



Inservice Teacher Education - A Critical Review

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Abstract:

Submitted educational research contains the information about study on in-service training of teachers. Emphasis is put to critically study about this review or research. Information is provided about the institutes which provide in-service training; like NCERT, GCERT, DIET, CTE etc. Along with that; it is insisted for provision of summer classes, seminars and publishing professional literature for teachers, to provide in-service training. The purpose of this research is to continuously increase knowledge of teachers for the benefit of society. Following problems of in-service training are discussed. There is also a discussion about lack of enough facilities, incentives, inspiration, appropriate courses, experts, specific goal, emulation, proper planning etc; and the solutions for service reforms are also cited in it. In-service teaching is necessary, indeed.

Keywords: *Inservice, Teacher Education*

1. Introduction

We all know that, due to information technology, expansion of knowledge is growing day by day. In each field of knowledge, it is being increased twice each decade. Today's knowledge doesn't remain fresh and brighten for tomorrow. Teachers are the worshippers of knowledge, they are to be in constant contact of grown up knowledge. In our knowledge-training program; facts, principles, concepts, methods, techniques of knowledge, and philosophy etc. are included. So, trained teachers should also remain in touch with the new trends of knowledge, consistently transforming trends of education, new techniques etc.

Education is a lifelong process. That is why, teachers should do lifelong learning. Education is a live process persistently going on from birth to death. Education is a lifelong process, because a person gets educated in one or the other way by different kinds of experiences. After getting trained for 1 or 2 years for education, for persistently existing as a teacher, he/she must be acknowledged with the various trends of education, knowledge and own subject. The teacher should constantly known to modern trends.

Because.....

- (1) The horizons of knowledge are expanding every day.
- (2) Social and cultural changes happen quickly.
- (3) Political wills keep on changing.
- (4) The preparedness for facing future problems is necessary nowadays.

Due to above reasons, when any type of in-service training programs are arranged, to enhance one's educational personality; a person active as a teacher after taking educational training, should enthusiastically take part in it.

2. Meaning

- In-service training is the education for teachers and professionals, after the anterior teachers' training taken by them. This enhances their capabilities during whole the career.

- In-service training is the program of activities with the goal for making continuous growth of teachers and all the others active in the field of education.
- In-service training includes such activities, that their goal is to develop the professional knowledge, aptitude and skills of teachers on job, for making them strengthen in field.

3. Information about the institutes which provide in-service education:

(1) State Council of Educational Research and Training (SCERT)

On behalf of the state educational institute, in-service programs for *primary and secondary* teachers are arranged, especially for the subjects like Science, English etc.

(2) District Institute of Education and Training (DIET)

District educational training institute arranges in-service classes for the training of various subjects. In-service trainings; especially for scientific experiments, equipment manufacturing and educational courses are organized. In which, various subjects' experts provide training and guidelines.

(3) Service expansion department

Service expansion departments were active in various primary and secondary educational colleges, nowadays these types of programs are organized by CTE.

(4) Summer Classes for Teachers

By the support of UGC and some other universities, in-service educational programs are organized in various parts of nation. It is an arrangement of about 6 to 8 weeks. To enrich teachers (by knowledge), these types of classes are organized.

(5) Seminar

Some institutes organize seminars for active serving teachers. Seminars on various subjects are arranged, to enhance knowledge and favors of active serving teachers, in which experts provide guidance.

(6) Professional Literature

Sometimes in-service training books and magazines are provided. This type of literature is published by central educational department, Indian government, and state educational departments and provides educational training.

(7) Short-Term Courses

On the basis of requirements for specific target bonds, short-term courses are developed and provided for in-service training.

4. Objectives

- For inspiring teacher to do his/her work with more enthusiasm.
- To help teachers solving their problems using own resources and wisdom.
- To inform teachers with the new researches of educational field, and specific subject's various trends.
- To be helpful for using more effective methods in education
- To make them acknowledged with the challenges in education, and the factors born out of that, at national and international levels.
- To introduce new methods, techniques for providing effective education in the classroom; and make them useful in practical.
- Make growth in knowledge and sense of teachers.
- To grow the professional capabilities of teacher.
- To organize for educational researches, projects at school, and society outside of school, and provide guidance to other teachers
- To remove the deficiencies in teacher regarding his/her own subject.
- Provide guidance to new teachers regarding their subject/subjects to be helpful towards them.

5. Problems of In-service training

Sometimes, apathy towards the in-service educational programs is seen in the teachers and educational world. These programs are not as successful as desired to be, due to following important reasons.

(1) **Lack of incentive** – the teachers joining in-service training programs are not given incentives or any kind of compensation. They should be given compensation in form of economic promotion or incentive.

(2) **Lack of inspiration** – Inspiration should be provided to teachers.

(3) **Vacuum of Interest or aptitude** – Sometimes, lack of interest towards in-service educational programs is seen in teachers and in-service training institutes also.

(4) **Improper methods and techniques** – Sometimes, there is use of improper techniques and methods in in-service educational training. That is why, these programs are not successful.

(5) **Improper methods of evaluation** – Sometimes, improper valuation methods are used in the in-service training programs, these methods make them unsuccessful.

(6) **Improper Courses and syllabus** – Syllabus and courses are to be designed with regards to the in-service training programs. But it doesn't happen sometimes, so these programs fail.

(7) **Insufficient facilities or problems of sources** – The place where the in-service training programs are arranged, must have enough facilities of accommodation and food for the teachers and trainers, Sometimes institutes fails in arranging these facilities, so the target groups lose their interest from on-service training education.

(8) **Ineffectiveness of Experts** – sometimes, the experts which are invited for the in-service educational

Programs, are not well trained it or there are not experts for developing enough interest specific subject(s). That is why the servicing teachers lose their interest from the programs, and many leave it before it ends.

(9) **Administrative Problems** – Sometimes, the institutes which organize in-service training programs have to face administrative problems. Due to lack of co-operation by administrative officials, problem of sending postal mails to teachers at proper time, lack of co-operation by governing body etc. creates administrative problems. So, these programs can't be organized with 100% satisfaction

(10) **Planning Problems** – In In-service education; planning of timetable, arrangement for experts, proper classrooms and audio-video equipments' features are to be arranged. Sometimes due to lack of proper planning, problems are created for in-service educational training.

(11) **Economical Problems** – In organizing in-service education, sometimes economical problems are created. Lack of money for institute is due to late provision of grant by government. So, this lack of money creates problems, as teachers are not paid enough salaries before programs by schools and institutes. Due to this factor, people remain unconcerned for these programs.

6. The Solutions for improvement of In-service education

6.1 Instructions by Indian educational board

- These programs of continuous educational training should be organized by universities and educational-training institutes on a large scale.
- By considering limitations of resources, only the teachers, who have completed their 5 years of service, should be sent to training programs.
- According to NCERT instructions, teachers-trainers should be included in first category. In the second category, the teachers and principals of secondary education and in the third category, the higher secondary's teachers and principals should be trained for operating in-service educational training. For this type of training, experts will be prepared. There should be provision for this in each state.
- There should be framing of certain policy for the in-service educational training. All the teachers/trainers working in the field of education should get benefit of it.
- By considering various subjects, in-service education's programs should be planned and constructed

- Requirements of schools, requirements and problems of teachers; and the professional growth of teachers should be kept in mind while planning these types of programs.
- The programs of Teacher-teaching and in-service educational training should be well connected and have proper reciprocity.
- The success of in-service education mainly depends on the capabilities of the subject experts. So there should be good experts available.
- By proper wages and promotions, teachers/trainers should be provided proper incentives for stimulation of their professional growth.
- The teachers, who take part in in-service educational training programs, should be provided inspirations and incentives. They should be given certificates, awards, promotion, written appreciation, financial incentives etc.
- Creative programs and activities those can build qualities of leadership in servicing teachers, should be organized.
- For these programs, service expansion departments connected with various college and universities, and CTE etc. should come forward.
- For these in-service educational programs, school principals should encourage their teachers. Along with that, state educational boards, DIET, Secondary educational board should also take this activity on hand.
- The success of in-service educational training mainly depends on its well-planned programs and timetable. These programs should be well-planned with proper timings.
- In each district or City, experts of different subjects should be appointed; so that they can visit schools and provide proper guidance to the teachers.

7. Conclusion

In today's quickly developing era, there are many transforms and changes in education that keep on happening. That is why, anterior education-training is not enough for a teacher. It is necessary to introduce contents, methodology, new methods of evaluation, new educational equipments, new teaching techniques, new psychological principles etc. to the teachers. It can be done only through In-service training.

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