



NEP 2020 AND CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD) OF TEACHERS

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ABSTRACT

Continuous professional development (CPD) of teachers means, ‘acquiring new skills through continuing education and career training of teachers, after entering the teaching field’. Place of teachers, their knowledge, their skill, their positive attitude towards their job is very important as it plays significant role for imparting education and improving quality of education, and it is directly associated with the development of individual, society and nation.

It is very important to study about how continuous professional development (CPD) is significant for improving quality of education and also to study various recommendations given for CPD of teachers in the context of ‘NEP 2020’.

This paper emphasizes on recommendations of NEP 2020 for CPD of teachers. This paper focuses on how CPD of teachers is important for improving quality of education and also necessary efforts taken by teachers for their professional development.

Keywords: Continuous Professional Development (CPD), Recommendations of NEP 2020 for CPD of teachers.

INTRODUCTION

“Education is the most powerful weapon which you can use to change the world”

Nelson Mandela

Today’s society is the skill based society. In this society emphasis is given on knowledge and skill, it’s representation, it’s application. Only having knowledge or degrees is not important but one should know practical use of it. The knowledge you have, must be up to date in the global context.

As per Kothari Commission’s (1964-66) opening statement, “Destiny of India is being shaped through classroom”. The commission mainly focuses on the importance of the whole teaching learning process, teachers, learners and it also states the relationship of education with the development of country. This sentence clearly indicates the need of giving attention towards education, for growth of any country also it explains success of nation lies in better educational system within the country.

Place of teacher, their status, their condition is very important, as it plays significant role for the all-round development of many generations, they contribute in developing skilled manpower for any nation.



Many commissions, committees and educationists gave emphasis on continuous professional development of a teacher. Due to this, many changes are occurred, but still teachers are facing many challenges for their continuous professional development.

As per NEP (2020), “the teacher must be at the center of the fundamental reforms in the education system. The new education policy must help teachers of all levels to re-establish, as they are considered as most respected and essential members of our society, because they actually shape our next generation of citizens. Everything must be done to empower teachers and help them to do their job effectively. The new education policy must help to recruit the very best and brightest to enter the teaching profession at all levels, by ensuring livelihood, respect, dignity, accountability and autonomy”.

NEP 2020 also highlights the importance teachers and their quality. NEP recommend continuous professional development (CPD) of teachers of every level for enhancing quality of education.

ShibaSingh &Pragya Gupta (2021), had studied about ‘prospects and challenges of Continuous Professional Development for Teachers in India in Reference to National Education Policy 2020’ and they conclude that, ‘in India, professional development is not on priority and not compulsory to attain these programmes’. Generally, teachers completed their teacher training and enter the teaching profession. After that neither teachers nor their management pay attention towards timely professional development of them. This is one of the cause of deteriorating quality of education.

Hence it is the duty of all stakeholders to promote CPD of a teacher at every level, by each possible way. They should try to understand the need of CPD and try to provide opportunities for it.

MEANING OF PROFESSIONAL DEVELOPMENT

Day (1999), states that, “professional development is the process by which teachers review, renew and extend their commitment as change agents and by which they acquire and develop critically the knowledge, skills, planning and practice through each phase of their teaching”.

Morrison M. (1997), says, “continuing professional development (CPD) is a method of ensuring that you achieve the right abilities to do your job and maintain or enhance your expertise”.

As per OECD (2010), teacher’s Professional Development is, “these are systematic activities, used to prepare teachers for their job, including initial training, induction courses, in-service training and continuous professional development within school settings”.

Hence it can be said that, ‘continuous professional development (CPD)of teachers is acquiring new skills, techniques through trainings after entering the workforce’. Main objective of this is to updating of knowledge and skills, itincludesattending workshops, conferences,seminars and completing online courses to expand knowledge.



IMPORTANCE OF CONTINUOUS PROFESSIONAL DEVELOPMENT

Rabindranath Tagore (1922), said that, “A teacher can never truly teach unless he is still learning himself. A lamp can never light another lamp unless it continues to burn its own flame”. He emphasized that; the teachers should be a good learner first, unless they learn continuously, it is simply impossible for them to teach their students.

As per NEP (2020), “Teachers truly shape the future of our children - and, therefore, the future of our nation. Earlier in India, teaching profession is considered as a noble profession and teacher is seen as respected member of a society. It is assumed that, only learned person can become teachers. Society helps teachers, to impart their knowledge, skills, and ethics to students. But now the quality of teacher education, their recruitment, their deployment, their service conditions and empowerment of teachers is not up to the mark. So the quality and motivation of teachers does not reach to the desired standards. The high respect and glory for teachers and the teaching profession must be re-established so that it will inspire the best person to take up the teaching profession. The motivation and empowerment of teachers is required to ensure the best possible future for our children and our nation”.

National Education Policy 2020 also highlights the importance of teachers; this policy has lots of hope from teachers as they are considered as responsible for shaping future of our nation. This policy state that yet, teachers needs to acquire desired standards and skills, so it gives emphasis on improving quality of teachers and restoring glory of teaching profession. For that purpose, NEP 2020 proposes many recommendations, CPD is one them.

The world is changing rapidly; so as various contexts, knowledge, skills, pedagogies, too. So for making student aware about all this, teacher must be equipping with up to date knowledge, skills and technologies. This can be only achieved if teachers continued their learning, through their continuous professional development, so CPD of teachers is very important.

AIMS & OBJECTIVES OF CONTINUOUS PROFESSIONAL DEVELOPMENT

The aim of continuous professional development of teachers is, to give teaching professionals an opportunity to learn and apply new knowledge, skills, techniques that can help them in maintaining desired standard of their profession.

Continuous Professional Development (CPD) of teachers, motivate them to maintain consistency in their performance, setting high standards, demonstrate commitment and dedication towards a teaching profession.

NEP 2020, states many things for improving quality of teachers and having high hopes from them. Aims and objectives for continuous professional development of teachers can be summarized as below:

- To acquire updated knowledge, as expansion of knowledge occurs in various subjects
 - To adopt new methodologies and pedagogy, to cater changing need of diverse learners
 - To learn soft skills, to pace with an increasing involvement of media
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- To attain various technical skills and uses of technologies as NEP 2020 focuses on use of ICT extensively
- To follow all recommendations of policy as it is abiding to them to enactment of policies and schemes
- To be aware of updated practices and methodologies, learn new methods and techniques which they can implement in the classroom to better educate their students, as need to equip them with modern pedagogy strategies
- To learn new ways, methods, strategies, skills and tools for the professional growth of teachers
- To accountable towards teaching profession as students' performance will be one of the criteria for evaluating for teacher's performance
- To maintain standard and dignity of teaching profession by meeting demands of society and nation
- To influence the attitude and belief of teachers as it will impact their practice and student achievement
- To ensures teacher's capabilities to keep pace with the desired standards of teaching as professional enhancement required in every field
- To foster enthusiasm and determination among teachers as they need to implement the policy and do work positively.

RECOMMENDATIONS OF NEP 2020 FOR CONTINUOUS PROFESSIONAL DEVELOPMENT OF TEACHERS

As per NEP 2020, "opportunities will be provided for teachers for continuous self-improvement and to learn the updated innovations & advancements in their professions. Multiple platforms will be used to offer these CPD programs, including local, regional, state, national, and international workshops as well as online teacher training programs. Various online platforms will be developed for providing CPD as many teachers can share ideas and experiences at a time. CPD programs will systematically cover the latest pedagogies regarding foundational literacy & numeracy, formative & adaptive assessment of learning outcomes, competency-based learning & related pedagogies, such as experiential learning, arts-integrated, sports-integrated, and storytelling-based approaches, etc."

For continuous professional development (CPD) of teachers, following recommendations are given by NEP 2020:

1. Faculty Development program (FDP): -Each teacher will be expected to participate in at least 50 hours of CPD opportunities every year for their own professional development, driven by their own interests.(NEP, P. 22. para.5.15)

2. Reviews: - Excellence will be further incentivized through appropriate rewards, promotions, recognitions, and movement into institutional leadership. The faculty will be accountable for



their performance. Reviewing will include peer and student reviews, innovations in teaching and pedagogy, quality and impact of research.(NEP, P. 41. para 13.5).

3. In-service trainings: - In-service continuous professional development for college and university teachers will continue through the existing institutional arrangements and ongoing initiatives; these will be strengthened and substantially expanded to meet the desired standards through teaching-learning processes for quality education. (NEP, P. 43. para. 15.10)

4. Use of technology: - The use of technology platforms such as SWAYAM/DIKSHA for online training of teachers, development of e-content will be encouraged, so that, standardized teacher training programs can be conducted on the large numbers of teachers at a time. (NEP, P. 43. para. 15.10)

5. Access: - The thrust of technological interventions will be for the purposes of improving teaching-learning and evaluation processes, supporting teacher preparation and professional development, enhancing educational access, and streamlining educational planning & management, and also an administration, including processes related to admissions, attendance, assessments, etc.(NEP, P. 57. para. 23.5)

5. Research: - In addition to one-time expenditures, primarily related to infrastructure and resources, this Policy identifies the various key long-term thrust areas for financing to cultivate an education system such as revamping colleges and universities to foster excellence through cultivating research and extensive use of technology and online education.(NEP, P. 61. para. 26.4)

CHALLENGES FOR CONTINUOUS PROFESSIONAL DEVELOPMENT OF TEACHERS

Education is most powerful means for bringing positive change in a society, so more emphasis should be given for enhancing quality education. Teacher is the center figure for imparting education so for improving quality of education, first need to improve the quality of teachers. NEP 2020 also highlights the importance teachers and their quality. So NEP recommend continuous professional development (CPD) of teachers of every level for enhancing quality of education.

Due to various reasons, CPD of teachers is not attained, sometimes management don't support teachers for CPD, sometimes many teachers are not enthusiastic towards CPD. There are many challenges for attaining continuous professional development of teachers, few of them are given below:

- 1) The teachers' attitude, aptitude, interest, self-efficacy, their level of motivation affects their involvement in CPD activities
 - 2) Management don't provide teachers a conducive environment so that they are demotivated to learn more
 - 3) The organizational factors such as leadership, work environment, group dynamics etc.
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- 4) Teacher's professional development is not considered for professional growth
- 5) Stakeholders highlights the area where teacher is lacking, but they don't have a tendency of fault finding in teachers or present practices
- 6) School management hesitates to permit the teacher to go away in academic session, there is no motivation or encouragement for teachers to attend CPD
- 7) In-service programs are seen as a one-time event, there is no follow up of implementation of it
- 8) Insensitive attitude of stakeholders doesn't encourage teachers for their own professional growth or learning
- 9) Low motivational level of teachers is another big challenge to implement CPD programs.
- 10) In India there is a huge no. of private school teachers, who remain out to get any funds for their CPD

SUGGESTIONS FOR OVERCOMING CHALLENGES OF CONTINUOUS PROFESSIONAL DEVELOPMENT OF TEACHERS

CPD is suggested by the NEP 2020, the policy suggests, what a teacher needs to learn and prepares a uniform guideline for it. All stakeholders should support & nurture these CPD activities, though there are many challenges, but small initiatives and efforts could bring a big change. Following are the suggestions for overcoming challenges of continuous professional development of teachers:

- 1) The continuous professional development (CPD) programs needs to cater the social & contextual needs of the teachers
- 2) CPD needs to develop the reflection, critical thinking among the teachers, it will lead them to discover strategic change in their profession through training and learning
- 3) Teachers should engross themselves into digital or technical subjects so that they can share a broad platform to learn from each other
- 4) Teacher development groups should be formed to learn from their own success or failure and they may offer this networking opportunity whether within the school or larger community outside.
- 5) CPD should be seen as an opportunity to become skilled at the latest developments, skills and build a network with other professionals.
- 6) Providing free and online in-service training programs
- 7) Provision of rewards for attaining continuous professional development
- 8) Increase the accessibility of in-service training programs
- 9) Provision of equal opportunity for professional and personal development
- 10) Increase involvement of more teachers in continuous professional development
- 11) Preparing the institutional environment for promoting continuous professional development
- 12) Conducting special drives for creating awareness for continuous professional development



- 13) Implementation of various enactment of NEP 2020 to support continuous professional development
- 14) Providing opportunities to teachers for career enhancement

CONCLUSION

Our nation is trying hard for improving quality of education at every level and bringing back glory of India as 'Vishwa Guru'. Continuous professional development is both an opportunity and a challenge for teachers.

NEP 2020 include the term CPD; it is related to provisions for effective teacher education, recruitments, work conditions and motivation of teachers to meet the desired standards of teaching learning process. Definitely there are some positive things are happening, but condition is not that much satisfactory.

Hence it is the duty of all stakeholders to promote CPD of a teacher at every level, by each possible way. They should try to understand the need of CPD and try to provide opportunities for it.

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