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## Professional Development of Teacher in Higher Education

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### Abstract

Professional development is an important factor for getting better results from an employ and if it is about teachers than it becomes very important as teacher is directly responsible to the future of the nation. This article attempts to highlight the importance, needs and barriers of professional development of teachers in higher education. Few suggestions have been presented for different stack holders, namely, government, higher education institutes and teachers of higher educational institutions in respect of professional development of teachers in higher education.

*Keywords:* professional development; teacher; education; higher education

### Introduction

The quality of a country's educational institutions has a significant impact on its development. The most potent and effective tool for causing profound behavioural changes in students is education. Education is a potent tool for a country's social, economic, and cultural development. The process of introducing a child to a way of life is education. In terms of a person's overall development, education is crucial. A teacher not only holds certain beliefs and ideal of life but also rise to convert his pupil to his own views and his own way of life. According to Gandhi, "by education I mean all about drawing out the best in child and man body, mind and spirit". Education is considered not only as a tool of social change but also an asset to national development (Amareswaran, 2011).

The teacher occupies pivotal position in the system of education. According to Rabindranath 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 its own flame”. A teacher is one of the highly valued personalities in the society. As such teaching is considered to be the most sacred and distinctive profession. History is full of evidences about nation where education has brought significance progress. With the change in demands, the profession of teaching has become demanding. Many factors have been at work for years in bringing the change in the attitude towards in teaching. Thus, it is learned profession, global emphasis on literacy through program like education for all and right to education shows the world’s concern for the teacher’s role in the development of the society (Mohammad, & Mohammad, 2017).

### **Teaching as a Profession**

The profession of teaching is seen as being Nobel. It is possible to characterize teaching as a profession that offers highly specialized intellectual services. The teaching profession is built on intellectual training, demonstrating a high level of original thought, and advancing a variety of fields of study. Teaching as a profession also fulfills certain conditions which supports it as a profession, like teachers are organized as local, state and national level. Teaching requires careful skills and understanding (Sahoo et al, 2010).

Professional development of a teacher

The field of education is very specialized, thus it takes professional growth to become an expert in it. Formal education, specialized training, and creative professional learning are all examples of professional development. Its goal is to help teachers, administrators, and other educators increase their professional competence.

Today's teachers must possess a certain level of instructional expertise in order to create relevant teaching materials, organize lessons, and assess students' progress. For their job, teachers require a variety of professional skills. Professional development refers to the improvement of a teacher's success as well as their subject-matter knowledge, efficiency as a teacher, and understanding of educational issues. A person's growth in their professional job is referred to as professional development in a broad sense. It consists of learning both formal experiences, namely, attending workshops, seminars, conferences, and professional gatherings; taking refresher courses; etc. and casual ones, namely, reading trade magazines; viewing films on a certain academic field; etc.

### **Responsibilities of Teachers**

**Responsibilities towards Students:** Effective teaching is the main aim of the teaching and it occurs with the feeling of the mutual respect between teachers and students. As a teacher, he/she should understand them. The interest of the teacher should lie in the welfare of the students. Youngsters need support and appreciation from the adults and especially from the teachers. It helps the development of the self-confidence. So, the teacher should inspire students and works with them to create and maintain a pleasant and attractive learning environment and to encourage students, to formulate and work for high individual's goals in the development of their physical, intellectual, creative and spiritual endowments.

**Responsibilities towards others:** A teacher is supposed to work in an institution with teaching and non-teaching staff, administrators, parents and community members to whom he formally and informally giving and receiving professional and social supports. A good and cordial relationship among teachers keeps all the staff members and administrators stress free at work place.

## **Need of Professional Development Programmes for a Teacher**

On the other hand, how professional development courses affect a profession's quality. After receiving a diploma or beginning a profession, the process of education continues throughout one's life. An individual may benefit from continuing education by developing their skills and increasing their work competence. In the higher education sector, where educational expectations are high for both students and teachers, the need for professional development is crucial. Students are expected to create new ideas, synthesise knowledge, build models, solve issues, and articulate them in this setting, while instructors must develop into critical and constructive thinkers and support students in every way they can. Classrooms are thought of as settings where active information and idea exchange occurs. In higher education institutions where lecturers often teach using traditional techniques and have been teaching for a long time, conventional teaching approach is a well-established style. Therefore, there is a strong demand for teachers' professional development to overcome stereotypes in teaching and learning in higher education. Modern curriculum and new ideas suggest a move away from explanation and solitary seatwork, which characterise old and conventional teaching methods, and towards activities that stimulate students' active participation in knowledge production, problem solving, and application. The instructor should carry out instruction in accordance with the demands of the pupils while also evaluating student development. Teachers are supposed to speak to pupils clearly and concisely and to respond to them in an open-minded manner (Panda, 2018).

There are several ways that professional development is advantageous for teachers, some of which are emphasized as.

**Efficiency:** The main goal of the majority of professional development programs is to teach teachers how to do things better by using a variety of skills and techniques, increasing their efficiency and competence.

**Credibility and assurance:** Professional development programs give teachers new perspectives and insights by introducing them to new information.

**Reach career objectives:** Professional development aids teachers in reaching their objectives and climbing the professional ladder. These programs also aid in inspiring teachers to excel in their profession.

**Keep up with the latest developments:** Professional development programs give teachers the chance to stay current and develop their skills so they can meet the needs of the students. It aids teachers in learning cutting-edge strategies and techniques used in the current system.

**Network:** Group-based developmental programs support teachers in building networks, connecting with others, and receiving feedback from them in order to improve their competence and effectiveness.

**Ability to influence and lead:** Professional development programs assist teachers in improving their knowledge and gaining more confidence, which in turn enables them to better influence and guide others.

### **Barriers to Professional Development**

There are numerous obstacles to high-quality professional development for teachers at all levels. Researchers have typically identified three categories of barriers to professional development, which are listed below.

**Administrative hindrances:** Administrative barriers are encountered when people who have the potential to advance professionally encounter issues with the implementation or administration of PDP. The following are a few administrative roadblocks to career development: Lack of resources, a lack of physical infrastructure, and bad government regulations, insufficient time; insufficient administration

**Psychological barriers:** People are said to have psychological barriers when they are psychologically unable to realise their potential or advance professionally. Such as teachers who experience anxiety, stress, or frustration; teachers who lack interest; teachers who lack confidence; teachers who lack a positive attitude; and teachers who feel incompetent.

**Material barriers:** People who are unable to use the available tools or resources to advance their careers to their full potential are referred to as material barriers. Such as the environment at work, the environment at home, the time demands, and the energy demands (Ali & Shafeeq, 2021).

### **Conclusion and Suggestions**

Professional development is one the major factors responsible for the continuous development of an institution/organization. Professional development can have different dimensions such as efficiency, credibility, assurance, career objectives, knowledge of latest developments, network improvement, and ability to influence and lead. Professional development of a teacher have significant national and global implications by developing sound and inclusive global citizens for the future. Some suggestions have been drawn from the present work that are given below:

**For Central and State Governments:** Teachers should receive funding to begin projects and action research pertaining to the teaching and learning process. The education departments should

support their staff members in pursuing higher degrees in order to improve the proficiency and competency of teachers. For their psychological and professional counselling, university teachers should have access to counselling centres. There should be regular professional development programs set up, such as refresher courses, seminars, and workshops, to inform teachers of new skills and approaches to teaching and learning.

For Higher Educational Institutions: Meetings between senior and junior staff members ought to be planned at the institutional level in order to increase junior teachers' confidence and give them a chance to share ideas that will advance their careers. At the time of selection, the person should be screened. To expand their knowledge and develop their expertise in their fields, teachers should be encouraged to participate in faculty development programmes. The organization of various language improvement programmes is necessary. Teachers should be encouraged to engage in action research and projects that will improve their knowledge and perspectives in their fields and help them comprehend the issues that are unique to those fields.

For Teachers of HEIs: Teachers should stay current in their particular discipline. In order to advance their careers, teachers should pursue higher degrees. They ought to utilise the resources that are offered by their institutions effectively. They ought to utilise the internet effectively for career advancement. Different professional development programs should be attended by teachers. Teachers should frequently, both formally and informally, share their experiences with other staff members. To stay up to date on the most recent techniques in their field, teachers should make it a habit to visit other institutions.

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