

## A STUDY OF SKILL DEVELOPMENT PROGRAMME OF JUNIOR COLLEGE TEACHERS

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**Abstract :** The intent of the present paper is to enhance the teacher education quality in India by focusing on the skill development of Jr. College teachers. Various issues of teacher education namely, institutional inertia, brand inequity, quality crisis, overgrowing establishment, rare humane and professional teachers, poor integration of skills, alienated and incompatible modes of teacher education, little contribution to higher education, domain pedagogy mismatches, identity crisis, rare innovations, inadequate technology infusion, little choice base, poor research scenario, and no teacher education policy have been dwelt on in this paper. The paper concludes that teacher education system in India calls for changes in developing skill among the teachers. It is expected that the various States governments play an active role in manpower planning. Teacher Education for preparing humane & professional teachers needs to be wholistic. Along with content & methodology there is a need to integrate emotional competencies, such as, self-awareness and self-management, social sensitivity and social management. There is a need to integrate life skills, such as, self-awareness, empathy, interpersonal relationship, effective communication, critical thinking, creative thinking, decision making, problem solving, and coping up with emotions and stress. There is a need to integrate info-savvy skills and techno-pedagogic skills. The teacher education programmes need to integrate in numerous skills & competencies. An assessment of teaching skills should take into account all these aspects of a teacher's pedagogical competence.

Much attention shall be given to the assessment of teaching skills as to the assessment of academic skills. But in order to make valid and reliable assessments the scope and meaning of teaching skills need to be clearly formulated. This is an additional reason why it is important to clarify what is meant by teaching skills. Education and training can enhance your professional life in a number of significant ways.

### INTRODUCTION

The education sector is the largest employer in the country and simultaneously aims to prepare future generations for the needs of the today's economy. The most significant part of a teacher's role lies in building the right learning environment for students and creating a positive learning experience. A student's experience with one course or one teacher can turn him or her into self-driven, life-long learners.

The role of the teacher, or facilitator, is especially important in the area of skill development, because students learn useful skills from their experiences and environments. Therefore, teachers and trainers need to create an environment from which students derive maximum learning.

A skill is the ability to carry out a task with pre-determined results often within a given amount of time, energy, or both. In other words the abilities that one possesses. Skills can often be divided into general and specific skills. For example, in the domain of work, some general skills would include time management, teamwork and leadership, self motivation and others, whereas domain-specific skills would be useful only for a certain job. Skill usually requires certain environmental stimuli and situations to assess

## **A Study of Skill Development Programme of Junior College Teachers**

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the level of skill being shown and used.

Skill Development means developing yourself and your skill sets to add value for the organization and for your own career development. Fostering an attitude of appreciation for lifelong learning is the key to workplace success. Continuously learning and developing one's skills requires identifying the skills needed for mobility at Cal, and then successfully seeking out trainings or on-the-job opportunities for developing those skills.

Developing your skills begins with assessing which skills are important for your desired career development. Read about career skills in the self-assessment section of this website. Speak with your supervisor or manager and other career mentors to identify the types of skills that will help move you forward in your career.

Knowledge and attitudes are underlying factors that shape a teacher's actions. To uphold teaching skills there is a need for continuous updating of knowledge and development of competence. An effective teacher is an excellent communicator and therefore thinks about improving his or her presentation skills.

**Statement of the Problem:**

The skill development programmes are conducted with an intention to update the subject knowledge and also to develop the teaching skills that can make the teacher more effective in imparting of the knowledge and information. Skill development plays an crucial role in development of teachers. However a proper framework of programme relating to skill development must be framed so as to avoid long gap of training.

### **Objectives:**

- 1.To study the importance of skill development among teachers.
- 2.To study the framework of skill development for Jr. college teachers.
- 3.To find the gap between desired skills and qualities for being an effective teacher and present qualification norms.

### **Research Methodology:**

The study is based on the secondary data. The Secondary Data will be collected from journals, reports, books, records, magazines and internet and also circulars.

There are rapid developments in teaching that are being driven by social and technological changes. Keeping up to date with these developments within education will pay dividends with improved teaching skills. The skills needed to be a great teacher have now changed. Modern teachers need to be competent in many new skill sets that were unknown to their predecessors. So here are the 10 skills Modern Teachers need to know.

### **Traditional Teaching Skills**

These first 6 teaching skills are not new, but their importance has increased significantly for the modern teacher.

1. **Commitment:** It is essential that teachers are committed to their work and to the education of young people. The responsibility that lies in the hands of a teacher is huge, so a modern teacher must always be aware of this and be truly engaged in their profession.
2. **Preparation:** There used be a time when the right temperament enabled you to become a teacher. Nowadays it's nigh on impossible to find a teacher without formal academic training. This requirement is increasing as education levels improve in society. The better prepared you are as a teacher, the more effective you'll be, so you should pursue you studies with this ethos in mind.
3. **Organization:** Good organization and the planning of a course in advance are key factors for success. It is very important that a teacher organizes the lesson properly and allocates the time to cover it in its entirety. Students can tell a poorly planned class from a mile away and once they realise the teacher isn't putting in the effort neither will they!
4. **Tolerance:** In an increasingly diverse and multicultural society, it is necessary for teachers to manage any prejudices they may have and to treat all their students equally without showing favouritism. It's a very important teaching skill not to impose your world view on your students, instead you should openly discuss topics and let students decide for themselves.
5. **Story Telling:** One of the best ways to teach and transfer ideas is through stories. The best teachers have used this method in their classes for centuries. Teaching a lesson by incorporating story-telling techniques is a fantastic teaching skill to develop at anytime. Utilizing it leaves your class wanting to find out what

## **A Study of Skill Development Programme of Junior College Teachers**

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happens next. An engaged class is the best way to increase participation and collaboration.

6. **Open to Questions:** Having discussions and collaborating in class are essential for encouraging students and implementing new teaching techniques. Teachers must be open to answering their students questions. Modern teachers truly listen to their students questions and answer them honestly, not just with a cursory or textbook response. It may sometimes occur that you don't know the answer to a question or you don't have the time! If this happens, don't waffle or brush the question off, just explain that you will look in to it and get back to the student with a proper answer later.

### **Modern Teaching Skills**

These new teaching skills complement the more traditional ones. These skills are associated with new technologies. Incorporating these into your teaching repertoire will ensure you become a modern teacher.

7. **Innovative:** The modern teacher must be willing to innovate and try new things, both teaching skills and educational apps, ICT tools and electronic devices. The modern teacher must be an "early adopter".

8. **Tech Enthusiast:** The modern teacher must not only be innovative but also be willing to explore new technologies. Whether it is iPads, apps or personal learning environments, modern teachers should be in constant search of new ICT solutions to implement in their classrooms.

9. **Social:** One of the traditional teaching skills was to be open to questions. The modern teacher should lead the conversation to social networks to explore possibilities outside of the class itself. We recommend our "Twitter in the Classroom: Ideas for teachers" to explore this idea in more depth.

10. **Geek:** We mean this in the best sense of the word. The internet is the greatest source of knowledge that humanity has ever known, so to be a modern teacher you must be a curious person and incorporate this resource at every available option.

### **Training Programme for Junior College Teachers**

In consonance with the guidelines of NCERT and SCERT syllabus of Jr. College is revised and restructured. New setup skills and topics are incorporated in the syllabus to increase the employability of the students. Periodically orientation programme are held on completion of 12 years of service and 24 years of service to provide the concerned teachers knowledge about the revised syllabus and knowledge skills required according to revised syllabus. Jr. College teachers can get incentives in the form of three-tier pay scales on completion of the aforesaid orientation programmes. These programmes are conducted by Maharashtra State Board of Secondary and higher secondary education.

The aforesaid orientation programmes results in development of skills for the concerned Jr. College teachers which helps in uplifting of students knowledge and finally development of institution and nation.

#### **Benefits for Teachers:**

1. Develops higher level thinking skills.
2. Promotes student-faculty interaction and familiarity.
3. Enhances teachers satisfaction in teaching.
4. Promotes a positive attitude towards the subject matter.
5. Promotes innovation in teaching and classroom techniques.
6. Enhances self management skills.
7. Promotes innovation in teaching and classroom techniques.

#### **Benefits for Students:**

1. Promotes student-faculty interaction and familiarity.
2. Increases student retention.
3. Builds self esteem in students.
4. Enhances student satisfaction with the learning experience.
5. Develops oral and written communication skills.
6. Encourages diversity understanding.
7. Creates an environment of active, involved, exploratory learning.

### Conclusion:

The study in hand concludes that there are hardly few development programmes conducted for Junior college teachers. There is found to be a wide gap between the programmes conducted and hence college authorities and government should implement a proper framework of skill development programmes to enhance the professional life of teachers.

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