

A CONCEPTUAL ANALYSIS ON CONTINUING PROFESSIONAL DEVELOPMENT WITH REFERENCE TO QUALITY OF WORK LIFE OF TEACHERS

Ms. Chippy S Raj¹

Abstract

Teachers are the pillars of education system because of, without good teachers no one or nothing can make success in education system. Education is fundamental one for creating knowledgeable, efficient and intelligent Human Resources of a nation. This present study is focusing on conceptual analysis of Continuing Professional Development in relation to Quality of Work Life of Teachers. This study is a qualitative and descriptive in nature and based on secondary data only. Findings from this study helps to know the relevant Continuing Professional Development practices available to Teachers for enhancing their knowledge, competencies and different skills of teaching. The Continuing Professional Development Practices can influence the Quality of Work Life of Teachers. A good quality work life can ensure good teaching. A quality teaching only can ensure tomorrow's good citizens and development of the nation.

Keywords: Continuing Professional Development (CPD), Quality of Work Life (QWL)

INTRODUCTION

In India Teachers are considering as a most respected members of the society because of their noblest roles in developing future citizens of our nation. Only the very best and most learned people become teachers. The quality of teacher education, recruitment, deployment, service conditions, empowerment of teacher and motivation are the most required things to ensure good Quality of teaching as well as best future of our children.

A good future of our nation depends on tomorrow's good citizens, the good citizens are the outcome of good quality teaching, the teaching quality greatly depends on Quality of Work Life of Teachers. Quality of work Life of Teachers influenced by many factors like working environment, Job satisfaction, Monetary and non monetary benefits, stress level and accessibility of Continuing Professional Developmental Practices etc.,

¹ Research scholar, Government College, Attingal, Thiruvananthapuram (Dist.), Kerala

Continuing Professional Development practices are those practices or activities which help teachers to enhance their subject knowledge, various competencies and Skills required for teaching. Continuing Professional Development helps the teachers for attaining a good Quality of Work Life and improve quality of teaching, thereby they can make tomorrow's good citizens and good nations

REVIEW OF RELATED LITERATURE

Srinivasa Charlu (2019) "Continuing Professional Development (CPD) of Teachers Educators in 21st Century". This study is focused on conceptual analysis of meaning, various programmes and activities for the CPD of Teacher Educators such as CPD learning at institution, workshop, symposium, seminars etc.

Tyagi, Chanchal (2021) "Continuing Professional Development of Teacher Educators: Challenges and Initiatives". This study is emphasized on the importance of CPD to improve professional and Instructional practice of the teachers, challenges faced by the teachers in their professional life and ways of CPD for teachers i.e. programmes planned by external agencies, self initiatives for Development of Teachers. This study also revealed that there are some negative factors affecting Professional Development of Teachers.

Ellen Ahakah, Jacqueline Widdin and Edward Kwabena Ameyaw (2022) "Continuing Professional Development (CPD) Practices Among Basic School Teachers in the Central Region of Ghana". This study investigated the teacher's CPD needs, frequency and nature of CPD provisions, and barriers to teacher's participation in CPD activities. This study found that teachers required to be developed in areas of ICT skills for teaching, Research and Dissemination, teaching students with special learning needs and Current situation of teachers in Ghana.

OBJECTIVE OF THE STUDY

To identify and study various Continuing Professional Development activities with reference to Quality of Work Life of Teachers.

RESEARCH METHODOLOGY

This present study was qualitative and descriptive research to gather information about Continuing Professional Development activities that affect Quality of Work Life of Teachers.

Data collection

The present study used secondary data sources such as Research papers, Books, Reports, e-notes, website etc.

FINDINGS AND DISCUSSION

Continuing Professional Development (CPD)

Continuing Professional Development (CPD) is planned, continuous and life long process whereby teachers try to develop their personal and professional qualities, to improve their knowledge, skills and practice leading to their empowerment and the improvement of their institution and their pupils. CPD focuses on three elements of teacher competencies namely professional practices, language proficiency and formal qualifications of Teachers.

Ways for effective continuous professional development of teachers

- Identify strength and areas of Development in relation to the areas of competencies outlined on the framework of teaching.
- Setting goals for their professional development and planning activities to meet those goals.
- Identifying suitable resources and colleagues that can assist them with their Development.
- Learning to access and use suitable resources and ideas both within their classroom teaching and professional development.
- Engaging with other teachers through communities of practice.
- Keeping a reflective Continuing Professional Development diary or journal and an action plan for development.
- Carrying out small-scale classroom- based research.
- Participating in a face to face, online or blended workshop or course.

In the present scenario of educational set up, the teachers has to be resourceful and fully equipped with all necessary information including modern development in the discipline which can help him/her in training students properly. Rapid advances are taking place in the content and technology of the subject as well as in the science of pedagogy, In order to meet these challenges the teacher requires pre- service and in-service training programs and other initiatives for Continuing Professional Development of Teachers.

Continuing Professional Development Programmes for Good Quality of Work Life of Teachers.

Pre- service training:

Pre-service training refers to structured activities with the aim of developing or reinforcing required knowledge and skills for a particular job, which take place before a person enter into a job. T.T.C programmes, B.Ed. Programmes conducted by the College of Teacher Education and University Teacher Education Center can be considered as Pre- service training for teachers.

Pre- service training helps to enhance quality of work Life of teachers by helps to understand objectives of teaching, acquire adequate and updated content knowledge, acquire skills for teaching etc.

Collaborative training:

Collaborative training is a tool used for professional development of teachers. Collaborative training are those training programs where members of training (Teachers) can share their knowledge and expertise and experience to teaching and learning from one another at the same time. It enhances the content knowledge, ideas and skills for teaching. Collaborative training plays a significant role in improving quality of work life of teachers via reducing stress; improve communication skill, enhancing participation skill etc.

Study groups:

Study groups are an important tool which can be used for counting professional development of teachers. Study groups are those groups formed with teachers from same discipline or department. The members of study group meet periodically to discuss the problems regarding their subjects' areas and work out new teaching techniques. Here generally teachers discuss on the topic with practical need and the personal and professional experience. Study groups really help teachers to plan their teaching way.

Symposium:

Symposium simply refers to an official arrangement for discuss a particular subject by experts before an audience with the directions of a moderator. If a teacher participates in symposium, He /She can improve knowledge and thinking level, communication skill, content conveying provision etc. Active participation in a symposium helps teachers to improve their quality of work life by giving an opportunity to learn how can analyze a problem or subject in different viewpoint. Active engagement in symposium helps teachers to get ability to take problems or constraints in her/ his work life with different attitude or view point.

Brain storming sessions:

Brain storming is a problem solving technique. Brain storming technique helps the Teachers to get immediate and creative solutions to the problems encountered by them in the field of teaching profession. Brain storming improve the quality of work life of teacher through providing an opportunity to find alternative solutions, analyzing and selecting a best solution to difficult problems which adversely affect the work life of a Teacher.

Group discussion:

Group discussion simply means a group of people who are gather together for exchange of ideas and experience and knowledge with active learning process among all the participated members. Group discussion enhances participation skill, presentation skill, communications skill, self confidence, motivation and helps to analyze and understand the content thoroughly. So participation in a group discussion positively contributes to the good quality of teaching as well as good quality of work life.

Massive Open Online Course (MOOC):

Massive Open Online Courses (MOOC) is online courses available to all who are interested in it. Teachers can access suitable course as a tool for self improvement. Massive Open Online platform provides various courses for professional development of teachers like courses for improving writing skills, communication skills, Technology skill and courses for enhancing knowledge in psychology of students etc.

Refresher courses:

Refresher courses are those programs conducted to help the teachers to update with latest development in their subject as well as in the theory and practice of education. It is an important tool for re-orientation of teachers. These refresher courses are conducted and directed by experts in relevant field of study. Refreshment programmes make significant contribution to improving Quality of Work Life of teachers by reducing stress level and enhancing the professional and academic efficiency of teachers.

Seminar:

Seminar is a popular tool to enhancing professional qualities of teachers. Educational seminars often conducted on various problems of education and teaching faced by teachers. Seminars provide friendly and informal atmosphere to exchange ideas and discuss problems of education

and teaching faced by teachers. So seminars help the teachers to solve their teaching and academic and career problems hence they can improve the quality of teaching and job satisfaction, self confidence and self motivation etc., ultimately seminars helps teachers to enhance their Quality of work life.

Conference:

Conference is a formal meeting of people with a shared interest, typically one that take place over several days. A conference helps the teachers to collect immediate feedback of their present study. Conference improves quality of work life of teachers by providing an opportunity to build a good network with experts and peer groups, improving communication skills and presentation skill, opportunity to get new idea and concept relating to teaching.

Workshop:

Workshop is a popular tool used to give training to teachers in specific area as Continuing Professional Development activities. In an educational workshop persons have to engage in some productive tasks to produce something tangible. The product may be some teaching equipment, teaching instructional materials, an action plan etc. An active engagement in workshop helps a teacher to develop practical and realistic knowledge regarding the topic concerned, to develop the feeling of co-operation and group work, ability to tackle a problematic situation and the ability to make subject matter interesting to the student. The benefits acquired by a teacher from participation in the workshop increase the quality of teaching and job satisfaction and ultimately lead to good quality of work life.

CONCLUSION

Continuous Professional Development Practices plays a significant role in creating a good Quality of Work Life of Teachers by keeping the teachers up to date. All the teachers are always students, i.e. the education and learning is a continuous process which does not end throughout the teaching life of a teacher.

Continuing Professional Development (CPD) is an important means for acquiring continuous improvement in content knowledge, developing skills, developing different competencies throughout the entire teaching process.

Continuing Professional Development helps to ensuring good Quality of Work Life of Teachers, teachers who engage in Continuing Professional Development can produce their best

output i.e., Teaching in good quality, make good children and tomorrow's good citizens and thereby they can ensure a good future of our nation.

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