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## Factors Influence On Professional Development Of Teachers At Secondary Schools

1. Beeralingaiah.G., Assistant Professor, Shankaragowda College of Education, Mandya.
2. Dr.Sunil Kumar.M.L., Assistant Professor, Shankaragowda College of Education, Mandya.

### Introduction:

Today's teachers perform their jobs in a variety of roles within the classroom, such as teacher, advisor, facilitator, and so forth. Each of these responsibilities encapsulates the professional job of a teacher. Continuous learning and enrichment are essential for a professional teacher to develop in order to meet the always shifting objectives of teaching and learning. The professional development of teachers, particularly at the secondary and senior secondary level, depended on a variety of methods. This article explores the various forms and requirements for teacher professional development. Additionally, we evaluate the current system of teacher professional development and offer fresh ideas for enhancing and upgrading our specialised knowledge and abilities.

**Key Words:** Profession, Professional Development, Teaching, Teaching Profession, Secondary Schools.

### Meaning of Profession:

A profession is an occupation that needs some specialised education and training and whose main goal is typically to offer skilled services and advice in exchange for a set fee or payment. Some experts, though, might offer their expertise without expecting remuneration.

A career is a calling that calls for the development of a body of knowledge, a variety of talents, and the use of those skills in the service of humanity. A professional may provide a service directly, as in the case of teachers and doctors, or indirectly, as in the case of teacher educators, or instructors of teacher candidates. Additionally, this service may only be provided to a small portion of the population, during a certain window of time or stage of life. This service is provided to people who have the aptitude for the profession, not to the total student population enrolled in graduate or post-graduation courses. It is provided for a brief length of time since a person is anticipated to use it.

In a different approach, any professional person offers professional assistance for a short while to clients who are in institutions or who are operating within institutional structures. For instance, teachers who work in educational institutions and within the institutional framework of a school, college, or university provide their services to students (clientele) for a set length of time. A career can be practised either alone, within of a setting, or both. This means that if teaching is recognised as a profession, a teacher may instruct students either alone or in a group of other teachers in a school setting.

### **Importance of professional Development**

- Increases Career Opportunities
- Improve Mental Health
- Increase Career Satisfaction
- Career Promotions
- Improve Work-Life Balance

### **Characteristics of a Profession:**

A profession indicates certain specific characteristics. They are as follows

- i. A profession demands possession of a body of specialized knowledge and extended practical training.
- ii. A profession renders an essential social service.
- iii. A profession demands continuous in-service training of its members.
- iv. A profession has a clearly defined membership of a particular group, with a view to safeguarding the interests of the profession.
- v. A profession involves a code of ethics.
- vi. A profession assures its members a professional career.

As was already mentioned, a typical profession demonstrates a variety of traits. With the help of the following clarifications, we may comprehend them. Trade associations or guides both contribute to the establishment of a professional organisation, the formulation of a code of ethics, the provision of a lifetime career to its members, and even the awarding of action. A profession must satisfy two prerequisites. A profession "professes" to accomplish two things: first, to serve; second, to serve with awareness and effectiveness. While all other professions serve, this one prioritises serving others over anything else. Even in situations where the client's interests and societal interests are at odds, professional interest prevails over selfish desire. In that a profession is firmly rooted in its sound knowledge and skill, it differs from other vocations. A profession differs from a trade because of its members' admirable traits of benevolence and desire for true knowledge.

**Need and Importance of Professional Development for Teachers:** Need of professional development for teachers can be listed as follows

- i. Increasing knowledge domain of subjects
- ii. Due to changing pedagogy
- iii. Increasing involvement of media
- iv. Focus of use of ICT
- v. Enactment of policies and schemes
- vi. Meeting demands of society and nation

We can increase as well as modify this list based on our experiences. In India, we have witnessed the efforts of professional development due to two main reasons, it is initiated either as a plan or policy implementation or teachers are doing this due to its linkage with their promotion and other monetary benefits.

### **Characteristics of Teaching Profession:**

Now that we have a better understanding of why teaching is referred to as a profession, let's try to elicit the qualities of a teaching career. The qualities of a teaching career include the following::

- 1. It essentially involves an intellectual operation:** It's been claimed that teaching involves more than just talking. This is true because teaching necessitates the intentional planning of learning activities as well as the development of a welcoming and encouraging learning environment. In order to bring about the desired change in the behaviour of a group of learners whose interests and learning rates are constantly changing, a teacher must continuously assess the classroom climate while providing learning experiences and develop an appropriate action plan. All of these tasks, which must be completed by a teacher, are intellectual tasks.
- 2. It transforms raw material into a practical and definite end:** The students are the primary source of information in the teaching profession. These students are ready to teach in a culture that is always changing and has many different demands. By offering practical training in teaching and other educational tasks, learners are prepared for a practical and clear finish.
- 3. It possesses an educationally communicable technique:** As teaching is a science, teaching techniques are systematic and have definite steps to be followed. It is easily communicable.
- 4. It tends towards self-organization:** It is self-organized in that those working in the teaching profession are aware of growth and progress. They develop a clear system to uphold and advance the profession's standards for teaching.
- 5. It essentially performs a social service:** Social service is what teaching is. Education is a powerful weapon for bringing about change in any country, as is commonly acknowledged. Developed countries like the United States of America, Russia, and others are the clearest examples of this assertion. The high levels of literacy in these and other countries have allowed for continuous development. Developing a society is accomplished through education.

6. **It has a lengthy period of study and training:** It takes far longer to learn how to teach. To enter this field of work, a potential candidate must first spend several years in school and gain a thorough understanding of the subject area. Following that, he or she must complete teacher training.
7. **It is based upon a systematic body of knowledge:** Teaching profession is based upon a systematic body of knowledge which has been derived from social, psychological, historical, political and economic ways of life. It is also influenced by the religious and spiritual beliefs of a society.
8. **It has a common code of ethics:** A uniform code of ethics governs the teaching profession worldwide.
9. **It generates in-service growth:** In teaching profession, the teacher is learning at all the stages of teaching. This leads to growth of a teacher while in-service.

Besides these, education is a dynamic field. Regarding teaching strategies and other fundamental courses in education, new knowledge is always being produced. A professionally qualified in-service teacher has to improve their teaching techniques and update their existing body of knowledge. The end result of this in-service training will be for teachers to effectively carry out the activities that are expected of them.

**Ways of Professional Development for Teachers:** There are a number of ways to make teacher professional development such as

1. **Seminars:** A seminar is a type of academic education that may be provided by a commercial or professional organisation, as well as by academic institutions. It serves the purpose of convening smaller groups for regular meetings that each centre on a different topic and require participation from everyone in attendance. A research discussion that is frequently presented by a guest researcher and that is largely attended by academics, research personnel, and postgraduate students is also referred to as a seminar. Regular series of seminars are common, however normally each seminar is delivered by a different speaker on a subject of that speaker's choosing. Since these seminars are typically not included in a course of study, they are not typically subject to evaluation or credit.
2. **Workshops:** Because teaching is a lifelong endeavour and instruction and learning go hand in hand, it is crucial that schools support teachers' professional growth. Workshops for teacher training are essential for both pre-service and in-service educators. We need to upskill the instructors who can effectively lead this force if we want to train the future citizens of our countries to be knowledgeable and skilled. The shortcomings that persist during the preparation for educational degrees (B.Ed, M.Ed) are filled up the teacher workshops. It improves the teacher's self-assurance and abilities to meaningfully engage the students. They have the opportunity to take a break from their routine during teacher workshops, where they take on the role of students instead of teachers.
3. **Internet:** The internet allows for professional development creators to address the time constraint issue through proper instructional design techniques. Best practices in instructional design suggest that learning material should be 'chunked' into bite-sized morsels and learners should be encouraged to learn at their own pace. What does that mean to you? Imagine learning a new educational

technology application at your own rate through a series of short video tutorials (an example of chunking), and exercise files that are designed to lead you through a step-by-step process so that you can master the topic at your own speed. Imagine having the ability to review the video and the exercises, as often as you need, until you grasp the concept at hand. Imagine having access to a discussion forum where your questions can be answered by the instructor or other students. That is how the internet can solve the problems that are associated with traditional PD. It also helps teachers by letting them use various tools in their teaching and learning. And also retired teachers or volunteers to offer educational services to children in poor communities or even in different parts of country.

4. **Research:** Research is "creative and systematic work undertaken to increase the stock of knowledge". It involves the collection, organization and analysis of evidence to increase understanding of a topic, characterized by a particular attentiveness to controlling sources of bias and error. These activities are characterized by accounting and controlling for biases. A research project may be an expansion on past work in the field. To test the validity of instruments, procedures, or experiments, research may replicate elements of prior projects or the project as a whole.
5. **Trainings:** Given its evident importance, ongoing teacher training becomes a crucial technique to guarantee the improvement of educational quality. Programmes for ongoing professional development leave their mark on the structure, enabling the educator to improve the standard of instruction because he has the ability to foresee change and encourage it by ensuring that education is successful.

#### Obstacles for professional development

- Limited job opportunities
- Lack of skills training
- Limited access to mentorship
- Suggestion For professional development
- working conditions,
- Interpersonal relationships.
- Environmental factors.

#### Conclusion:

Professional development happens whenever teachers engage in activities that improve their subject-matter expertise and industry knowledge. Professional growth can take many different forms, including formal and informal education. Therefore, every educator should work to advance their career and increase their pupils' knowledge so that they can grow into productive members of society. Through professional development, all secondary school teachers are required to eagerly learn new information in the field of education.

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