



Challenges and Prospects of Secondary School Teachers of India: A Case Study

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Abstract

In the present world teachers are not only the agents of cultural transformation or managers of discipline and order but also the source of information, searcher of new areas and explorer of the unknown world. A country will not be able to survive in the competitive world, if its education system is not capable of contributing to its development. Indian education system is widely criticized in multi-dimensions for its failure to create required employability in its students according to the industry requirements and its inability to contribute to inclusive growth in the nation as a whole. This paper attempts to highlight the issues and provide some solutions to resolve them. The study uses secondary data from various available sources. The researcher presumes that the issues in the present education system that are daunting the growth of this country can be tackled effectively if constructive and committed actions are taken by the Government to resolve them.

Keywords: Secondary School Teachers , Teaching challenges.

Introduction

Every country's backbone is education. If a country's education system is incapable of contributing to its progress, it will not be able to thrive in the competitive world. The most significant components in the educational process and basic prerequisites are classroom management and mastering order inside the classroom. Teachers worry about understanding the order inside the classroom, which takes a lot of effort and time, and they are considered sensitive, vital, and critical variables in the teacher's success or failure in his job. **Glavin (2002)** states that the behavioral issues may arise as a result of pupils learning incorrect abilities, learning at inopportune times, and having limited learning options available to them. Teachers do not generally want to give control to their students. They are instructed that the mark of a good teacher is the teacher who controls the class (**Taylor 1987**). The amount of control that teachers have in the class is often seen by the administration as a measurement of the quality of a teacher. Administrators are usually happy if a teacher never sends a student to the office and interpret this as proof that the teacher is in control and must be doing a good job (**Edwards 1994**). It is widely assumed that India has a strong educational system that provides world-class education. Different criteria, such as new courses, changing curriculum, dynamic techniques, and teacher training, make it easier to produce high-quality material, E-learning, student-friendly learning, growing

adoption of extra-curricular and co-curricular activities, and other factors in India attract students from China, Canada, South Africa, Germany, Canada, the United States, the United Kingdom, and Australia. However, when considering the output's employability, as well as the unemployment and underemployment rates, the results are not positive. It is regrettable that there is a dearth of excellent education for the poor, and that only a small percentage of students, perhaps one tenth of those who graduate from high school, pursue higher study. Many students are chastised for memorising material, and every programme is designed with exams in mind rather than learning in mind. As a result, India's educational system is a roadblock to the country's economic development goals.

Review of Related Literature

Boadu,G.(2016) Testified that syllabus content should be integrated to make it sync with the period given for its implementation, also the necessary resources should be provided to enhance the teaching of the subject.

Samuel, K., Mulenga,H.M., & Angel,M.(2016) Suggested that pupils need to be exposed to formulating equations from situations with which they are familiar and that teachers get regular refresher courses to keep them up-dated with new developments in the teaching and learning of mathematics.

Kamau,M.J.(2013) Testified that Kiswahili teachers should vary their teaching methods when teaching so as to make their class lively and appealing. The schools should establish well stocked library and resource centers to cater for shortage of Kiswahili books and other learning resources.

Suleman,Q. (2012) Pointed out that teacher should be given special pay package, educational facilities should be provided to them, head's of the institutions should be democratic minded and adopted the principals of quality.

Sotashe,N.M.(2007) Suggested the degree of ICT integration within the curriculum did not correspond directly with the availability of sufficient hardware, software or internet connectivity at the participating schools.

Objectives

- a) To explore the challenges of secondary school teachers.
- b) To find out probable solutions regarding the challenges of secondary school teachers.

Issues And Challenges – An Analysis

India has been a multi-cultural, multi-religious, and multi-linguistic society. Every State has a different and distinct identity. Dealing with various aspirations of such people in a democratic country is indeed a challenge to the Govt of India. The various issues are outlined here:

Lack of quality education

None of the Indian universities made the top 100 universities list published by the Times Higher Education World Reputation Rankings. Only 2,995 institutions (6 percent) out of India's 51,000 higher educational institutions participated in the HRD ministry's 2017 rankings. There is also a significant regional imbalance. Only eight states account for 67 of the top 100 colleges in the overall rankings. Forty of the top 100 institutions are located in three states. Only five states are represented among the top 100 colleges (Nanda, Prashant K. 2017).

Corruption in education

The quality of education in India has been deteriorating due to corruption. It is a major source of black money in the United States. The amount of money paid to management in dark rooms and when seeking admissions is growing. Some private schools follow the practise of depositing the entire salary into the account and paying back a portion to management via blank signed checks.

No proper value education

Schools and universities do not provide value education. Religion and bigotry are disseminated in the name of value education if it is available. Many doctors, lawyers, CPAs, legislators, and government employees, who are meant to be the saviours of society, are facing significant corruption charges. The number of old-age homes is growing. Suicides are on the rise. The definition of love evolves with time. Technology, ideas, and advances based on education are being abused.

Poor Women's education

Women's literacy rates are significantly lower than men's. Girls are discouraged from attending school because of conservative cultural norms. Despite the government's efforts to encourage females to attend school, such as providing midday meals, free books, and uniforms, girls' attendance is low. Even though the legal age of marriage is eighteen, many girls marry significantly younger. As a result, female dropout rates are high at the secondary level.

Lack of Facilities

According to the 2016 Annual Survey of Education Report, 3.5 percent of Indian schools had no toilet facilities, while just 68.7% had usable toilet facilities. In 2016, 75.5 percent of the schools surveyed had a library, down from 78.1 percent in 2014. From 32.9 percent in 2010 to 61.9 percent in 2016, the percentage of schools with separate girls' toilets has increased. 74.1 percent of schools had access to drinking water, while 64.5 percent had a playground.

Curriculum issues

There are numerous curriculum systems that can be confusing to students who are pursuing the same goal, such as engineering, medicine, or business administration. There is no consistency in the syllabuses taught for the same programme at the higher education level. Frequently, syllabus revisions are carried out without regard for current industry requirements. In colleges, there is a dearth of variety in the subjects available. There is also a lack of flexibility in crossing waterways.

Public school workforce absenteeism

In India, teacher absenteeism is extremely high. According to World Bank estimates, the annual cost of salary paid to absent teachers is \$2 billion. According to a study conducted by Kremer, etc., 25% of private sector teachers and 40% of public sector medical staff were absent during the survey. In Maharashtra, 14.6 percent of them were absent, whereas in Jharkhand, 41.9 percent were absent.

Wrong societal outlook

More points equals success for governments. The ability to communicate in English is becoming increasingly important. As a result, today's parents have little interest in learning in the vernacular. For many, government institutions are becoming the final option due to a perceived lack of quality. For many families, education-seeking migration has become a source of pride. The vast majority of school pupils devote the majority of their study time on studying for competitive tests. Coaching classes thrive as a result of this unjustified competition, resulting in a class split.

Students with Bad Behavior

One of her kids was having problems at home and was acting out in class. She'd stand on the table, yell at the pupils and staff, lash out aggressively, and roll around on the floor, colliding with the other children. She bit one of the teaching assistants and slammed the door in the faces of the other kids. Ms. Adams claims she was so taken aback by the student's actions that she had no idea what to do or how to assist her. She had studied behaviour modification programmes in college, but this child's conduct was so extreme that none of the strategies she had learned seemed to work. She spent the entire day holding the student's hand to keep her calm and prevent her from injuring the other students.

Out of Touch Policy Makers

With very little scrutiny, people are chosen for positions of authority and influence. The worst offenders are sometimes directly supervised by friends who defend their ideas despite the harmful influence they have on communities. This has the greatest impact on inner city schools since parents and the community do not always have the resources to remove "lemon principals." Parents in more affluent neighbourhoods have the power and resources to compel the district to remove these "lemons."

Difficult Parents

A student was moved into his class after his mother expressed dissatisfaction with the previous two professors to whom he had been allocated that year. Every day, the student's mother would leave him 20-minute voice mail messages, which he would listen to during his free time. She routinely sought conferences or showed up without an appointment, in addition to the bombardment of phone messages. When he entered his classroom, she was already there, waiting for him.

Lack of Time

If you're a new teacher, you'll need to know how to create all of your lesson plans, class materials, and learning activities, as well as how to link them to state standards, and they do this for every course they prepare! It's understandable why so many instructors "drop out" after their first two years on the job.

Teacher Burn-out

It's no surprise that instructors are frequently burned out after reading all of these problems! Teachers can become stressed out if they are overworked, underpaid, unsupported, or do not have enough time. We work an 8-hour day, stay late to clean up and/or prepare for the next day, bring home papers to grade, grab a bite to eat, maybe watch an episode or two of Game of Thrones, then collapse from exhaustion—only to wake up and repeat the process. Even the most active teacher can become exhausted as a result of this. Once this stress and strain has taken its toll, it'll only be a matter of time until it affects our pupils in the classroom.

Curriculum Overload

With constant pressures from the government to introduce new programmes, schools have become the "go-to destination" for many social evils and issues. When you combine this with a primary curriculum that includes 12 topic areas, it's natural for teachers to feel overwhelmed and overworked.

Solutions: A Way Forward

Give more significance to primary and secondary education

Primary education is the foundation of a country's educational system. All future studies will be jeopardised if primary and secondary school teachers are inexperienced, unqualified, and underpaid. As a result, basic education requires greater attention than secondary education. Higher education institutions are currently competing for quality students. Poor students attend the poorer and less reputable colleges. This has a knock-on effect on youth's employability and develops a class divide.

Give importance to technology in education

India must embrace computer technology and high-speed internet access. Our educational delivery systems should make the abundance of human capital available to the whole public. ICT will have to be integrated and interconnected with traditional school, college, and university structures. Governments should invest more in technology infrastructure that facilitates access to information.

Encourage innovation and creativity

Those who earn the highest academic honour should be rewarded by the system. The crammers should not be rewarded for their efforts. Original contributions, creativity, problem solving, and innovation must be recognised in our testing and grading systems. Ranks should be assigned in accordance with this.

Personalize the education

The Indian educational system is based on the premise that what is beneficial for one child is good for all children. However, one large educational system cannot meet the needs of everyone. Some people learn visually, while others learn auditorily. Some children learn more quickly, while others take longer. The curriculum should be constructed in such a way that each learner's latent ability is recognised and encouraged. Quick and hurried learning should be avoided.

Train the trainers continuously

A teacher is a businessperson and a creator. A teacher's effectiveness should not be limited to the classroom. The internet must be used to open it up to the rest of the world. Leaders must be in positions of teaching authority, not salaried individuals. As a result, regular training is required.

Change the aptitude to teach

Teaching is typically seen as a secure, well-paying, and risk-free profession. The majority of teachers are adamant about not changing. They grow septic as they gain expertise, and they fail to consider the nature and needs of the students. It is essential to comprehend the current generation. In this direction, guidelines should be established.

Provide quality education with character

Education without character is abortion, and it will cause social splits. A country that lowers educational standards and allows exam score competitiveness will fall apart. Mystified doctors, less trained engineers, cowardly judges, money-minded accountants, greedy businesspeople, heartless preachers, and stupid instructors are unable to contribute to the expansion of the economy. They will inevitably doom society with their unscrupulous practises, which no one will be able to resist.

Deal with corruption strictly

Corrupt politicians, backed by corrupt supporters, and corrupt cops are on the rise. The number of cases of fraud, burglary, rape, and sexual harassment is on the rise. Bank managers hired by the government operate against the government's development policies. Fake currency printing, the introduction of plastic rice, eggs, cabbage, and other items are becoming uncontrollable. Adulteration can be found in almost every situation. Chemicals cause fruits to ripen. Even the items for tiny children are tainted. Such unethical individuals should be dealt with harshly by the government.

Make education affordable to all

If we want to view our country as a knowledge economy, we must provide high-quality education to all citizens rather than restricting it. Educational institutions should not admit students based on their caste or religion. Financial aid to students based on caste and religion should be discontinued immediately. It has been observed that persons with a high level of income benefit from government incentives and become inactive as a result of caste/religion privileges. Unfounded reservations cause societal divide and brain drain. If scarcity in education is avoided, reservations will vanish.

Nationalise education sector

In India, education is regulated on a not-for-profit basis. This enables unscrupulous individuals, money launderers, and politicians to use educational institutions to hide their illicit funds while also allowing them to profit handsomely from the education industry. They are uncontrollable by the government. As a result, it is past time to nationalise private educational institutions in accordance with federal law and adequately recompense investors. Up to the tenth grade, education should be free.

Conclusion

Education is a country's lifeblood, and it must be prioritised over defence in any country. Revolutionary reforms are urgently needed in India's educational system, not only in terms of syllabus and pedagogy, but also in terms of attitudes toward testing and grading. If India's educational system is improved, it will be able to make better use of its massive human resources. When a child is born, the cowardly society paints it with religion and caste, and it is blasted with all biased views and disorderly philosophies. Every child has limitless potential, which should be allowed to flourish without the influence of our negative beliefs. It should be taught in order to eliminate inequity. We have a lot of potential. However, we are not working with the necessary seriousness.

Rather of being marked-centric, education should be learner-centric. Allowing children to choose subjects based on their interests is essential. They should be encouraged to conduct independent research using library books and the Internet and share their findings with the class. This will aid in the development of self-assurance, self-reliance, and openness to criticism.

Today, employability is a big issue. People earn degrees and then find themselves unemployed or underemployed. The quality of education is closely related to the resources available, and it is critical for the government to enhance resource allocation in order to achieve qualitative changes in the educational area.

Despite a rise in the number of students and programmes each year, India has failed to produce world-class institutions in both the private and governmental sectors. It is important to avoid a scarcity of high-quality education. The federal government should set aside sufficient funds to build new schools, colleges, and institutions, restructure the entire system, and invest in education-related technology and innovation. With a quality education combined with character, every kid born in our country should have an equal opportunity to study, grow, and thrive in life. The enthusiastic youth and active media help to establish a lively nation. Only if politicians are honest and accountable can the youth and media be positive.

Recommendations

- Indian Govt needs to invest heavily in infrastructure and teachers' training. At least 8-10% of India's GDP must be invested in the education sector.
- Malnutrition affects the children's ability to learn. Poverty and nutrition deficiency should be taken care of, which is the bounden duty of the Govt.
- Teachers should encourage creativity in students. The latter should be exposed to economic, environmental and societal problems.
- The strength of a class should not be more than 25 at school and 50 at higher education. A child cannot get the required attention of a teacher if the strength is unreasonable.
- Exams should be tuned to assess the student's understanding of the subject.
- Syllabuses learnt by students should be the same when the same exam is to be appeared.
- Extracurricular activities, sports activity, NSS, NCC, etc should be started compulsorily at school level. Education oriented excursions/tours should be made a part of the curriculum.
- The contents such as ethics in life, value building, understanding of society, patriotism, greatness of leaders and sacrifices of parents need to be covered compulsorily in a subject in schools at every level.
- Teaching religions should be blocked at schools.
- Quality seminars, conferences and workshops should be organized to train the trainers to cope up with the changing culture and the changing needs of the students and the society.
- Skill development which the Government is doing now need to be strengthened.
- Proper measures should be taken by Govt to provide quality education to all at affordable prices.
- Reservation system and Management quota system be abolished. Ownership of educational units by politicians and religious groups should be discouraged.
- Unwanted competitions among educational institutions should be avoided.

- Media should become more responsible. Every news agency should publicise everyday at least one incident on the need of quality education and the change required in people for a healthy nation.
- Teaching should be the highest paid service in the country. Uniform salaries should be paid to all teachers.

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