

## **In- Service Teacher Education: Need of the Day**

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In-service teacher education, throughout the world, has acquired an important role for professional upgrading of teachers. The National Policy on Education holds it to be a continuation of pre-service teacher education and believes the two i.e. pre-service and in-service to be inseparable like the two sides of a coin. In the age of explosion of knowledge at an unprecedented speed, even those who had the advantage of acquiring the most sophisticated education will become outdated. If they have to remain up to date, and relevant and face the challenge of other modes of acquiring knowledge, the need for their re-education, re-learning and de-learning is essential. In-service education is designed for the manpower development of the school system and the educational enterprise as a whole. If teachers are to their functions effectively and efficiently, it becomes imperative for them to require training in new skills and modern methodology. The higher the level of educational attainment by teachers, the higher the level of educational standard in the country. No wonder the National Policy on Education asserted that no level of education can rise above the quality of its teachers.

**Key Words-** Teacher Education, In- Service,

Teachers learn the professional competencies and performance skills in a particular context which goes on changing. Preparing them to adjust to the new social and educational contexts and demands of the emerging concerns require re-education and additional inputs. In-service education of teachers, therefore, becomes essential for bridging the gaps of pre-service education and for meeting the demands of the changing educational scenario, its context and concerns. It is essential for promoting the desire for “lifelong learning” and also for “learning to learn”.

Education is a lifelong process. It is the duty of every teacher that he should learn lifelong. If he did not do this, his down fall is compulsory.

Lifelong process of education refers to the –

- Development in the knowledge.
- To bring cultural and social changes.
- To bring political changes.
- To prepare for future challenges.

For the qualitative enhancement and improvement in educational system, continuous learning is compulsory. In addition to the explosion of knowledge, there has been another explosion in the means of acquiring knowledge and advancement in teaching and

learning techniques. New devices, techniques, mass media specially the electronic, computer assisted learning and information and communication technology have revolutionized the teaching learning process. Modern realities and circumstances demand that for the progress of students and the nation, qualitatively rich knowledge, and technology for its transmission, have become the need of the day. In- service education can simply be defined as the relevant courses and activities in which a serving teacher may participate to upgrade his professional knowledge, skills, and competence in the teaching profession. Therefore, it encompasses all forms of education and training given to a teacher who is already in the job of teaching and learning. According to Billing (1976) in- service education is staff development which is a deliberate and continuous process involving the identification and discussion of present and anticipated needs of individual staff for furthering their job satisfaction and career prospects and of the institution for supporting its academic work and plans and implementation of programmes of staff activities designed for the harmonious satisfaction of these needs.

H.G.Wells “Teacher is the maker of history. The history of a nation is written in its schools and cannot be different from the quality of their teachers.”

Ravindra Nath Tagore “A teacher can never truly teach unless he is learning itself. A lamp continues to burn its own flame. The teacher who has come to the end of his subject, who has no living traffic with his knowledge, but merely repeats his lessons to his students can only load their minds. He cannot quicken them. Truth not only in form but also must inspire.”

In-service teacher education is the concept to provide knowledge of new innovations in the field of teaching methods and techniques, theories, laws and values for educational use. Therefore, teacher can improve their vocational skills through in-service teacher education. In-service teacher education is thus, a programme of activities aiming at the continuous growth of teachers and educational personnel in service.

According to Canne (1969) “All those activities and courses which aim at enhancing and strengthening the professional knowledge, interest and skills of serving teachers.”

On the basis of above definitions and discussions, we can say that in-service teacher education is

- To gain vocational knowledge
- To create positive attitude towards profession
- To develop interest towards teaching profession
- Development of different vocational skills such as administrative skill, management skills, leadership skills, teaching skills etc.

Thus, the objectives of in-service teacher education can be written as follows –

- To enable teachers to understand the changing educational and social context and concerns.
- To prepare them to accept and utilize the various educational potentialities of information and communication technology.
- To sensitize teachers with the educational problems of the disadvantaged sections of society.
- To empower them to realize the objectives of school curriculum in the light of changing circumstances.

--To provide them a forum for exchange of ideas and experiences and to enable them to integrate human values and environmental awareness with the subjects they teach.

--To increase the level of motivation of teachers, develop self-confidence, promote the spirit of inquiry and help them to be committed and reflective teachers.

--To prepare teachers for new roles that they may take in career advancement.

In-service education is also referred to as continuing education that is designed for the retraining re-skilling and updating the knowledge of manpower. According to UNESCO (1985) continuing education can be regarded as the entire body of educational processes whatever the content level and method, whether formal or otherwise, whether they prolong or replace initial education in schools, colleges and universities as well as in apprenticeship, whereby persons regarded as adults by the society to which they belong to develop their abilities, enrich their knowledge, improve their technical or professional qualifications or turn them in a new direction and bring about changes in their attitudes or behavior in the two fold perspective of full personal development and participation on balance and independent social, economic and cultural development. Content and quality of the in-service education programme would depend on the objectives of the of the programme itself. However, the up gradation of knowledge of subject, communication skills, information communication technology and new methods of evaluation may form its common core. Teacher should made aware of the new and emerging issues and their new roles. The programme should be a dialogue between the participating teachers and the resource persons. The resource persons and participants should express their opinion on the effectiveness of the programme. The goals, implementation, relevance, planning, duration and the inputs provided by resource persons, outcomes and cost effectiveness etc. need to be properly reflected in the evaluation process.

In-service education is imperative in a fast changing world. To actualize the set objectives of in-service education in any organization

some basic principles should be taken in to consideration, as enumerated by Stoops et al (1981) as follows –

--In-service programme emerges from recognized needs of the school and community.

--All school personnel need in-service education.

--In-service education leads to a continuous process of re-examination and revision of the educational programme. Additionally, it encourages participants to attain self-realization through competence, accomplishment and security.

--In-service education has increasingly become the concern of state agencies, colleges and universities, school boards, school administrators and teachers.

--Supervisor should create an atmosphere that will stimulate a desire on the part of teachers for in-service growth.

--An in-service programme is most effective when cooperatively initiated and planned.

#### **Provisions for In-service Teacher Education**

Many provisions are made for the in- service teacher education. In which many agencies are involved in this programme. The UGC, NCERT, SCERT's, DIETs, IASEs, CTEs and a few NGOs are doing useful work in this field. The programme is being organized at various levels (national, state, district, block and school cluster levels). Some of the common models of in- service education and training are organized at the resource institution site as in a IASE or DIET or SCERT or ASC. With the advent of satellite technology, open distance learning system, the third model of INSET, has been in vogue in India especially after 1970. The facilities provided by satellite technology and internet, have greatly increased the possibilities of e- learning options. Some other models are also there which needs attention such as –

(a) there is need to shift the locale of the in-service teacher education.

(b) Incentives should be given for attending the programme.

(c) In-service teacher training programme should be organized to update the knowledge of concept.

(d) Specific in- service education programme should be made obligatory for promotion in job.

(e) The in-service teacher education programmes will have to be made multidimensional and multifaceted.

(f) Resource centers for imparting in- service education be developed at the district and block levels both for elementary as well as secondary level teachers. (g) Good study literature should be prepared to make teachers up to date in the content, method and evaluation of education.

#### **Conclusion**

Teacher Education is a lifelong process. Lifelong learning should be the motto of every teacher. The idea of in-service education has emerged to take care of the need to make the teachers up to date with respect to the knowledge of his subject of teaching, methods and techniques, innovative idea in each sphere of academic life. In-service education is continuing education of teachers and other educators. It is designed to promote the continuous professional development by providing planned efforts to promote the professional growth and development of teachers. It includes all those courses and activities in which a serving teacher may participate for the purpose of extending his professional knowledge, interest or skill. In - service education is a programme of activities aiming at the continuing growth of the teachers and educational personnel in service. These programmes bring new insights, growth, understanding and cooperative practices to the members of teaching profession and arouse them to action to improve themselves in every possible manner. In- service education of teachers should be seen as a necessity to achieve the national objectives. In- service education should be recognized as part of institutional or organizational activities designed by government for staff development and motivation. Organizers of in- service education should focus on job related tasks. Efforts should be directed to assist the participants to work in small groups and learn from each other rather than focusing on information dissemination that is not applicable in practical classroom setting or environment.

Government should encourage participants in in-service training through adequate funding to cater for some areas of their needs such as tuition fees, cost of textbooks and handouts, transport and boarding facilities. Deliberate

efforts should be made by the various institutions to provide adequate tables and chairs, classrooms, laboratories and boarding facilities for participants to facilitate effective instruction.

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