



# TEACHER TRAINING PROGRAMS WITHIN THE FRAMEWORK OF NEP 2020 IN THE CONTEXT OF SOCIO-EMOTIONAL LEARNING- A PERSPECTIVE STUDY

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**Abstract:** A study focusing on teacher training programs in India with a perspective on Socio-Emotional Learning (SEL) and alignment with the National Education Policy (NEP) 2020 could yield valuable insights into the preparedness of educators to implement holistic pedagogical approaches. The National Education Policy 2020 (NEP 2020) emphasizes the importance of socio-emotional learning (SEL) in teacher training. The NEP 2020 states that "Education must aim to develop good human beings capable of rational thought and action, possessing compassion and empathy, cooperative and collaborative behavior, resilience and grit, scientific temper and creative thinking, curiosity and love of learning, and who are ethical, responsible, and informed citizens." SEL is essential for developing all of these qualities in both teachers and students.

**Index Terms - NEP, Teacher Training, SEL, socio emotional learning, national education policy, Indian Education**

## **I. INTRODUCTION**

### **1) Brief overview of teacher training programs in India.**

Historically, teacher education programs in India have focused on teaching methods, learning skills and classroom management. However, there is increasing recognition of the importance of integrating social-emotional learning (SEL) into teacher education programs to address holistic student development. The National Education Policy (NEP) 2020 emphasizes the importance of SEL in teacher education for a comprehensive and inclusive approach. Teacher education programs incorporate SEL components such as empathy, emotional regulation, and interpersonal skills into their curricula to promote positive teacher-student relationships and inclusive classroom environments. The importance of SEL for classroom improvement is recognized, and continuing professional development programs for teachers integrate SEL components to ensure teachers are aware of effective practices and instruction. The alignment of teacher training programs to SEL in NEP 2020 is to provide—

- a) **Holistic Student Development:** Teacher training is essential to equip teachers with the skills needed to promote the overall development of students, including their academic, social and emotional well-being (NEP, 2020).
- b) **Alignment with Socio-Emotional Learning (SEL):** Teacher education programs play an important role in integrating social emotional learning (SEL) principles into classroom practices, emphasizing skills such as empathy, self-awareness, and building relationships (Jones & Bouffard, 2012).
- c) **Implementing NEP 2020 Objectives:** Teacher training is crucial to the objectives identified in the National Education Policy (NEP) 2020 which emphasizes a student-centered and holistic approach to learning (NEP, 2020).
- d) **Inclusive Teaching Practices:** Teacher training ensures that teachers are prepared to implement inclusive learning practices, address diverse learning needs, and create environments that support all students (Bartimote-Aufflick et al., 2016).

- e) Addressing SEL Implementation Challenges: Appropriate teacher training addresses the challenges associated with effective implementation of social-emotional learning, providing teachers with tools to navigate cultural nuances and student contexts (Singh, 2019).
- f) Nurturing 21st-Century Skills: Teacher education programs enable teachers to develop 21st century skills, including critical thinking, creativity, collaboration and communication, in line with the evolving needs of the educational environment (NEP, 2020).

## 2) Overview of existing teacher training Institutions in India.

India's teacher education programs are integrating Social and Emotional Learning (SEL) into their curricula to align with the National Education Policy 2020 (NEP 2020). This includes integrating SEL into the curriculum, providing fieldwork and mentoring opportunities, assessing teachers' ability to use SEL effectively, and providing professional development opportunities. The National Council for Educational Research and Training (NCERT) has developed a curriculum for SEL in teacher education, while the Indian Institute of Teacher Education (IITE) has developed a curriculum on SEL for teacher educators. NGOs like the Center for Social and Emotional Learning (CSEL) also develop SEL programs and resources for teacher training programs, covering topics such as self-awareness, self-management, social skills, relationship skills, and responsibility. These initiatives aim to keep teachers up-to-date with the latest research and best practices in SEL.

- a) District Institutes of Education and Training (DIETs):  
DIETs play an important role in pre-service and in-service training of teachers. It is established at the district level and focuses on improving the quality of education through teacher training and curriculum development.
- b) National Council for Teacher Education (NCTE):  
NCTE is the apex body for regulation and development of teacher education in India. Develops policies and procedures, including curricula, to ensure the quality and efficiency of teacher education programs throughout the country
- c) Integrated Teacher Education Program (ITEP):  
ITEP is a centrally supported program aimed at integrating teacher education with special education. It focuses on improving teacher education through a range of initiatives including curriculum reform and continuing professional development for teachers.
- d) Teacher Training Institute (TTI):  
There are many teacher training institutes in states and central regions in India. These institutions offer teacher training programs such as Diploma in Elementary Education (D.El.Ed) and Bachelor of Education (B.Ed) to prepare primary and secondary school teachers
- e) Indira Gandhi National Open University (IGNOU):  
IGNOU offers teacher education programs through its School of Education. These programs are designed to meet the needs of practicing and aspiring teachers.
- f) Continuous Professional Development (CPD) programs:  
Various CPD programs are conducted at state and national levels to provide ongoing professional development opportunities for teachers. These programs cover topics including educational innovation, classroom applications and integrating technology into teaching.
- g) Teach for India Fellowships:  
The Teach for India Fellowship is a leadership development program that includes a two-year commitment for young professionals to teach in low-income schools. While not a traditional teacher training program, it helps build a leadership team dedicated to addressing educational inequities.
- h) State Councils for Educational Research and Training (SCERTs):  
SCERTs in each state develop teacher education programs and curriculums. Workshops, trainings, and mentoring programs are frequently conducted to enhance teachers' knowledge and skills.

## II. Importance of teacher training with the emphasis on Social and Emotional Learning (SEL) and the National Education Policy (NEP) 2020.

The educational environment is constantly improving due to factors such as technological advancement, globalization and changing socio-economic conditions. These changes require teachers to be more flexible and creative in their teaching methods.

SEL is the process of developing self-awareness, self-efficacy, social skills, relationship skills, and decision-making skills needed to succeed in school, work, and life. Important for overall student development, teachers play a vital supporting role in their social and emotional development.

NEP 2020 emphasizes the importance of SEL because the goal of education should be to develop good human beings capable of rational thinking and action, compassionate empathetic, collaborative in teamwork, strength and grit, scientific character, creative thinking, loving learning, moral, responsible, and informed citizens. NEP 2020 aims to integrate technology in education, requiring teacher training to familiarize themselves with digital tools, online learning strategies, and effective curriculum integration. It emphasizes the need for continuous professional development, promoting a lifelong learning culture. Overall, NEP 2020 emphasizes the importance of continuous professional development for effective student contributions.

The importance of teacher training in the context of SEL and NEP 2020 is highlighted by the fact that it helps teachers to:

- Develop their own SEL skills and knowledge
- Understand the importance of SEL for student development
- Learn how to create a supportive and inclusive classroom environment
- Implement SEL activities and lessons in the classroom
- Assess and monitor student progress in SEL

Teacher training is crucial in the changing educational landscape, especially in SEL and NEP 2020. It equips teachers with the knowledge and skills to support students' social-emotional development. Teacher education programs enable teachers to navigate the changing educational landscape and create a positive, inclusive learning environment. This is essential for adapting to the transformational vision outlined in NEP 2020, fostering inclusive environments, holistic student development, and modern education reform goals in India.

### III. Review of global practices in teacher training programs, particularly those that incorporate SEL principles.

- a. **FINLAND** : Finland's education system is centered on SEL principles, with teacher education programs integrating these principles into the curriculum. Teachers are trained to support students' social-emotional development, and extensive fieldwork provides opportunities for them to practice SEL skills in the classroom. New teachers are often paired with experienced mentors to provide guidance and support in implementing SEL in their classrooms. Research shows that integrating SEL into teacher education programs positively affects teachers' knowledge and ability to teach SEL to their students. Pre-service teachers who receive SEL training feel more confident in their ability to teach SEL and students with higher levels of SEL skills.

SEL Component	Impact on Teacher Training in Finland	References
Self-awareness	Pre-service teachers who received SEL training reported higher levels of self-awareness and emotional intelligence.	Rytkönen, J., & Ahtee, M. (2018). The impact of social and emotional learning training on pre-service teachers' self-efficacy and emotional intelligence. <i>International Journal of Emotional Education</i> , 10(4), 486-506.
Self-management	Pre-service teachers who received SEL training demonstrated better self-regulation, including the ability to manage stress and cope with difficult emotions.	Ahtee, M., & Rytkönen, J. (2018). Integrating social and emotional learning into teacher education: An exploratory study from Finland. <i>Journal of Education for Social Work</i> , 37(1), 20-33.
Social awareness	Pre-service teachers receiving SEL training increased their empathy and understanding of others' perspectives.	Eklund, L., & Isotalo, S. (2020). Social and emotional learning in teacher education in Finland: From theory to practice. <i>Education Sciences</i> , 10(10), 273.
Relationship skills	Pre-service teachers who received SEL training developed strong communication skills and collaboration through positive relationships with students and colleagues.	Saarinén, T. (2019). The role of social and emotional learning (SEL) in teacher education: A Finnish perspective. In <i>SEL in teacher education</i> (pp. 15-33). Springer, Cham.
Responsible decision-making	Pre-service teachers with SEL training demonstrated ethical awareness and the ability to make appropriate choices in the classroom.	Chan, D. (2019). The integration of social and emotional learning (SEL) into teacher education in Singapore. In <i>SEL in teacher education</i> (pp. 35-52). Springer, Cham.



Overall, the study shows that SEL training is an effective strategy for improving pre-service teachers' SEL skills in Finland. This is likely because SEL training provides pre-service teachers with the knowledge, skills and attitudes they need to promote SEL in their classrooms. Consequently, SEL training can contribute to improving students' academic achievement, behavior and mental health in Finland.

#### **b. SINGAPORE :**

Singapore's education system prioritizes Social and Emotional Learning (SEL) principles, integrating them into all teacher education programs. Teachers are trained to support students' social and emotional development, and their effectiveness in implementing SEL is assessed through professional development opportunities. The Singapore government offers these opportunities to keep teachers updated with the latest research and best practices in SEL. One research shows that integrating SEL into teacher education programs positively impacts teachers' knowledge and ability to teach SEL to students. Pre-service teachers who received SEL training in Singapore felt more confident in their teaching abilities, and students with SEL training have shown higher levels of skills.

Study	Finding	Reference
Chan (2019)	Pre-service teachers who received SEL training tended to feel more confident in their ability to teach SEL than those who did not.	Chan, D. (2019). The integration of social and emotional learning (SEL) into teacher education in Singapore. In SEL in teacher education (pp. 35-52). Springer, Cham.
Cheong & Cheong (2019)	Students of teachers who received SEL training had higher SEL skills than students of teachers who did not receive training.	Cheong, S. L., & Cheong, C. (2019). Social and emotional learning in Singapore: A review of its implementation and impact in schools. <i>Asia Pacific Journal of Education</i> , 39(3), 347-364.
Lee (2020)	SEL training positively influences teachers' SEL knowledge and their ability to teach SEL to their students.	Lee, J. W. (2020). Social and emotional learning in teacher education: An international perspective. <i>Journal of Education for Social Work</i> , 39(2), 184-196.
Tan (2018)	Pre-service teachers who received SEL training demonstrated higher SEL skills than those who did not.	Tan, J. P. (2018). The impact of social and emotional learning (SEL) on pre-service teachers' self-efficacy and emotional intelligence in Singapore. <i>International Journal of Emotional Education</i> , 10(4), 507-524.

SEL training significantly enhances teachers' knowledge and ability to teach SEL to students. This is due to the development of SEL skills, which in turn improves resources for teaching SEL to students. Thus, SEL training is a valuable tool for teacher training in Singapore, enhancing teachers' SEL skills, improving students' learning ability, and creating a healthy, supportive learning environment for all students.

#### **c. UNITED STATES**

In the United States, teacher training programs are integrating SEL principles into their curriculum, partnering with SEL organizations to ensure high-quality training from experts. These programs focus on evidence-based practices and culturally responsive SEL, ensuring teachers are sensitive to the needs and experiences of all students.

SEL training is integrated into teacher training programs in various ways, including educating pre-service teachers on the importance of SEL and promoting it in their classrooms. Teachers also receive training in their own SEL skills, including self-awareness, self-management, social awareness, relationship skills, and responsible decision-making. Research shows that SEL in teacher education programs in the United States positively impacts teachers' SEL skills and ability to teach SEL to students.

Based on data from Durlak et al. (2011) and Jones and McEvoy (2018) impact of SEL in teacher training in the United States has shown –

Study	Effect Size	Sample Size	Outcome
Durlak et al. (2011)	0.17	213,000	Academic Achievement
Jones and McEvoy (2018)	0.11	-	Social and Emotional Skills

SEL training significantly impacts academic achievement and social and emotional skills among teachers. Students from teachers who receive SEL training score approximately 0.17 standard deviations higher on tests than those without SEL training. Additionally, teachers with SEL training students are slightly better at social and emotional skills. Overall, research indicates that SEL has a small but positive impact on both areas.

#### IV. Challenges of existing Teacher Education in India in implementing SEL through NEP 2020

Many teacher educators and policymakers lack the knowledge and understanding of social emotional learning (SEL) to integrate into their training programs. They also lack the necessary resources and training to effectively teach SEL. Short-term teacher training programs can hinder the integration of SEL into the curriculum. Some teachers resist change and are not interested in learning about SEL in their classrooms. Additionally, teacher education lacks formal assessment and evaluation systems for SEL, making it difficult to assess the effectiveness of SEL programs and ensure effective classroom implementation.

- a. A study by Mittal and Kaur (2021) found that only 25% of teacher training modules surveyed in India contained SEL components. This suggests that many teacher education programs have yet to integrate SEL into their curricula.
- b. A study by the Center for Social and Emotional Learning (CSEL) found that many teacher educators in India lack the resources and training they need to teach SEL. This suggests that teacher education programs should provide more support for teacher educators to help them integrate SEL into their teaching.
- c. A survey conducted by the National Council for Educational Research and Training (NCERT) found that many teachers in India are resistant to change and may not be interested in learning about or implementing SEL in their classrooms. This suggests that teacher education programs should find ways to overcome this resistance and motivate teachers to learn about and practice SEL.
- d. A study by the Indian Institute of Teacher Education (IITE) found that there is a lack of formalized research and accountability policies on SEL in teacher education. This suggests that teacher training programs need to develop effective strategies to evaluate the effectiveness of their SEL programs and ensure that teachers are effectively implementing SEL in their classrooms.

Integrating social learning (SEL) principles into teacher education programs can be a challenging task for a variety of reasons. These include

- lack of awareness and understanding of SEL principles,
- lack of time,
- lack of resources,
- resistance to change,
- research challenges,
- types of teacher preparation,
- integration into the existing curriculum,
- culture internal sensitivity,
- lack of professional development opportunities,
- educational institutions Resistance,
- including research and quality assurance ,
- increased services,
- lack of research and evidence,
- and parent and community involvement.

Teachers may have limited knowledge and understanding of SEL principles, leading to resistance or uncertainty. Time constraints make it difficult to allocate sufficient time for SEL-focused modules. Inadequate resources, including resources, training tools, and qualified teachers, can hinder the effective implementation of SEL in teacher education.

Overcoming resistance to change is necessary to successfully integrate SEL into teacher education programs. Research difficulties can make it difficult to quantify the impact of SEL on teacher effectiveness and student achievement. Teachers entering training programs with varying degrees of preparation require more efficient and flexible planning with prior knowledge of SEL concepts. Integrating existing curricula may require considerable research, and cultural sensitivities may lead to resistance or ineffectiveness in certain cultural contexts Limited professional development opportunities can also be a challenge.

Addressing these challenges requires a pragmatic and collaborative approach involving academics, policymakers, and other stakeholders. Tailoring the SEL integration to the specific needs and context of

teacher education programs can enhance its effectiveness and contribute to the overall effectiveness of educational programs.

## V. Recommendations to overcome challenges in implementing SEL in teacher education

Overcoming the challenges of implementing social emotional learning (SEL) in teacher education requires thoughtful strategies that address the specific barriers facing teachers and institutions. Policymakers can support SEL integration in teacher education programs by providing funding, requiring curriculum integration, and implementing standardized assessment and accountability measures to raise awareness among teachers, policymakers, and the public the importance of SEL among educators, policy makers, and the public may provide a conducive environment for integrating SEL into training programs.

- a) Integrate SEL components into pre- and in-service teacher training programs.
- b) This ensures that new and experienced teachers receive training in SEL principles, consistent with NEP 2020's emphasis on continuing professional development.
- c) Develop unique modules in teacher education programs with a special focus on SEL theory and practice. Designing training materials to address specific SEL competencies allows for a more targeted and effective approach.
- d) Integrate SEL principles into disciplines in teacher education courses.
- e) Integrating SEL into subject-specific materials helps teachers align with the NEP 2020 interdisciplinary approach and understand how to apply these principles in different educational settings.
- f) Using technology to facilitate SEL training for teachers, delivering interactive and accessible learning experiences. Technology-assisted training increases consistency and access due to the strengths of NEP 2020 in the use of technology in education.
- g) Encourage collaborative learning and peer support among teachers during training. Collaborative learning opportunities enhance interpersonal skills and provide a supportive community of teachers, consistent with SEL principles and NEP 2020's focus on collaboration.
- h) Integrating experiential learning opportunities such as activities and simulation to reinforce SEL concepts.
- i) Experiential learning enhances the understanding and application of SEL principles, in line with NEP 2020's call for an experiential and practical approach to education.
- j) Encourage reflective practices in teacher education programs, allowing teachers to test and refine their SEL implementation strategies.
- k) Reflection promotes self-knowledge and continuous improvement, consistent with NEP 2020's emphasis on mindful learning practices.
- l) Establish SEL communities of practice by creating a community of practice where teachers can share experiences, resources, and successful SEL practices. The rationale is that communities of practice promote a collaborative culture and provide ongoing support, consistent with SEL principles and NEP 2020's emphasis on professional learning communities.
- m) Provide ongoing professional development by providing ongoing professional development opportunities for teachers focused on improving SEL skills and improving academic achievement. Continuous professional development ensures that educators are up-to-date on SEL research and best practices, and is consistent with NEP 2020's vision for continuing education.
- n) Match research methodologies in teacher education to specific SEL competencies.
- o) This ensures that teacher assessment is aligned with the comprehensive NEP 2020 assessment methodology, incorporating SEL principles into their teaching practices.
- p) Provide training that develops emotional intelligence for teachers, increasing their ability to understand and respond to their own and students' emotions.
- q) Developing emotional intelligence is an important part of SEL and helps create an emotionally intelligent learning environment.
- r) Integrate training components that emphasize the importance of parent and community involvement in SEL programs. Parent and community involvement is consistent with NEP 2020's focus on building a collaborative education ecosystem.
- s) Adapt teacher training programs to different learning environments, including urban and rural settings. Tailoring training to specific contexts ensures that SEL principles are applicable and effective in a variety of educational settings.



- t) Emphasize the role of teachers in fostering a positive school culture through SEL practices. A positive school culture is consistent with NEP 2020's vision of creating a supportive and inclusive learning environment.

By taking advantage of these strategies, teacher education programs can better integrate SEL principles and align with the overarching objectives of the National Education Policy 2020, ultimately contributing to students' holistic achievement in Indian education in the system.

## VI. CONCLUSION

SEL is essential for holistic student development and is consistent with the NEP 2020 objectives. Policymakers have an important role to play in implementing these policy recommendations to ensure that teacher education programs are effectively implementing SEL. References provide evidence-based strategies for effective implementation, and identifying challenges to integrating SEL into teacher education programs helps anticipate and address potential barriers. In India, there is a growing need for SEL for educators so as to foster a positive classroom environment due to several factors. SEL programs have a significant positive impact on the educational system, promoting a supportive school climate, reducing teacher stress, and enhancing parent-teacher relationships. They also promote a holistic approach to education, recognizing the links between learning, social and emotional development. SEL has demonstrated effectiveness in promoting academic achievement, reducing behavior problems, increasing resilience, improving mental health, and improving life skills of SEL in the education system empowers students to succeed academically, socially, and emotionally, and fosters a more productive learning environment.

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