

## ROLE OF TEACHERS AND PROFESSIONALS IN NEP 2020

**Ms. Harsimranjit Kaur**

Research Scholar (Education), DBU, MandiGobindgarh

### Abstract

Education is as old as the human race. It is a never ending process of growth and development and its period stretches from cradle to grave. In a real sense, education is to humanize humanity and to make life progressive, cultured and civilized. It is very important for the progress of individuals and society. It is through education that man develops his thinking, reasoning, problem-solving, creativity, intelligence, aptitude, skills, good values and attitudes. With education man can transform into human, social, moral and spiritual being. This transformation is only possible if a teacher can give proper direction to a human being to develop his above said skills. The teacher can act as trail-blazers in the lives of learners and in the process of education for development. To perform their multiple tasks in the classroom, school and community in a generally professional manner then a chain reaction can begin starting with a sound teacher's performance and high quality learning among increasingly more students. Students will be able to taste joy of knowledge and thrill of understanding only when critical and creative thinking, insight and imagination are given importance in learning. Teachers truly shape the future of children and therefore, the future of our nation. Because of the noblest role of teacher, he was considered as the most respected person and guru of our society. The most learned, knowledgeable, skilled person became a teacher. To be skilled teachers must know about the professional ethics of teaching. But unfortunately, the current role of teacher is not as much effective as it was. May be the reasons quality of teacher, his recruitment, service conditions and motivation does not reach the desired standards. NEP 2020 give a vision how to become good teachers and good professionals. So this paper will throw a light on the role of teacher and professionals as envisioned by NEP.

**Keywords:** Teachers, Professionals, NEP 2020

### Introduction

Education is a process of human enlightenment and empowerment aiming at achieving a better and higher quality of life. It brings out the complete development of man individually and helps him to adjust himself to his environment. The main aim of education is to develop a harmonious personality of the learner. It is a process that may motivate children to think, reason, comprehend, analyze and bring out their hidden knowledge. Education develops the individual like a flower that spreads its fragrance all over the environment. Education modifies behavior and attitude in away that it is beneficial for society and the world. Education makes pupils fit to live in the ever-changing world. Education is universally recognized as the most effective tool of bringing desirable change towards the social and economic betterment and cultural transformation of society in the status of human beings and the country. It widens the mental horizon of human being.

We are living in the 21st century in which the meaning education has been changed. Now modern meaning of education is learner-centered. Education means to draw out the best in the pupil. It means to develop the inherent capacities of the learner in the social environment in the best possible manner. It stands for the wholesome, balanced and all-round development

of personality. Education is fundamental for achieving full human potential, developing an equitable and just society and promoting national development. Today students are facing a world in which the Information Communication Technology (ICT) revolution has led to drastic changes in all walks of life i.e. social, economic, cultural and political. Today quality education can be achieved only when students are motivated and willing to learn better. To enable the students to face the future with confidence and responsibility, the teachers and parents should work together for their better education.

Providing universal access to quality education is the key to India's continue ascent and leadership on the global stage in terms of economic growth, social justice and equality, scientific advancement, national integration and cultural preservation. The world is undergoing rapid changes in the knowledge landscape. With various dramatic scientific and technological advances, such as rise in data, machine learning, many unskilled jobs worldwide may be taken over by the machines, while the need for a skilled workforce with multidisciplinary abilities will be in more demand. So, it is becoming increasingly critical that children not only learn but they should know how to learn. Thus, education must move towards less content and more about how to think crit-

ically, solve problems, more creative. so, for this pedagogy must evolve to make education more experiential, holistic, integrated, learner-centred, flexible and enjoyable. Education must build character, enable learners to be ethical, rational, compassionate, and caring and at the same time prepare learner for employment.

A teacher plays a very important role in the success of a learner's life. Teachers can shape the future of our children and ultimately the future of the nation is in the hands of teachers. They are the indispensable part of education system. Teachers can impart knowledge, values, ethics, skills and social responsibility among the learner. In ancient time teacher has an important place in the society. Society gave them respect like gurus. As they thought that he is the only person who can make each student capable to achieve his/her life's potential. However, unfortunately, teacher's status has been dropped in today's time. The quality of training, recruitment, service conditions, and empowerment of teachers is reduced. Consequently, the quality and motivation of teachers does not reach the standards. There are a number of reasons which are affecting the teacher's motivation and demoralise to perform their duties efficiently:

- Current teacher recruitment does not involve any interviews that assess motivation and passion of a teacher. Also Teacher Eligibility Test have a little correlation with teaching ability.
- There are approximately 17000 teachers' education institutions that are under private managements. These are functioning like commercial shops where the minimum curricular requirements are not met.
- Over 10 lakh vacancies are there for teachers. In rural areas PTR is more than 60:1. Due to the issue of lack of teachers many schools are facing problems in expertise of subject teachers. In many cases, Hindi teacher is teaching Mathematics. Or a science teacher is teaching is asked to teach History. There is a major shortage of language teachers.
- There is an issue of transfers of teachers which can harmful effect on young students, on their psychology and on their education.
- Teachers do not feel comfortable in their work places due to the lack of sufficient facilities like safe drinking water, working toilets, electricity. Also lack of human resources such as social workers, counsellors, and remedial instructors who can help support teachers in their duties.
- Teachers are asked to perform non-teaching duties such as midday meal preparation, election duties, or

many more administrative tasks which may effect their actual teaching duties. It reduces their concentration on teaching. It also effects the efficiency of teachers as he invests more time in non-teaching duties rather than teaching duties.

- Lacking in the professional development opportunities for teachers. Teachers often ask to attend workshops which are not relevant to their duty. And those which are relevant they are not ask to attend. Even the teachers are not offered duty leaves for those workshops. As a result, teachers are lacking in sharing ideas and best practices with their peers.

On the other hand, following are the key qualities of teachers, teacher education school resourcing which enable a teacher to become an outstanding and excellent teacher:

- Teacher must be passionate, motivated, well qualified, well trained in content, pedagogy, and practice.
- Teacher should be fully involved and related to the students to whom he is teaching.
- To make teacher happy, working environment must be safe, secure, comfortable, and inviting.
- School complexes, classrooms must be equipped with the learning resources which are needed for an effective teaching and learning.
- Teachers should be free from non-teaching activities and also he should be given the duties of his/her expertise.
- Teacher must have the freedom to use innovative methods and teaching strategies which are best useful for his/her students.
- Teachers must have the opportunities for CPD. They should have the facilities to learn new advancements and use those new ideas in their pedagogy and subject content.
- Teachers must feel that they are the vibrant part of professional community.
- The institutions in which teachers are working must provide a caring, collaborative environment which encourages their excellence, curiosity. This is all in the hands of school management committees. Career management and progression of teachers must be based on outstanding performance and merits.

By analysing the above qualities and the primary issues which are affecting current situation of teachers, there is a gap which is bridged by the new National Education Policy 2020. This is the first education policy of the 21st century which aims to make India with equitable access to the highest quality education system by

2040 regardless of social and economic background. This policy aims to address the many growing developmental imperatives of our country. This policy proposes the revision and revamping of all aspects of the education structure, including its regulation and governance, to create a new system that helps to accomplish educational goals of 21st century. The current 'concern of the nation' is effective implementation of NEP 2020 across the wide spectrum of educational institutions in India- big /mall, private/public, urban/rural, academic/vocational, schools/ colleges, IITs/ITIs etc.

The National Education Policy lays particular emphasis on the development of the creative potential of each individual like students, teacher.

We may lose because of our demographic makeup and other factors. The Indian educational system may be led out of its current quagmire of aimlessness and inflexibility, however, and into a progressive, flexible, multidisciplinary, skill-focused education system that will be able to generate competent, creative, skilful, employable, and ethical learners. Teacher is the source of this commonality. The Kothari Commission stated in 1966: "Of all the various factors that affect the quality of education and its contribution to national development, the quality, competence, and character of teachers are without a question the most significant."

As stated in the NEP 2020, "Teachers actually shape the future of our children - and, therefore, the future of our nation," suggesting that teachers have an important role to play.

The teacher is the centre of all the fundamental reforms of education system. So the new education policy lay emphasis on the re-establishment of teachers. It believes that a teacher is the most important respectful and essential member of our society, because he truly shapes the next generation of citizens. This policy guides to empower teachers and help them to do their job as effectively as they can. The new education policy helps the teachers for their recruitment by ensuring their dignity, respect and livelihood.

This policy envisages a complete overhaul of the teaching profession in key areas so that the above issues are fully addressed so that the above mentioned goals required for outstanding teaching may be achieved.

### **1. Recruitment and Deployment**

To ensure the truly excellent students enter the teaching profession especially in rural areas a large number of number of merit based scholarships will be instituted across the country for studies at outstanding four year

integrated B.Ed. programmes. Also scholarship holders should be established their guaranteed employment in their local areas so that they will act as a role models for their next generations. Also in rural areas these teachers should provide the housing facilities by giving the provision of local housing or on the school premises.

The transfers should be halted. As transfers can affect the relationships in those local areas. Transfers can occur in a very special circumstances for changes in school attendance or for the promotion of outstanding teachers.

For the best entrance in teaching profession Teacher Eligibility Test will be strengthened. It helps to inculcate best test material in both content and pedagogy. For the subject teachers TET and NTA scores will be considered for recruitment. Also classroom demonstration and interviews will become the integral part of teacher recruitment. Teachers in private schools will also go through this process.

To ensure an adequate number of teachers across subjects- teachers in particular subject such as arts, physical education, vocational education, and languages will be recruited and sharing across schools could be considered in accordance with the grouping of schools adopted state and UT governments. A comprehensive planning exercise will be conducted across India to ensure the recruitment of outstanding teachers.

### **2. School environment and culture that is conducive to quality education**

Happy and motivated teachers and students make for good learning. Schools should be aesthetically pleasing, inviting, and inspiring place for teachers. Schools must be safe, clean, pleasant and teachers must have the freedom using infrastructure, resources of schools to perform their duties efficiently. School environment should be so conducive that teachers feel a part of that system which help them to perform their duty with safety, dignity and with good mental as well as physical health.

### **3. Continuous Professional development**

Teachers must have access to more short courses that are certified, for modular approaches that allow them to accumulate credits and earn certificates and diplomas even leading to professional degrees. Such course must be offered in part time mode, online, evening, blended. A well-integrated CPD curriculum will be developed for all stages, subject, pedagogical knowledge. ICT should be utilized extensively for CPD. Teachers

should give access to the internet and technology both at school and from their homes. Every head teacher or school principal will be responsible for building strong in-school teacher development processes that enhance the capabilities of all school teachers. Also the outstanding teachers those who are nominated and recommended by students, parents, principals, peers should give recognition at district, state and national levels.

#### **4. Career management**

A tenure track system for hiring teachers across all levels of education must be established. All the teachers must have the opportunity to progress in their career in terms of salary, promotions, etc. pay and service conditions of teachers have to be commensurate with their social and professional responsibilities, and it will help to retain the talented teachers in the profession. The professional levels should be set by NCTE and NCERT. all the teachers will have possible career progression paths to become educational administrators or teacher educators. The SPST will form the basis for the performance appraisal of teachers. This appraisal will be carried out by the head or principal of school. This process will help for determining the teacher accountability. This ensures professional integrity and transparency in education system.

#### **5. Approach to teacher Education**

For the teacher preparation and high quality content teacher education requires multidisciplinary approach. Programmes of teacher preparation at all levels should be conducted within large multidisciplinary universities or colleges in order to get the maximum output. Teachers in training institutions would be able to interact with peers from other disciplines and be taught by faculty in allied disciplines of education such as psychology, child development and social science etc. furthermore, the components B.Ed. programmes could be changed into multilevel, discussion-based and constructivist learning which helps in the development of 21st century skills such as problem solving, critical, creative thinking, communication and discussion abilities. For this curriculum for teacher preparation will be reformed and revitalised. Ensuring the university B.Ed. programmes are affiliated with a variety of nearby schools at various levels. In these schools, student can learn their teaching potential and get the teaching experience. Training is an important part of B.Ed. programme so this school training will produce outstanding teachers. Further other four-year integrated B.Ed. programmes are being

developed at multidisciplinary universities. With this the substandard teacher education institution which are only selling degrees will be shut down. With this initiative of NEP 2020 the needed integrity and quality in teacher education programme will be attained. The goal of new education policy is to move B.Ed. programme into multidisciplinary colleges universities.

For ensuring broad-based competencies and 21st century skills, there is a need to build holistic approach for students as well as teachers. So to make teachers highest quality professionals professional education is required. Professional education helps to develop the capacity in individuals to combine a strong foundation of theoretical knowledge and to connect theory to practice. Professional education is an area in which people with from different streams or areas like industry/ business/ hospital experience are invited to teach the faculty for appropriate preparation. They can give induction training for the in-service professional development. To make teachers professionals professional education is also needed in teacher education programmes. Teachers need to be educated to specialise in teaching particular subjects. It helps to train and to develop abilities for teaching methods. Collaborative and experiential learning methods needs to be brought to improve teacher education.

Considering the lacklustre efforts to improve the quality of education system the NEP 2020 has come for the change of role of teacher in education system in India. The NEP emphasizes the teacher contribution, their sacrifices and efforts to uphold the dignity, respect and honour of this profession. This can only be possible if policymakers create independent agency like Teacher Recruitment Board/Indian Teaching Services. And also these agencies while recruitment should perk the facilities to attract young, intelligent, and creative minds for this profession. But they should make these new recruitments tight to get the desired results, and make teachers accountable and responsible.

If these are implemented, the best brains will come into this ecosystem as a preferred choice and lead India towards becoming Vishwa Guru in the coming years.

#### **References**

1. Report of the education commission (1964-66) Education and National Development, Ministry of Education, GOI, pp 622
2. National policy on Education (1992) MHRD, GOI, pp 43
3. National curriculum framework for Teacher education

tion (2009), Towards preparing professional and humane teacher NCTE, NewDelhi, pp5.

4. SARTHAQ, Implementation plan for National Education Policy2020, Ministry of Education, GOI,pp 187.

5. National Professional Standards for Teachers (2021), Draft,National council for Teacher Education,New Delhi

6. NEP 2020  
Websites

1. <https://www.collpoll.com/blog/teacher-education-in-nep-2020/>

2. <https://macmillaneducation.in/blog/teachers-role-is-key-for-success-of-national-education-policy-2020/>

3. <https://shikshan.org/nep-2020/teachers/>

4. [https://www.researchgate.net/publication/356748095\\_Changing\\_Role\\_of\\_Teacher\\_Educator\\_in\\_View\\_of\\_NEP\\_2020](https://www.researchgate.net/publication/356748095_Changing_Role_of_Teacher_Educator_in_View_of_NEP_2020)

5. <https://timesofindia.indiatimes.com/blogs/edutrends-india/nep-2020-empowering-the-teacher/>