriented Result producing Disciplined Productive	Punctual Problem free Approachable Responsibility	Team Playing Cooperative Extrovert Win – Win Type	Interactive Innovative Inductive Intuitive

The above said are the normal expectation on a teacher. This kind of a teacher will not jump from the sky. But there are optimal chances for a normal teacher to evolve this level. At school level teachers have already undergone B.Ed., programme which contain 45 to 50 days classroom teaching component in which a teacher trainee is monitored by a qualified teacher / head of the institution and they offer suggestions based on that a teacher trainee may correct their methods and approach. But in the higher education this is a big lacking.

Now the big question before us is What to do? When to Do? Where to do? Great educationists of the west felt that the five factors are mainly responsible for the success or failure of a teacher (Ashby, 1972). Those four factors are as follows,

- 1.Man
- 2.Materials
- 3.Methods
- 4.Continuous Training
- 5.Comprehensive Evaluation

MAN

The term exclusively means the teachers and their students. In a classroom teaching other than the teaching subject, there are important factors such as psychological, sociological, behavioral patterns and moods play a role in successful teaching. As a teacher, one should not create comfort zones (teacher will look at only a few groups of students in a class and avoids the maximum numbers with the preconceived mind set as good students and bad students). This will discourage the other student and may not join with the main stream. Student’s emotional needs are to be addressed. They should be handled politely

MATERIALS

This term denoted what are the things we use inside the classroom to demonstrate our teaching. It may be a book, visuals, clippings, a video or a power point show. But it should be prepared with out deviation of the content subject of the class. Newspaper cuttings, fliers, notices can be very

much used in the class so that content taught will remain in our mind for a long time.

METHODS

The Best teacher is identified from a huge population only based on this method. Before the post modern and modern period, there were teachers who still live in our minds because of their approach. They use only chalk and talk method and inspired us. At the same time, we cannot ignore the latest innovative methods which have some psychological inputs and give good results.

CONTINUOUS TRAINING

I have had no time to sharpen my axe. I have been busy trying to cut trees,” said the woodcutter. Do you know what happened? After a few days he could not cut not even a single branch. The pretty reason is He failed to sharpen his axe. This indicates training. If you want elevate your talents, first identify them and take up training to sharpen them. In all the higher learning institutions have started Academic Staff College with the only purpose to train the faculty members in multidimensional aspects. So it is the duty of the management to sponsor the candidate to attend such training programmes. A life out side the campus will give a change – change of mind set, change of method, change of mood.

COMPREHENSIVE EVALUATION

This is a new method planned by the government and recently implemented in school level in CBSE schools. The term ‘Examination’ has been continuing as a threatening factor among the student community. This is because they have to be ready to face the examination with full preparation. Examination preparation is a tiring process because a student has to read, recognize and revise the whole syllabus. In the rat race and cut throat competition, scoring high marks is an aspect which is also a stressful factor. Policy makers are also deeply thinking about this problem to revamp this system which is reliable and fruitful to all. Continuous and Comprehensive Evaluation (CCE) is a method to reduce the accumulated stress of exams on the students and to introduce a more uniform and comprehensive pattern in education. CCE helps in improving student’s performance by identifying their learning difficulties at regular time intervals right from the beginning of the academic session and employing suitable remedial measures for enhancing their learning performance. The affiliating authority has to make such decisions, but for the CIA (Continuous Internal Assessment) evaluation this system may be trial out for some time and based on a constructive feedback the said system may be revamped.

CONCLUSION

Teaching has become more fashionable job and also nicely paid job in this era. NAAC (National Assessment and accreditation Council) gives 45% weightage for the faculty members while accrediting any institution. This shows the immense value of the teaching community. Premier Educational Institutions in India know the potentials of teaching community and encourage them with a lot of perks and allowances. It is a clear fact only good teachers can bring laurels to the institutions. At the same time, we the teaching community should prepared to take up any sort of progressive training which will definitely develop our teaching skills. A well organized teacher is not only an asset form an institution but also for a society.

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Golden Research Thoughts
258/34 Raviwar Peth Solapur-413005, Maharashtra
Contact-9595359435
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