

NEED ASSESSMENT OF IN-SERVICE TEACHERS

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ABSTRACT

Teaching is a profession, which should be sensitive and responsive to concerns and interest of its clients. Attention to quality of classroom life would eventually shift to quality of teacher education program. Keeping in view the importance of in-service teacher education a representative sample of primary school teacher was taken in order to assess their training needs. A test based upon new concept and practices in elementary education was developed. It was administered to the subjects included in the sample. It was found that majority of teachers was unable to define common terms used in elementary education. They failed to discuss some of the innovations, which should be used by the primary school teacher. In the light of results of the study the current teacher education program is to some extent a total failure. It is recommended that teaching material based on some recent concepts like Foundation of primary education, Use of illustration in teaching, Measurement and evaluation, Method for assessment of personality, Management of primary school, Innovations in education, Co-curricular activities in primary school and computer based instruction be organized for in-service training of teachers at primary.

INTRODUCTION

Background of the Study

Growing complexity of modern culture is making increasing demands on the capabilities of a teacher and only those teachers can shoulder these heavy responsibilities that have sound professional competencies. The preparation of such an important functionary therefore must get the highest priority. Country's best talents need be encouraged in the teaching profession if it is desired to produce leader of thought and action in every walk of life. Should bring about the full development of the child (a) as an individual (b) as a citizen (c) as a worker and (d) as a patriot, to enable him to understand and enjoy the benefits of social progress, scientific discovery and invention. The commission on National Education (1959) asserted: -

"No system of education can rise above the teacher who serves it, and its quality depends ultimately on the quality and efforts of the teacher: (p.126) It further added:

"Education to participate in economically useful activities. (p. 142).

Effective teaching and learning is the product of various factors. These factors are directly related to the quality of education in general and to

successful classroom instructions in particular, these factors include, teacher background, his/her competencies, pre-service and in-service training, teacher students interaction efficient use of instructional time and materials, and assessment of students achievement, it is imperative, that for better planning of effective and efficient education in our institutions the above factors should be well conceived, properly organized and diligently implemented.

Teacher must have knowledge, attitudes, beliefs and skills. These characteristics must be mediated through the individuality of the teacher, there is a unanimous opinion, that the teacher occupies a key role in the development of education in schools (Cahill, 1984). According to Cahill (1984) it is unanimously agreed that the training, retraining and continuing education of teachers are fundamentals for the success of education.

Many teachers, particularly those, who received their training some time ago, are ill equipped to respond satisfactorily to modern demands. They have scant conversance with recent techniques that might be used to produce better pupil progress. In a real sense it is almost unethical to subject such teachers to the evidence-prone scrutiny of today's teacher-evaluation schemes.