

In Service Training and Development



Training program in an organisation is a process by which people are taught with skills and given the necessary knowledge or attitude to enable them to carry out their responsibilities to the required standard in the present job and to undertake greater and more demanding roles for effective job performance. Training program is also important in the education sector same as the other sectors or organisations. The need for training in education particularly for teachers is important to improve the quality of education in India. The success of a school curriculum is closely related to its effective implementation. Teachers have to be personally aware of the school curriculum, improve and enhance the necessary skills to interpret the concept changes accurately and to implement the modified curriculum according to its requirements, aims and objectives. As such, the need for in-service training or staff development programme for teachers plays an essential role in successful education reform. It also serves as a bridge between prospective and experienced educators to meet the new challenges of guiding students towards higher standards of learning and self development. In-service training has for many years been the driving force behind much changes that has occurred in the

area of teaching and learning. As in any other profession, it is vital that teachers keep up to date on the most current concepts, thinking and research in their field. This, in turn supports in their 'lifelong learning' as educators, professionals and as individuals who are responsible for the education of the next generation. Teachers play an active and vital role in the development of productive and dedicated citizens.

Need of In-Service Training Programmes

For teachers, developing professionally means anticipating and governing the training process, rather than being governed by it. A few principles which can't be ignored when considering the professional development of teachers:

1. Along their career teachers go through professional cycles and a succession of learning experiences. Being professional teachers means not only being competent and expert teachers, but also being professionals of knowledge continually learned.
2. Teachers are reflective professionals; development implies continuous reflection on experience to devise new patterns of action, more conscious and effective.
3. Teachers are not only users of training courses, but also valuable resources to understand and renovate the process of teaching. Teacher research is as important as academic research.
4. Teacher professional development aims at improving student learning and achievement.
5. Teaching is a profession which adopts advanced standards not as means of control but as foundations of advanced performance.