



# **Teacher Education**

**De-centralization:  
Challenges, Steps**

## Teacher Education and Right to Education Act -2009

- RTE Act casts responsibility on the appropriate government for providing:
  - teachers
  - training facility for teachers
- The Act also casts responsibility on the local government for providing:
  - teachers and
  - teaching learning material
- NCTE (notified as Academic Authority by GOI under the provisions of RTE Act) prescribed minimum qualifications of a teacher at elementary level
- Persons qualified in Teacher Eligibility Test alone are eligible to work as teachers at elementary level

# Teacher Training & Teacher Selection

- **Recruitment of teachers**
  - Policy of the appropriate government on
    - para teachers, regular teachers
    - trained teachers, untrained teachers
- **Teacher Training**
  - Pre service – DIETs, CTEs, IASEs
  - In service – SCERT, SSA, RMSA, DIETs, CTEs, IASEs, NGOs etc

# Revitalising Teacher Training Institutions: What Challenges and Steps Forward?

## Challenges – Pre Service Training

- Establishment of pre-service training institutions in large districts, tribal areas and for minorities.
- Strengthening of pre-service teacher training institutions by providing physical and human resources.
- Role of state governments in the CSS
- Capacity building of teacher educators.
- Alternative modes of pre-service training courses.
- Curriculum development

# Revitalising Teacher Training Institutions :

## What Challenges and Steps Forward?

contd..

### Challenges – Pre Service Training

- Lack of Resources (Large number of Vacancies, Service Rules problems, little opportunities for Capacity Building, Unappealing cadre etc.)
- Infrastructure (Buildings, Lab/Library/ICT/other equipment, Vehicles etc)
- Financial (Allocation and Flow of funds)
- Administrative (Lack of autonomy, too many demands, multiple heads due to multiple State Level Training Agencies / Institutions / Projects)

# Revitalising Teacher Training Institutions :

## What Challenges and Steps Forward?

contd..

### Challenges – Pre Service Training

- Proliferation of private colleges
- Availability of qualified teacher educators to meet the requirement
- Academic standards of private colleges
- Accreditation process
- Working days and teaching internship
- Evaluation system

# Revitalising the Teacher Training Institutions :

## What Challenges and Steps Forward? contd..

### Challenges – In Service Training

- Teacher recruitment policy (trained / untrained)
- Identification of need based in-service training programmes.
- Identification of training needs.
- Organizing effective in-service teacher training programmes.
- Issues in cascade mode of training (RPs, material, motivation, periodicity, evaluation of training, gauging the effectiveness)

# Building Capacities of Teachers for Contextualisation and Development of Curriculum and Appropriate Teaching / Learning Methodologies

## Issues

- Routine, universal and monotonous training programmes (eg. Mass training programmes)
- Large diversities in clientele (student population)
- Identifying training needs
- Lack of Research Orientation
- Outdated methodology and lack of orientation to keep up with the emerging trends
- Lack of encouragement and opportunity for participation
- Funding for experimentation
- Lack of Monitoring and Guidance



# Revitalising the Teacher Training Institutions and Building Capacities of Teachers :

## Steps Forward

- Allocation of the budget for providing
  - Infrastructure (building, labs, material & Maintenance)
  - Human Resources (Salary & other allowances)
  - TLM
- Timely release of funds (online transfer)
- Monitoring of expenditure & utilization
- Functional Autonomy

# Revitalising the Teacher Training Institutions and Building Capacities of Teachers :

## Steps Forward

- Stated policy on privatization
- Monitoring / accreditation mechanism
- Adherence to almanac / academic calendar
- Teaching internship – monitoring and review
- Periodic review of Evaluation system
- Annual conference of Principals of DIETs, CTEs, IASEs and SCERT with the HOD and Secretary School Education
- Periodic review of DIETs by SCERT

# Revitalising the Teacher Training Institutions and Building Capacities of Teachers contd..

## Steps Forward

- Development of Curriculum.
- Participation of Teachers in Curriculum formulation, development of syllabi, training modules and text books.
- Networking of schools and teachers
- Designing and use of distance mode technology.
- In most of the States, at present untrained teachers are working in the schools. The teachers are to be trained in distance mode without disturbing the regular school activities.

# Capacity Building of teacher educators

## Steps Forward

- Providing good Library facility.
- Field Trips
- Exposure Visits.
- Organization and participation in seminars and symposia.
- Participation in National Level Training programmes.
- Organizing guest lectures with eminent personnel.
- Research Studies.
- Teacher training – Management Information System.

# Conduct of Effective In-service Training Programmes

## Steps Forward

- Training needs of the teachers to be identified.
- Training to be given on the identified training needs.
- Identification of proper resource persons for effective teacher training.
- Identification of appropriate training strategies.

# Conduct of Effective In-service Training Programmes

Contd...

- Multiple training agencies targeting the same group of teachers to be avoided (sometimes same content is offered by different agencies)
- Convergence at state and district levels
- Role of SCERT, IASEs, CTEs and DIETs to be clearly defined by the different projects and schemes in teacher training
- Academic calendar to be prepared in a consultative manner and adhered to.

## **Minimize the information loss in the cascade mode**

- Tele mode in-service training programmes may be proposed.
- Facilities for the Tele mode programming to be provided up to block level.
- Use of ICT



THANK YOU