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NEED AND SIGNIFICANCE OF IN-SERVICE PROGRAMMES IN TEACHER EDUCATION

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ABSTRACT

Recent developments in information and communication technology (ICT) have ushered in the Information Age. The world is in the midst of an unprecedented information explosion. Fortunately, new solutions for handling information are also emerging which have made it possible to keep pace with the information growth. This paper advocates & proposes the in-service training for teachers which opens up the whole world of knowledge and allow teaching & learning to take place beyond the traditional boundaries. This paper discusses in-service programme & its need in this changing & growing world of knowledge. It also advocates the need of in-service training programme to eliminating deficiencies in teacher's preparation & promoting the continuous improvement of teacher & training. The need & significance of in-service training programmes are discussed in changing, scenario.

Keywords: Need And Significance, In- Service Programmes, Teacher Education, Changing Scenario and Improvement

INTRODUCTION

Education helps in the development of an individual's cognitive, co- native and affective abilities. The purpose of education is not only to acquaint him/her with certain skills but also developing his interest in teaching is necessary because **the teachers are the nation builders**. Education with the mission of cultivating the masters worthy of its' name, therefore is to be regarded as the most important enterprise.

"Teacher to be taught and trained" is a relatively growing concept found in societies all over the world, in the 19th and 20th century. Life long learning should be the motto of every teacher. If s/he stops learning s/he degenerates. It is well known fact that knowledge is increasing day by day rapidly. Competence and professional skills are the very heart of the programme of teacher education. A teacher should be able to continue and use a variety of effective teaching learning procedure. A teacher should be interested in continued growth through participation in professional associations, community activities in service education, research & experiment.

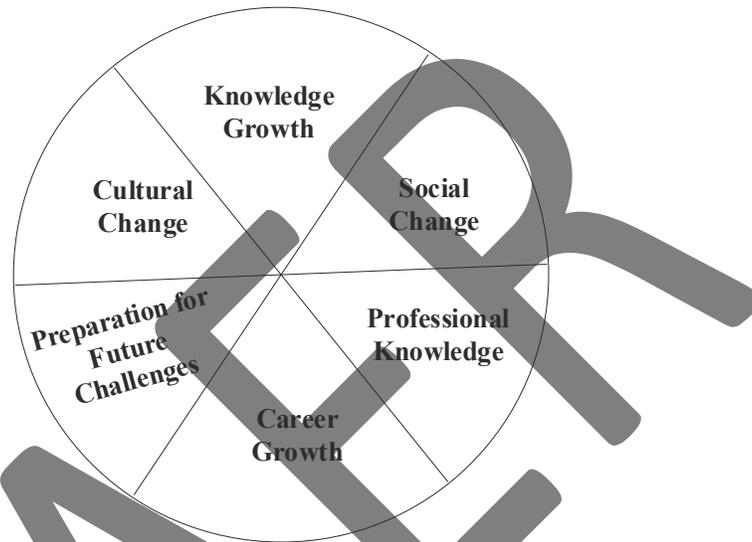
EDUCATION IS LIFE LONG PROCESS

Education in its wider sense is a life long process. Education in a very broad comprehensive activity commencing from the moment the child comes to this world and terminating with his

death. **‘Education starts from cradle, stop to the grave’** continuous learning is essential in order to improve the quality of teachers and educational system as “The strength of an educational system must largely depend upon the quality of its teachers. In views of H.G. wells :-

“The teacher is the maker of the history, The history of a nation is written in the schools and the schools can not be very different from the quality of their teachers”.

The are few reasons behind this continuity of education process :



IN-SERVICE TEACHER EDUCATION

In-service teacher education may be defined as continuing education of teachers & educators, which commences after initial professional education is over and which leads to improvement. Education is a life long process, no formal training in an institute can fully prepare a person for professional services. The idea of in-service education has emerged to take care of need of some sort of provision which may make the teachers up-to-date with respect to the knowledge of his/her subject of teaching methods & techniques, innovative ideas in each sphere of his/her academic life. In-service education includes all those courses and activities in which a serving teacher may participate for the purpose of extending his professional knowledge, interest and skill. In-service education is designed to promote the continuous development profession by providing of the teacher after he enters the teaching profession by providing planned & systematic instruction within an educational setting.

“In-service education is a programme of activities aiming at the continuing growth of teachers and educational personnel in service”.

In service education is continuing education of teachers and other educators. It is sponsoring and pursuing the activities which bring new insight, growth, understanding and co-operative practices to the members of teaching profession and arouse them to action to improve the quality.. It includes such new courses whose fruitfulness and validity have been tested. In recent

years E-learning is recognized as one of the methods of learning and some of the courses are offered based on E-learning. E-learning is an experience with new communication technologies hence, need mastery of new knowledge and skills.

E-learning is different in many respect from the face-to-face-learning. Many people are also of the opinion that they learn more from E-learning and their retention is higher.

ASSUMPTIONS OF IN-SERVICE EDUCATION PROGRAMMES

- Education of the educators continues in a planned way throughout the professional career.
- In-service education for teachers is an essential mean and medium for improving education.
- In-service education programme may dynamize the education only when it remains dynamic.
- Changing occurring in many areas of human endeavor demand corresponding changes in education.
- The pre-service training provided to the teacher is not adequate & sufficient for the rest of professional career for discharging his duties effective & efficiently.
- In-Service programme helps effectively to bring about the changes in solving teachers academic problems & meet their academic needs.
- In-service education contributes to the qualitative improvement of education.
- It is necessary to improve the competence of the teacher in terms of his knowledge, skills, interest and attitudes as an essential means of improving education to bring changes to related areas.

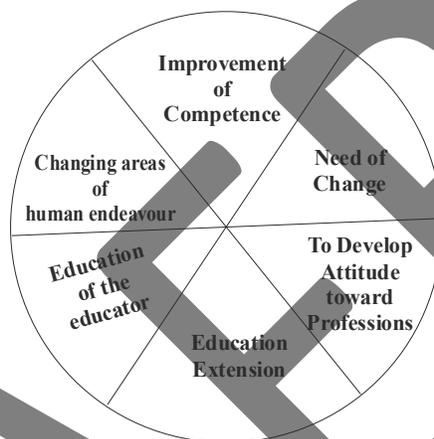
NEED OF IN-SERVICE EDUCATION PROGRAMMES FOR TEACHERS

Rabindra Nath Tagore has very rightly Remarked : **“A teacher can never truly teach unless he is still learning himself. A lamp can never light another lamp unless it continues to burn its own flame. The teacher who come at the end of the subject, who has no living traffic with his knowledge, but merely repeats his lessons to his students, can only load their mind. He can not quicken them. Truth not only must inform but also must inspire”.**

In-service education programme is undoubtedly a significant programme aiming at the continuous development of teachers in the desired direction. The need of this programme is due to the following reasons :-

- To broaden the mental outlook of teachers.
- To provide incentive to the teachers to function more efficiently.
- To help teachers to know their problems and to solve them by pooling their resources & wisdom.
- To help teachers to employ more effective methods of teaching.

- To increase the professional efficiency of the teacher.
- To up grade the teacher' knowledge & understanding of the contents.
- To motivate teacher/educators to self study, independent thinking and creativity.
- To help to initiate to new techniques and to analyse the existing techniques to prepare good prospective teachers.
- To promote teacher educators to leave the useless methods and to accept the new scientific technique and ideas.



SIGNIFICANCE OF IN-SERVICE EDUCATION FOR TEACHERS

(1) The University Education Commission Report (1949)- It is said, “It is extra-ordinary that our school teachers learn all of whatever subject they teach before reaching the age of 24 or 25 and then all their further education is left to experiences which is another name for stagnation. We must realize that experiment before reaching its fullness and the teachers to keep alive and fresh become a learner from time to time.”

(2) The Secondary Education Commission Report : It highlighted importance of in service education in these words- “However, excellent the programme of teacher training may be it does not by itself produce an excellent teacher. It can only anger the knowledge, skills and attitudes which will enable the teacher to begin his task with a reasonable degree of confidence and with the minimum amount of experience.”

(3) J.P. Leonard : In his article “**Learning is life long**”, edited by I.J. Patel, M.B. Buch and M.N. Palsare in the book, “Readings in In-service Education” Leonard emphasized the need for in-service education programme due to the following reasons:

- (i) Education is a life long process and no formal training in an institution can fully prepare a person for professional services.
- (ii) In the area of teaching, new investigations are constantly revising our ideas of how and what to teach.

(iii) All individuals have a tendency to repeat experiences and teachers especially have a tendency to teach as they were taught.

(iv) In many areas of India especially in villages and small towns, there is short supply of books, research findings, demonstration of successful experiences and instructional aids, which are needed by a teacher to keep himself /herself update in his /her profession.

(4) Jay E. Green- In his book, “**School Personnel Administration**” Gren describes following multitude of forces, operating now, requiring increased attention to the in-service education of teachers in a school.

(i) There has been a rapid increase in re-interpretation of knowledge, making obsolete much of what teachers were taught during their training period.

(ii) There is a large number of poorly and dissimilarly educated teachers throughout the country.

(iii) Many new techniques and tactics of instruction have been developed of which many educators are unaware.

(iv) New and recently developed instructional media, language labs, teaching machines, computers and T.Vs. require new ways of viewing the teaching and learning in school setting.

(v) As a result of research work on teacher behaviour in the classroom new insight into the nature of teaching is being generated.

(vi) Day to day problems encountered by teachers in the classroom situations are related to the discipline and motivating the children.

(vii) Changing social environment, norms, values, etc. also force a teacher to adopt new methods and techniques of teaching and evaluation.

(viii) A teacher has to play different roles of which each requires different kind of knowledge, attitudes, skill etc.

(ix) After a period of time, a teacher generally forgets whatever he is a taught in his pre-service training.

(x) The enthusiasm and moral of a teacher generally decreases as the time passes.

CONCLUSION

There is a need of developing a theoretical framework of continuing education through deeper thinking and pooling of ideas. An effort may be made to set up independent centre of continuing education & policy may be formulated to assure some intrinsic motivation as well as to induce some extrinsic incentives to participating teacher. Refresher courses and orientation programmes of UGC are innovative steps in this field. It is the duty of the leads of institution to encourage their staff to take part in such programmes In private or self-fiance colleges also.

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