

National Education Policy; 2020: Professional Development

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Abstract

Professional development is learning to earn or maintain professional credentials such as academic degree to formal course work, attending conferences and informal learning opportunities situated in practice. Teachers will be given continuous opportunities for Self Improvement and to learn the inventions and advancement in their profession. These will be offered in multiple modes, including in the form of local, regional state, national and international workshops as well as online teacher development modules. Continuous professional development of teachers ensures the updating and development of the teaching staff, including the acquisition of new skills, according to the educational needs and of the requirements regarding the adaptation of the competences of the teaching staff to the changes in educational system. Here are some professional development skills that can enhance your career: Communication skills, Problem solving skills, Organisation and planning skills, Management skills, Having a positive attitude and service mind set.

It can be truly said that a person who wants to be successful in his profession, is always on the look out for opportunities to add to his professional knowledge and keep himself up to date in his field. NEP 2020 recognises that teacher will require training in high quality content as well as pedagogy. By 2030 teacher education will gradually be moved into multidisciplinary colleges and universities. Teachers will be given continuous opportunities for Self Improvement and to learn the inventions and advancement in their profession. These will be offered in multiple modes, including in the form of local, regional state, national and international workshops as well as online teacher development modules. Continuous professional development of teachers ensures the updating and development of the teaching staff, including the acquisition of new skills, according to the educational needs and of the requirements regarding the adaptation of the competences of the teaching staff to

the changes in educational system. NEP 2020 will honour and recognises the efforts of all educators in making India a 'Vishwa Guru'.

Professional development is learning to earn or maintain professional credentials such as academic degree to formal course work, attending conferences and informal learning opportunities situated in practice. It has been described an evaluative stage. Some studies clarify professional development. Powell et al (2010): Professional development tends include coaching, consultation in communities of practice, lesson study, mentoring, reflective supervision and technical assistance. Roth et al (2011): Professional development programmes can participant's specification in a specific educational approach or programme from university or credentialing organisation or even an industry specific certification. John and Fargo (2017): described Professional development to involve learning to obtain

or maintain professional credentials such as academic degrees and skills required to improve one's assigned responsibilities.

Here are some professional development skills that can enhance your career:

- Communication skills
- Problem solving skills
- Organisation and planning skills
- Management skills
- Having a positive attitude and service mind set

The NEP 2020 acknowledge the reality of unmotivated and dis-spirited Indian teacher and proposes to completely overhaul the teaching profession to create a robust merit based structure of tenure, salary and promotion that incentivises and recognises outstanding teachers. The Kothari Commission 1966 said "of all the different factors which influences the quality of education and its contribution to national development, the quality, competence and character of teachers are undoubtedly the most significant."

The NEP 2020 too exhorts "Teacher truly shape the future of our children and therefore, the future of our nation there by implying that teachers play the most important role in nation building by creating high quality of human resource in the classrooms. Recognising the 'power of teacher' NEP 2020 has put in place systematic responses that would help 'teaching' emerge as an attractive profession of choice for bright and talented young minds. It proposes several reforms to empower teachers and restore the height respect and status to this profession hoping that it would eventually attract the best minds and talent to choose teaching as their profession.

Pre Service Teacher Education:

Based on the recommendation of NEP 2020 on teacher Education and training, a National Curriculum Framework for Teacher Education NCFTE 2021 will be drafted to guide all the teacher education, pre service and in service of teachers working in academic vocational of special education streams.

The four year integrated B.Ed. the minimal degree qualification for school teachers is conceived as a multidisciplinary and integrated dual major bachelor's degree in education as well as a specialised subject. The admission of this course shall be through National Testing Agency (NTA).

Cutting Edge Research:

All multidisciplinary Universities have been directed to set up an education department and run B.Ed. Programmes in collaborations with their other departments. In addition to this they will also carry out cutting edge research in various aspect of education to enhance the quality of their B.Ed. Programme. The B.Ed. degree will teach a range of knowledge content and pedagogy and include strong practical training.

Shorter Post- B.Ed. certification courses:

B.Ed. certification courses will also be available of career growth teachers who wish to move into more specialised areas of teaching or into leadership and management positions in the schooling system. A provision that truly has the potential to enhance respectability and acceptance of teaching profession in that all fresh Ph.D. entrance will be required to take credit based courses in teaching.

Teaching Career and Profession:

NEP 2020 talks of creating performance standards for teachers clearly spelling out the role of the teachers at different level of expertise/stage. NEP 2020 also talks of teacher audit or performance appraisals that will be carried at regular intervals. Hence forth, promotion and salary increment will not occur based on the length of tenure or seniority but only based on such appraisals. School teachers must undergo 50 hours of CPD opportunities every year to keep themselves by attending workshops or online teacher development modules. School Principals too must undergo CPD in modules related to leadership, school management and for implementing competency based learning.

Enculturation of Teacher Empowerment:

Teachers are engaged in the reform process, they need freedom and control over their own work. This make them feel empowered, motivates them to work harder and enhances their commitment to their learning. New National Education Policy emphasizes on continuous profession development (CPD) for improvement of skills of teachers. NEP mentions various timelines for important themes and activities and learning the latest innovations and advances in their profession through multiple modes, including in the form of local, regional, state, national and international workshops as well as online teacher development modules. Each teacher is expected to participate in at least 50 hours of CPD opportunities every year for their own development, driven by their own interest, covering the latest pedagogies regarding foundational literacy and numeracy, formative and adaptive assessment learning outcomes.

The NEP 2020 gives teacher autonomy in selecting appropriate pedagogy and encourage them to also ensure socio emotional learning of their students. Innovative teaching methods adopted by teachers to improve the learning outcomes will be recognised, documented, and shared widely as recommended practices. The school managements have been directed to ensure adequate and safe infrastructure, basic amenities and hygiene, internet, libraries, sports and recreational resources to all teachers and students.

Conclusion:

Teacher education is vital in creating a pool of school teachers that will shape the next generation. The teachers will be facilitated with the qualities of reforming, transforming and performing at the same time. In the 21st century teacher preparation is an activity that will require not only multidisciplinary perspectives and knowledge, the formation of dispositions and values and development of practice under the best mentors. A combination of conceptual, practical, personal and social skills will be needed by the teachers for transforming India, Bharat and re-emerge as “Vishwa Guru”.

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