

# PROFESSIONAL DEVELOPMENT OF TEACHERS IN HIGHER EDUCATION

**Ranjeet Singh<sup>1</sup>, Sandeep Singh<sup>2</sup>**

<sup>1</sup>Assistant Professor, Shah Satnam Ji College of Education, Sirsa

<sup>2</sup>Assistant Professor, Shah Satnam Ji College of Education, Sirsa

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## ABSTRACT

Education is an important part of our life which teaches us to recognise good and bad. Through education we are able to recognise merits and demerits. Education brings positive changes in the life of an individual. Only after getting proper education a student can become a doctor, engineer, pilot and teacher etc. The responsibility of imparting education rests on the shoulders of the teachers. The teacher may be at any level whether it is the school level, college level or university level. That is why it is very important that teachers play their role well. This is possible only when the teacher is professionally competent and to be professionally, it is very important to have various qualities, skills and competencies. Teacher training institutes and human resource development centres of various universities play an important role in professional development of teachers. Professional development of teachers is done in higher education in India through orientation programmes, refresher course, faculty development programmes, seminars, webinar, workshops and short term courses.

**KEY WORDS:** Higher Education, Professional Development, Teacher Education

Education is like the backbone for the development of any country. The more effective the education system of any country, the stronger will be the development of that country. That's why all countries invest a large part of their budget in education so that this investment can benefit them in what they are today. Many factors influence the system of education, one of them

is teacher. The teacher acts as a pivot of any kind of education. The whole education process revolves around the teacher. Hence a teacher, whether it is at school level, college level or university level, it is necessary to play his/her role very well and this is possible only when a teacher is professionally competent and capable. This will be possible only then educational institutions and institutions related to higher education will make their important contribution for the professional development of teachers.

Professional development plays significant role in the development of teachers. For this, Teacher Educator Institutions, degree colleges and universities can play an important role.

Teaching is a very noble profession by which we can make anyone's future bright. In short teaching profession is the base of every other profession. To develop professionalism among teachers we must consider some important steps:

1. Inculcate moral values among teachers because if they themselves follow the moral values only then they can develop morality among students.
2. By attending seminars, webinars, research circle and panel discussion etc. they enhance their mental horizons which give them deep insight of the subjects they taught.
3. They must be aware of the knowledge of ICT and should be digitally literate.
4. Teachers should participate in different type of workshops related to their subjects.
5. They should be independent learner because independent learning helps in creating new content for students
6. They should also participate in some kind of sports activities because it keeps them healthy and the healthy body and mind work efficiently.
7. They should have good communication skills because effective communication eliminate the mental fatigue and exhaustiveness of the students.
8. Teacher must be expert in theoretical part of the subject as well as in the practical.
9. Teachers have to attend the orientation programmes offered by the human recourse development centre of the universities.

10. They should also attend the refresher course of their concerned subjects because after attending these courses they will be able to teach their subjects more effectively.
11. They should also participate in symposia which provide them a platform for educational interaction.
12. Govt. of India has launched the online learning platform SWAYAM for moocs which is very much helpful for teachers to nourish their capabilities. Teachers can register themselves for the refresher course or pedagogy course in online mode and also give their exams online which is very flexible for them to enhance their required skills.
13. Teachers should also participate in webinars, online faculty development programme, and e- conferences.

### **PROBLEMS IN PROFESSIONAL DEVELOPMENT OF TEACHERS**

- **Lack of language labs:** Majority of schools and colleges don't have the facility of language labs which plays a significant role in the development of effective communication skills.
- **Lack of proper working environment:** It is necessary that the working environment of the institution should be democratic so that the teachers do their work with freedom and enthusiasm.
- **Gender biasness:** Sometime teachers face biasness by the administration in the distribution of work and this create hurdles in their working efficiency.
- **Insufficient salary and increment:** If a teacher get proper salary of increment he/she would work better because these incentives motivate them to work properly of enhance their professional skills.
- **Lack of human resource development centre:** Most of the private institution and some govt. universities don't have human resource development centre. Due unavailability of these centres, a majority of teachers did not get a chance to enhance their professional competencies. Furthermore these centres are also out of their access.
- **Lack of devotion among teachers in teaching profession:** Some teachers do not pay much attention towards their teaching or their responsibilities. They just teach the concept whether it is understood

by the students or not.

- **Lack of motivation:** Teachers are not motivated to participate in the seminars, conferences and faculty development programmes. If they are internally or externally motivated by the authorities to participate in these professional activities they would definitely perform their duties well.
- **Problem in taking permission to participate in professional activities:** Teachers those who are working in private institutions are not allowed to take leave for participation in any kind or level of seminar, workshop and conference etc.
- **Problem in adapting new technology:** Many teachers are not aware about the use of new techniques of teaching. They still using old methods of teaching which are not compatible in the new teaching learning conditions.
- **Lack of digital literacy:** It is said that the need is the discovery of new innovations and it is proved the circumstances created by covid-19. All activities of teaching were closed during pandemic but after some time many learning apps and software developed. But due to lack of digital literacy it is difficult for teachers to take online classes. If they are professionally trained to handle these applications it would be beneficial for students and for themselves also.

## **IMPORTANCE OF PROFESSIONAL DEVELOPMENT OF TEACHERS**

- If teachers get updated with the new trends and technology of teaching they can teach effectively and interestingly.
- Professionally trained teacher play the role of a bridge between parents, students and management.
- They become creative and constructive teacher if they attend the professional activities i.e. refresher course and faculty development programmes.
- Their interaction with the students would be improved when they get training from the resource person.

- Professional training helps them to improve their command on subject matter.
- Professionally trained teachers lead the educational institution on the path of development and progress.
- They are capable to nurture leadership qualities among their students.
- They are able to understand the new policy or education and schemes of education.
- They are much aware about the changes in curriculum and objectives of education.
- Professional trained teachers have the knowledge of social media and netiquettes.
- They are competent to improve classroom practices.

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