

Professional Development of Teachers

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ABSTRACT

"An effective teacher inspires his students and replaces the empty mind with open mind" Teachers are the real architects of the nation. The status of teachers in ancient Indian Society is very high. She/he is the legendary Guru, the dispenser of knowledge, and caretaker of his/her students. The teacher has the greatest role in molding the future of the country, and is responsible for giving birth to all other professions, thus teaching is the most noble profession, the most respectful and important profession in one's life. He/she has to cultivate in himself humility, compassion and the spirit of loving services, much more than this belonging to other professions where he/she is an ideal and role-model to his/her students. Teacher decides the prosperity or poverty of a country. Teacher is responsible for building up the nation so he/she needs to play a vital role in leading all the other professions by self-educating himself/herself first. Teachers should develop such an ability to bring the change she/he wishes to see in the world. So basically this paper deals with professional development of teachers.

Keywords: effective teacher, dispenser, caretaker, compassion, professional development.

INTRODUCTION

**"Learning gives creativity,
Creativity leads to thinking,
Thinking provides knowledge,
Knowledge makes you great."**

A.P.J Abdul Kalam

Learning is life-long expansion of creativity which inculcates our mind with innovative thinking, learning helps a person to grow & become more creative & creative mind tends to bring more creative ideas where one needs to constantly think, this thinking takes us to the path of knowledge. Thus, when we acquire knowledge we become great. So teacher should always educate herself as per the needs of students. She/he needs to constantly work on upgrading his/her knowledge for not only her development but also the development of his/her students. Teacher professional development is a type of continuous learning efforts taken by educators in educating themselves. It's one way teachers can improve their skills and other ways boost student outcomes. They gain better mastery over the techniques which are best suited for better teaching-learning outcomes.

Learning can take place in formal or informal settings. Formal settings include conferences, courses, seminars, retreats and workshops. Informal opportunities for teacher professional development include independent research or investigation, peer learning initiatives or even just chatting with a colleague in the staff room and sharing their experiences.

Professional development for teachers takes place on a number of different levels: district-wide, among teachers in a given school or an institution, or even on a classroom or individual basis. It varies from place to place and teacher to teacher. Thus, it gives an insight of development of students through development of teachers.

IMPORTANCE OF PROFESSIONAL DEVELOPMENT OF TEACHERS

Education is a life-long process. It doesn't stop after earning a degree and starting a career or working with any institute. Through continuing education, career-minded individuals can constantly improve their skills and become more proficient at their jobs. It is important for institute administrators to encourage teachers to

pursue professional development, not only to ensure the best learning outcomes for their students but also to be more effective and satisfied in various other aspects of their work.

- Students Have Better Learning Outcomes
- Teachers Learn Better Ways to Teach
- Teachers Develop Better Organization and Planning Skills
- Teachers Gain Knowledge and Industry Insight
- Teachers Want to Continue Their Education

Education system is constantly changing to cater to the needs of children of the 21st century, thus making it challenging for teachers to keep up with trends and best practices in the field. Professional development transforms teachers into better and more apt educators by enabling them to create relevant and tailored instructions for today's students. When educators discover new teaching strategies through professional development, they are able to implement back in the classroom and make changes to their teaching styles which better suit the needs of their students. The more professional development a teacher undergoes, the more knowledge and industry insight he or she gains. It's easy for teachers to become burdened by the grind of teaching. Professional development gives them an opportunity to step out of their routine — they get to be the student instead of the teacher. This keeps educators engaged because they feel like they are receiving the professional help they need to be better teachers. After all, professional development nurtures the talents of teachers who aspire to take on educational leadership positions, and teachers must learn from other experienced leaders to become effective future leaders themselves.

THE BEST PROFESSIONAL DEVELOPMENT SKILLS FOR MODERN TEACHERS

- **Adaptability** - In modern world, digital age teachers need to be flexible and able to adapt to the challenges thrown out their way. They constantly need to upgrade themselves with the new technology in the field of education. They should always adapt to the new challenges to inculcate the change.
- **Confidence** - Every teacher needs to have confidence, not only in themselves but in their students as well as in their colleagues. A confidence can inspire others to be confident, and teacher's confidence can help to influence students to be better people in life. A confident teacher can do wonders, it can transform the entire nation.
- **Communication** - It is the skill which is used almost by all teachers for daily communication with students and colleagues, so clear & concise communication is important to keep your point across. So the communication is also an important asset in building up the professional development of teachers.
- **Team Player** - When a teacher works together as a team or in a group, it provides students with a better chance to learn and have fun. Networking with teachers and solving problems together will only lead to success.
- **Continuous Learner** - Teaching is a lifelong learning process. The world is always changing so we should always adapt to the changes to win the race of life, else we will be lagging behind others. A teacher who is always willing to go that extra mile to learn will always be an effective and successful teacher.
- **Imaginative** - The most effective tool of a teacher is their imagination. Teachers need to be creative and think of unique ways to keep their students attentive, interested, engaged in their regular classroom lectures. Teachers must find creative ways to keep teaching-learning interesting.
- **Leadership** - An effective teacher knows how to guide their students in the right direction. They lead them by example and they are themselves role models for their students. Thus, they can encourage students to be successful in life.

- **Organization**-Modern teachers have the ability to organize and prepare for every new challenge faced by them.It shows that organized teachers foster more effective learning environments.So it is very important for a teacher to be organized if he/she wants to achieve success of students.
- **Innovative** - A modern teacher is willing to always try something new, from new educational apps to teaching skills and modern digital technology.Being innovative means not only trying new things out, but questioning your students, making connections and cultivating a creative mindsets.It's getting the students to take risks and learn to collaborate with others.
- **Commitment** - A modern teacher needs to be committed to their profession.The students should see that their teachers are always present and dedicated to being there for them.This will result into change in behavior of their students to be more sincere & determined towards their work.
- **Ability to Manage Online Reputation** - In this 21st century, modern teaching skill is a new one which is called as digital age where most of the teachers are online which means they are having an "online reputation" Modern teachers need to know how to manage their online reputation and which social networks are okay for them.
- **Ability to Engage** - Modern teachers are well equipped with the strategies to keep the students engaged.Nowadays it is very easy to find learning resources for the students to keep them interested via various digital technology in education which manifest the minds of fellow students.
- **Understanding of Technology** - Technology is growing at a rapid pace so we have huge advancements in the field of technology.It is hard to keep with with the new technology, but it is something the modern education system is demanding.Not only teachers have to understand modern technology, but also they should be aware of which digital tools are right for the students.
- **Know When to Unplug** - Modern teachers know how and when to unplug from social media and relax.It is important to take the break from the routine chores.They also give their students brain break for the good come back.
- **Ability to Empower** - It is well said,"**Aspire to Inspire before you Expire**".This goes well with a teacher.Modern educators have the ability to empower students to be critical thinkers, innovative, creative, flexible, adaptable, passionate and enthusiastic.They also empower them to solve problems.They give them the tools to succeed not only in school but in life.

The Elements Of Effective Professional Development

- Should be content focused
- Must incorporate active learning utilizing learning process
- Should support collaboration of teaching-learning.
- Must use models and modeling of effective practice.
- Must provide coaching and expert support.
- Must offers opportunities for feedback and reflection.
- Must have sustainable development.
- Must be a good researcher
- Should attend seminars, workshops.
- Well-versed with current digital technology in education.

Teachers play a vital role in building every career where she/he should be content focused.Teachers have to be life-long learners to facilitate teaching-learning process by utilizing various learning resources during the process of learning.Teachers have to not only collaborate & support teaching-learning but also carry out

everything into practice. Teachers are the wholesome food of knowledge to the students where they can properly guide the students in order to get the desirable results. They will also get many opportunities to work upon themselves because to teach is to learn twice or thrice. So teachers need to constantly learn new ways to upgrade his/her knowledge to be best suited in the classroom of digital technology & many more advancements in the field of education. Through attending various seminars, workshops, orientations and many more things, teachers need to be always ready to take challenges & thus the learning should be continuous to impart knowledge to the students.

CONCLUSION

When teacher develops her/his professional development. Then teachers can mold the nation and students become more passionate & strong by looking at the spirit of their teachers for constant love for learning. Teachers are the backbone of every profession where each profession is emerged out of teaching & teachers have such a dynamic role in making up the nation. Teachers have to be life-long students, engaged not in mere studies, but immersed in practice too, only a lamp that burns can light other lamps, this is our custom so professional development of teachers is the need of an hour for the development of students as well as the development of nation.

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