

Dynamics for Teachers' Professional Development

Introduction

Teacher has always been regarded as an architect of the nation. The development of individuals and sustainable progress of society heavily depends on the ways a teacher shapes the destiny of children. The advancement of present era, the knowledge explosion and exposure has made the new generation quite advance in their thinking and curious about the happenings. Obviously, the teacher-student relationship survives only when teachers are empowered with all the requisites inevitable for their sustainable development and that of the students as well.

Today teacher's professional development forms crux of education system and there are heaps of efforts around the globe to visualize the same. Amidst these efforts, we deem it wise to delve with the issues in accordance with the prevailing conditions here and the issues that warrant our immediate attention. The following lines are humble expression of the same:

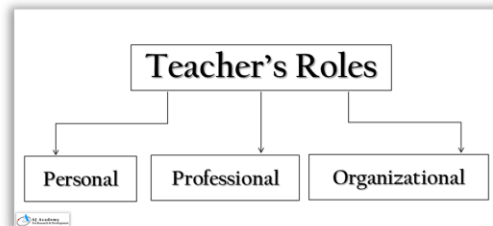
Definition of Teachers Professional Development:

In education, the term professional development may be used in reference to a wide variety of specialized training, formal education, or advanced professional learning intended to help... teachers improve their professional knowledge, competence, skill, and effectiveness.

(Ref: *education reform*).

The Teacher's Roles

Teacher has many roles, beginning with her own persona; she is a professional educator and a genuine part of the institution. For a true development process, a teacher has to keep all these roles in focus:



The Roles and Responsibilities

Every role has some defined responsibilities, for a true professional development, a teacher has to keep every role and their corresponding responsibility in view to ensure a healthy and sustainable training process. Let us have a quick look at the roles and responsibilities:

Personal

A teacher in her personal capacity:

- Should focus on intellectual development
- Should try to overcome weaknesses
- Should ensure a sustained spiritual development

Professional

Being a professional, she:

- Should have sound knowledge about the subject
- Should teach effectively
- Should evaluate student's learning

Organizational

Being a part of the institution, it's imperative that a teacher:

- Should ensure collaborative efforts with fellow teachers
- Should try for socialization
- Should work for the betterment of institution

Dynamics for Teachers Professional Development:

The development process require that a person should have clear ideals, based on these ideals the process will exert its impact, greater the ideals, greater will be the impact of training process. Here are ideals that a teacher should have in view:

- Lofty vision – it reveals dream & stature of the persona
- Definite goals – the targets for achievements
- Integration – it's about a teacher's efforts to synchronize her knowledge and skills
- Communication – it's about effective teaching
- Learning – self and collaborative learning
- Evaluation – assessment of performance of both self and the students

Before delving into the details of qualities with which the persona of teacher should adorn with, the above dynamics has to be in view.

The Qualities Required:

There are many qualities that require teacher's attention, to begin the process you can have these 11 vital qualities in view:

(1) Passion (2) Knowledge (3) Greed (4) Effective trainer (5) Motherly approach (6) Sincerity (7) Patience (8) Empathy (9) Diligence (10) Wisdom (11) Sense of accountability

Let us know, precisely, how a teacher can develop these qualities.

1) For cultivation of **passion** you need to:

- Develop intense interest
- Apply yourself
- Motivate students to excel

2) For acquisition of **knowledge**, you should:

- Develop strong reading habits
- Become subject expertise
- Connect performance with reading

3) For cultivating a positive **Greed** you have to:

- Understand that Greed is “make a wish”, make a “wish list” you want to achieve
- Develop greediness for producing excellent results
- Ensure untiring efforts and develop the same desire in students

4) For becoming an **Effective Trainer** you should:

- Understand the dynamics of relationship between you and the students
- Ensure effective communication
- Motivate students to remain self-focused

5) For a **Motherly Approach**, you need to:

- Love your students, be polite and admonish them
- Take care of their needs
- Encourage them for the good they do and express displeasure for wrong

6) For **Sincerity**, it's important to:

- Be discipline, in and off the campus
- Be honest in educating the pupil
- Be a true well-wisher

7) For **Patience** you have to:

- Believe in your strengths and remain steadfast in tough situations
- Articulate your weaknesses into strength to be humble at single achievement
- Stay focused on your overall growth

8) For **Empathy**, you have to:

- Develop a sense of understanding about students overall situation
- Provide appropriate solution to students' academic and non-academic issues
- Feel the success of your students to guide for even more achievements

9) For **Diligence** (Hardworking attitude), you should:

- Never compromise with hard work
- Ensure well-planned pre and post self-evaluation
- Judge performance according to amount of work done

10) For cultivation of supreme quality **Wisdom**, you need to:

- Develop fear of Allah
- Cultivate passion for excellence and perfection
- Teach, yourself and students, the art of learning from strengths and weaknesses

11) For nurturing yet another noble quality, **Sense of Accountability**, you have to:

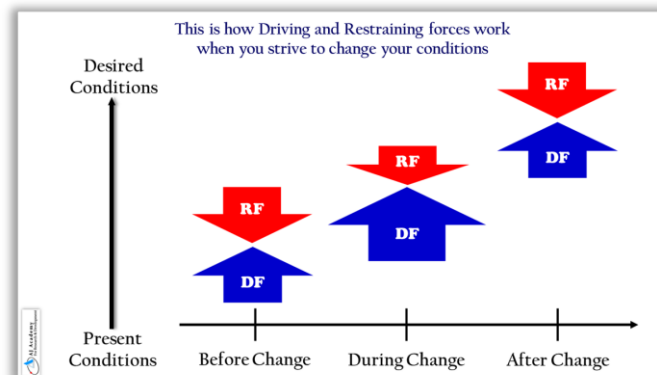
- Develop a sense that you are accountable for everything here and hereafter
- Be honest in your individual and collective approach
- Be clear that punctuality, performance and result = your sense of accountability

Is Change Easy?

Development is all about a change, from one position to another, from bad to good, from good to even better. Do you think change is that simple? Let us focus on - is change easy? The answer may vary, but a realistic approach could help adopt a reasonable viewpoint, explaining the same here in view of *Lewin's Force Field Analysis*.

There are two forces that act when you attempt for a change. One force inspires you to move ahead and change everything and another force prevents you from doing so. The force that inspires or pulls you is called Driving Force (DF) and the force that prevents you from doing that is called Restraining Force (RF). Life is a struggle between these two forces. If you want to win or be successful, here and hereafter, driving force should always be powerful enough to drive away the restraining force.

The below diagram shows that at the initial stage, **before change**, both DF and RF remain in equal proportion, that is if you want you can change your conditions. The moment you start to bring change in your persona, that is **during change** the RF tends to pressurize your DF. If you are strong enough and have guts and determination, the RF gets weakened and you achieve the desirable changes. **After change**, both the forces come again to their original position and remain in equal proportion. So if you remain focused on your development and take care of the cultivated habits than it remains a possibility to be always good else the RF will overcome and you tend to forget what good qualities you have cultivated.



The Conclusion

Following are some practical ways through which you can ensure your professional development:

- Stay always focused on your persona
- Know your strengths and plan for their development
- Know your weaknesses and plan for their annihilation
- Keep your progress record
- Be always under the guidance of a mentor
- Ensure regular evaluation

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