



Reflection of NEP 2020 on Professional Development of Teachers

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Abstract

Education is one of the most important endeavour a person has to go through in order to live a harmonious and progressive life. Education can be formal or informal or non formal which can be achieved through different means. It prepares a person to live in harmony with oneself and with others as well. Teacher play a significant role to developed and moulded the mind of aan individual.As such teaching becomes one of the most important profession and the NEP 2020 also lays certain emphasis as to why teachers are given the necessary accommodations, i.e., academically and financially as well. It tries to enhance teacher's condition by providing them with continuous professional development so as to prepare them for their profession, in order that they become more efficient fruitful for their students and the nation as well. This paper tries to analyse the reflection of NEP 2020 on teachers professional development and some suggestions for teachers professional development.

Keywords : Continuous Professional Development, NEP 2020, Teacher Education, Higher Education Institution.

Introduction

The Indian philosophy of education gives emphasis on the goals, curriculum, technique, and other aspects of education. Ancient educational philosophy had a strong spiritual or ideological undertone. Indian philosophy views education as the most important and sacred endeavour. It is a means to guide us from darkness to light. As such education is one of the most important thing as a human to exist in harmony with oneself and with others. This can be achieved through educational institutions where learning of different subjects happens through different resources which include teachers. Knowledge has been imparted to students by teachers through different methods and mediums. As such teachers need to be on the lookout to improve their knowledge and skills to have a better learning outcomes which can be attained through professional development in education where teachers knowledge and skills are improved so that their professionalism can bring about fruitful learning which in turn will bring about scepticism among students and positive attitude towards learning.

Every person needs to enhance their skills and knowledge every now and then that they will not fall shorts of the latest trends and innovations. Teachers are the most important resource through which knowledge can

be imparted to students who are the future of this nation. Chapter 5 of NEP 2020 has taken into considerations the importance of teachers and suggest that teachers shape the future of our nation. As such it highlights that the quality of teacher education, recruitment, deployment, service conditions and empowerment of teachers are not up to the mark and that the quality and motivation of teachers do not reach the desired standards. It also mentions that the quality of teaching profession must be restored to its previous status where teachers are treated with the kind of respect they deserve. Thus, the need for teachers professional development should be of utmost importance to have a better future.

Recruitment and Deployment: The NEP 2020 suggests different strategies to improve teacher professional development and this can be achieved from the initial stage which is recruitment and deployment. Proper measures should be taken from recruitment stage and to minimise excessive teacher transfer, preferential employment will be introduced where local job opportunities should be provided to local students. Subject-wise teacher requirement planning will be done to assess subject-wise teacher vacancies.

Science Environment and Culture : The NEP 2020 also gives much emphasis on Science environment and culture which include letting the teachers do their job effectively where children are learning in an environment that include all the stakeholders. It also tries to provide infrastructure which will help in maximizing teaching and learning, and in-service training will have inputs on safety and healthy environment. Creation of school complexes for teachers to have vibrant teacher communities is also given importance as well. All these are needed for teacher's professional development as one cannot grow without a proper environment where they can thrive. Teachers need to grow professionally in terms of academically,

Continuous Professional Development (CPD): The government aims to upgrade teachers by giving them continuous opportunities for self-improvement and to learn the latest innovations and advances in their professions which will be offered in different modes through different workshops such as international, national and state level etc. CPD refers to the process of training and developing teacher's professional skills through independent, participation-based or interactive learning. This will allow teachers to develop their skills for future ambitions. This is much needed due to the ever changing lifestyle and inventions in science and technology which requires teacher to be able to cope up with latest trends. CPD helps teacher to improve their performance as well as their skills and knowledge and also helps them ascertain the knowledge and skills they need to obtain within a short time period, so the improvement can be recognisable. CPD can be beneficial for both the teacher and learner in such a way that it enhances intelligence, character and even encourages self-directed learning. One's willingness to take CPD programme shows one's ambition and dedication to their profession which is a very overlook quality among teachers today.

And according to the NEP 2020 each teacher is expected to attend atleast 50 hours of continuous professional development programs for their own professional development. Different online platform will be present to them where teachers could share their ideas and work with other teachers from around the globe. This program will include the latest pedagogies regarding foundational literacy and numeracy, formative and adaptive assessment of learning outcomes, competency-based learning and related pedagogies like experiential learning, arts, sports etc.

This clearly shows that NEP 2020 gives importance to teachers professional development as a whole where teachers are given the opportunity to thrive to be the best version of themselves to teach their students in a way that the future of this nation will gained benefits from it.

Career Management and Progression: This programs tends to promote and award teachers who are doing an outstanding job in their profession such as salary hike which will encourage teachers to work on themselves. Proper assessment of teachers performance will be developed which will assess each teachers based on different criteria such as peer reviews, attendance, commitment, hours of continuous professional development. This will lead to career growth among teachers.

Motivated, Energized, and Capable Faculty

NEP 2020 Part 11 Higher Education Chapter 13 and 15 also indicates the importance of Professional Development for teachers as well. It states that the various factors that lie behind low faculty motivation levels must be addressed to ensure that each faculty member is happy, enthusiastic, engaged, and motivated towards advancing her/his students, institution, and profession. It clearly shows the needs of professional development for teachers to be productive in their respective work. Thus the policy recommends the following initiatives to achieve the best, motivated, and capable faculty in Higher Education Institutions (HEIs) which are as follows ;

- It recommends that all HEIs will be equipped with the basic infrastructure and facilities which will enable the teachers to work in the most efficient way.
- Teachers will not be given excessive duties and student-teacher ratios will also not be too high, so that the activity of teaching remains pleasant for teachers.
- It tries to empower the faculty to conduct innovative teaching, research, and service as they see best will be a key motivator and enabler for them to do truly outstanding, creative work.
- Attending excellence by incentivizing through appropriate rewards, promotions, recognitions, and movement into institutional leadership.
- Proper performance assessment, for the purposes of 'tenure' i.e., confirmed employment after probation, promotion, increase in salary , recognitions, etc., including peer and student reviews, innovations in teaching and pedagogy, quality and impact of research, professional development activities, and other forms of service to the institution and the community, shall be developed by each HEI and clearly enunciated in it 's Institutional Development Plan (IDP).
- Faculties will be identified based on their academic achievement and service credentials as well as demonstrated leadership and management skills and they will be trained through a ladder of leadership positions.

Teacher Education

In-service continuous professional development for college and university teachers will continue through the existing institutional arrangements and ongoing initiatives; these will be strengthened and substantially expanded to meet the needs of enriched teaching-learning processes for quality education. The use of technology platforms such as SWAYAM/DIKSHA for online training of teachers will be encouraged, so that standardized training programmes can be administered to large numbers of teachers within a short span of time.

Conclusion and Suggestions

Teacher professional development needs to be given more emphasis as teachers are the building blocks of our nation. Their influence over their students can be enormous and if teachers are given the best form of continuous professional development will they be able to guide their students in the proper way which will benefits the nation widely.

Professional development should focus on learning which can be achieved through classroom teaching, students – teacher interaction thus teachers need to be at their best professional level when it comes to teaching and interacting with their students. Professional development should focus on

Teaching experience: Participants should be given time to practice their teaching skills by involving them in micro-teaching, simulated teaching where they can practice their teaching skills.

Communication skills: Communication is the key when it comes to teaching thus teachers need to have a good communication skills to have effective learning-outcomes.

Addressing teachers needs academically: This is most essential especially with latest inventions of science and technologies where teacher needs to upgrade their skills technologically to meet the need of the students.

Interactive session : In order to have a good teaching and communication skills, one needs another being to interact with and by having such kind of interaction will enhanced the teachers skills and knowledge and learning their weakness and strength through feedback from their fellow participants.

Peer learning: Encouraging each participants to have interactive sessions among themselves, discuss the problems faced by them which might not yet be experienced by others and comes up with different types solutions.

Physical activities: Engaging them in physical activities such as games and sports will also enhance them to be more active inside and outside classroom.

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