

# COGNITIVE DISCOURSES

INTERNATIONAL MULTIDISCIPLINARY JOURNAL

---

ISSN 2321-1075 ISSN 2347-5692

VOLUME 11

ISSUE 1

JULY 2023

[cdimj.naspublishers.com](http://cdimj.naspublishers.com)

Published Since 2013

## **Status and Professional Development of Teachers in India**

Dr. Manisha Sharma  
DIRD, New Delhi

### **Abstract**

In India a teacher is always considered as a dignified person, since the ages it has been seen those teachers are respected as gods in India. A qualified or ideal teacher, through his efforts, instills such creative energy in the children that they become advanced and progressive. Teacher plays an important role in any process or work related to education. Young generation is the future of a nation and the destiny of a nation is being shaped in the classroom and these destiny makers are teachers.

Professional development is an important part of any education system, and its impact on teacher quality and student outcomes cannot be ignored. India is a diverse and rapidly developing country and teacher development is crucial. This research paper aims to provide a comprehensive analysis of the current state of teacher development in India, identify key challenges and suggest strategies for improvement.

*Keywords: teacher, professional development*

### **Introduction**

The business world is constantly changing and competition is ever increasing, hence professional development is more important than career progression. Professionalism is about attitude towards work dedication, honesty etc. and professional development is about growth and development in one's own profession. Usually, it refers to acquiring new skills, experiences, knowledge that can help to grow professionally.

Media development plays an important role in teacher development in India. Improve the quality of education in all countries. The importance of developing teachers' skills is even more evident in India, a country with a rich and complex educational heritage. This case study aims to understand the evolution of teacher development in India, taking into account existing strategies, challenges and prospects. Various pre-service and in-service teacher training programs are available in adequate form, such as, B.Ed., M.Ed., workshops, seminars and conferences etc.

### **Present Status of Teachers in India**

The new education policy, there has been talk about the arrangement for training of teachers, but the real question is that, is a government of Hindi speaking state will include education in their priority? The success of the education policy of any state depends on the qualification, capacity and training of the teachers. In the new education policy, there has been talk about the provision of education but the real question is whether it will include all the education within itself and appoint trained teachers in proportion to the children and remove the lack of basic services in the school.

In most of the primary to secondary schools of Hindi state like U.P., Bihar, Jharkhand teachers will be available for the whole day's teaching, arrangement of mid-day meal for the children and distribution of grant schemes for children's books, question answers, etc. Apart from these other activities like voter list, election and animal census, there have been a total of 13 types of government activities, which were found with difficulty in every situation. The status of education in India in 2021 has presented a very worrying picture on the education front in India. According to the Education Class Teacher Report, there is a shortage of 10 lakhs teachers in the schools of the country. 30% of number of teachers present in India will not be there in 15 years. There are 11 lakh schools in which there is one teacher. It is even worse in rural areas where 69

posts are vacant. The report shows that there are the least educated children in the Hindu region of the country. These include states like Uttar Pradesh, Bihar and Madhya Pradesh. The highest numbers of vacancies for teachers are in Uttar Pradesh and Bihar, which is the highest in the country. The status of teachers in Hindi states is not so good in the country.

In the new education policy 2020, 4-year course of B.Ed has been recommended to become a teacher. Till now it was a 2-year course, now after class 12, it will be a 4-year course. Other teachers give education in the school, from there they get social and one should be familiar with the cultural environment. In the new education policy, there has been talk of arranging training for teachers from time to time.

## **Current status of Teacher Development in India**

### **Teacher Education**

India offers various teacher education programs including Bachelor of Education (B.Ed), M.Ed and vocational courses. However, the quality of these programs varies. There is a clear need for consistent standards and a focus on classroom skills.

### **In-service Training**

In-service training is often inadequate not tailored to the specific needs of teachers. Teachers often encounter logistical problems accessing these programs, and the content may not keep up with current teaching and technology.

Teaching training programs in India are classified into two parts i.e. in-service and pre-service. Pre-service programs are those which are mandatory for any service or which fulfills the minimum criteria for getting a job. But in-service teacher programs are considered for professional

development of teachers. These are programs that a serving teacher can participate in to upgrade their professional skills, knowledge and competencies, Therefore, it includes all types of education and training programs given to upgrade teachers such as seminars, workshops, conferences, faculty development programs etc,

### **Professional Development Requirements**

Today's era for skill development is the era of science and technology and new skills are being developed day by day in teaching and learning. There should be a need for various professional development programs for the development of various skills in teachers, these programs can help them plan their time better and stay organized, through professional development programs a teacher can enhance both hard skills and soft skills Hard skills means those which are related to the organization. It is related to teaching strategies, teaching method, approach, pedagogy etc. Whereas soft skills are related to personal development like communication skills, dealing with other colleagues and students etc.

**Improving Instruction:** Through professional development programs, teachers can discover and learn new ideas of instruction and implement them in their classroom for better results. These programs help a teacher empower themselves to create relevant and meaningful instruction for students, which makes their teaching effective. Adapting to new knowledge Education is an ever-evolving field and to ensure that teachers must keep up with it, it evolves, Everyday there are new discoveries, new information is raising new methods and strategies for our knowledge and it is the duty of the teacher to understand the knowledge and present it to his students and this will be possible only when the teacher keeps himself updated.

## **Competition in Teacher Professional Development**

### **Lack of Standardization**

Lack of standardization in teacher training and development programs has caused a decrease in quality throughout the country. Creating a national teacher development framework could help solve this problem.

### **Capacity Constraints**

Many teachers, especially in rural areas, do not have the resources necessary for effective professional development. Restricting access to technology and education hinders their growth.

### **Resistance to Change**

The prevalence of teachers' resistance to change will affect their development. It is crucial to address this challenge through support and encouragement.

### **Evaluation and Accountability**

Teacher development programs often lack evaluation and accountability. It is important to monitor the impact of these programs on teacher and student achievement.

## **Ideas to Improve Teachers' Professional Development**

### **Standardized Framework**

India should develop a standardized framework for teacher development. The framework calls for introducing minimum standards, updating the system and incorporating digital platforms to ensure all teachers have access to quality education.

## **In-service Training Objectives**

In-service training plans should be designed according to the teacher's specific needs, including the teacher's level, learning and professional goals.

## **Training and Collaboration**

Promoting training and collaboration among teachers can be very effective in promoting a culture of lifelong learning. Professionals can train new people, share best practices and new lessons

## **Evaluation and Feedback**

It is important to integrate strong evaluation and feedback strategies into development plans. This tool can help identify areas for improvement and measure the effectiveness of training programs.

## **Choosing New Methods and Strategies (Digital learning Platform)**

There is a need in current education for the implementation of new strategies and approaches to the teaching learning process, so it is the responsibility of the institution to provide opportunities to the teacher to learn about new techniques, methods, approaches and strategies.

## **Use of New Technology**

Use of new technology in the teaching learning process is the need of the hour. As we know during COVID-19 physical classroom teaching was firmly established with digital platforms. Various online applications like Zoom, Stream Yard, YouTube, Google Classroom etc. were used to connect with the students and provide them education. This was possible only with the knowledge of technology. This knowledge is provided by various training programs. Teachers often use various teaching learning materials to make the teaching learning process effective and

various researches have also proved that the use of new teaching learning materials has brought about development in the overall system of education. . Thus a teacher should have knowledge about new innovations in teaching learning content through various workshops, seminars and conferences. For career advancement, it can help a person to get more opportunities for his/her career advancement.

### **Experiment and Action Research**

Through various experiments and research teachers can solve the problems of the organization and try to understand and implement new innovations in teaching strategies, teaching methods and teaching materials in the classroom. Action research helps a teacher to understand the problems at the ground level.

### **Conclusion**

There is an urgent need for teacher development in India due to the diversity of educational institutions and the desire for equitable and quality education. He replied. India can improve teachers' professional development by addressing existing challenges and implementing suggested strategies. A well trained and supportive group of teachers helps improve student performance and ultimately contributes to the progress and development of the country.

In short, investing in the development of Indian teachers is an investment in the future of the country. Adherence to standards, educational goals, digital resources and a culture of continuous learning can pave the way for better and more effective education in India.

### **References**

शिक्षक तैयार करने की चुनौतियां. (2022, April 8). Jansatta. <https://www.jansatta.com/politics/teacher->



preparation-challenges/2120682/

UGC ने शिक्षकों के लिए शुरू किया क्षमता विकास प्रशिक्षण कार्यक्रम, दो से तीन वर्षों में पूरा करने का

लक्ष्य—UGC starts capacity development training program for teachers aims to complete it

in two to three years. (n.d.). Jagran. Retrieved November 3, 2023, from

[https://www.jagran.com/news/national-ugc-starts-capacity-development-training-program-](https://www.jagran.com/news/national-ugc-starts-capacity-development-training-program-for-teachers-aims-to-complete-it-in-two-to-three-years-23527899.html)

[for-teachers-aims-to-complete-it-in-two-to-three-years-23527899.html](https://www.jagran.com/news/national-ugc-starts-capacity-development-training-program-for-teachers-aims-to-complete-it-in-two-to-three-years-23527899.html)

Opennaukri. (2020, February 10). चुनौतियों से भरी पड़ी है समाज में शिक्षकों की बदलती भूमिका. Open

Naukri. <https://www.opennaukri.com/changing-role-of-teachers-in-india/>

<https://ijesrr.org/publication/17/IJESRR%20V-2-1-14E.pdf>

<https://ijcrt.org/papers/IJPUB1304059.pdf>