

E-Content
Department of Education, Patna University.
M.Ed. Semester II
Paper-C.C.6

By: -

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Unit V: Problems and Issues in Teacher Education.

Topic: Assurance of quality of Teacher Education programme.

Objectives:-

After reading this content, you will be able to:-

- Know about quality of teacher Education program.
- Explain about quality management of Teacher Education.
- Discuss about total quality management (TQM) in Teacher Education.

Introduction:-

The Teacher Education Program (TEP) aims to improve the quality of education by enhancing the competencies of teacher and the capacity of teacher-education institutions. The art of teaching has to be learnt by undergoing a specific training. Previously, the general belief was that” teachers are born not made”. But this old belief has changed now. The whole concept about teacher and teacher education has undergone a tremendous change. Education is not merely one of the professions, but the creative source of all professions. Having accepted that education is a profession, it is essential to realize the programs that are essential for making it a success. Several education commissions and committees have offered numerous suggestions for making this profession attractive and interesting. Quality teacher education is the answer to quality school education. The TEP aims to improve the quality of education by enhancing the competencies of teachers and the capacity of Teacher Education Institutions (TEI). Teaching is an art-cum-profession. This art or skill has to be learnt by undergoing a specific training. Teacher’s training is an important component of teacher education. Profession is a vocation founded upon specialized educational training. A profession is a skill based on theoretical knowledge. Professionalism is the expertness characteristics of a professional person.

A core definition of Total Quality Management (TQM) describes a management approach to long-term success through student satisfaction. In a TQM effort, all members of an organization participate in improving processes, products, services, and the culture in which they work. Quality of a nation is equal to quality of its citizens. TQM focuses strongly on the learner and the teacher. Quality involves everyone including teaching staff, support staff and management. TQM is a system of continuous improvement employing participative management centered on the needs of customers. TQM aims at improving the quality of work of all people at all levels in all functional areas of TEI.

Concept of TQM

The concept of TQM was first introduced in 1920s, when the statistical approach was first used in quality control in factories of America. It is a management style based upon producing quality service as defined by the customer-focused, fact-based and term-driven management process to achieve an organization's strategic imperative through continuous process of improvement. TQM is both a philosophy and a set of guiding principles that represent the foundation of a continuously improving organization. TQM is the application of quantitative methods and human resources to improve the material and service supplied to a TEI. Good buildings with well-furnished well-maintained classrooms, well-equipped laboratories, and a good library with ample facilities for students, well-qualified and committed teacher educators and an environment, which facilitates the prevalence of an effective teacher education process are important sources of quality. Of all the ingredients of qualitative education mentioned above, the most important is the dedicated teacher-educators. A TEI may not have a good building, furniture, playgrounds, and even well-equipped laboratories and libraries, but if the teacher-educators are enthusiastic, highly motivated and committed to their task, the students are likely to have the best education. Teachers who feel enthusiasm for their job and who are well qualified and experts in what they teach are the only essential ingredients in teaching quality.

Responsibilities of the TEI for TQM

- To impart right knowledge to the student-teachers according to the developmental needs of society and prepare them to take part in nation building.
- To make efforts to bring out talent and creative skills hidden in them and thereby make them contribute to the prosperity of our country.
- In order to satisfy the above goals desirable measures need to be taken related to student-teacher, faculty, and administration.
- Imparting high quality teacher education includes inculcating in students the zeal and initiative for learning.
- Flexible system of education may be introduced with a variety of elective subjects as per emerging national and global needs.
- Development of student-oriented academic culture is possible by creating opportunities for their participation in curricular and extracurricular activities.
- Internship training should be made compulsory for every student

Students should also be made to realize the importance of the learning process. The following parameters play a vital role:

- Maintaining minimum 75 percent attendance in each subject
- Teaching aids and ICT must be used in internship
- Submission of all home assignments regularly
- Participation in group discussion, seminars etc.

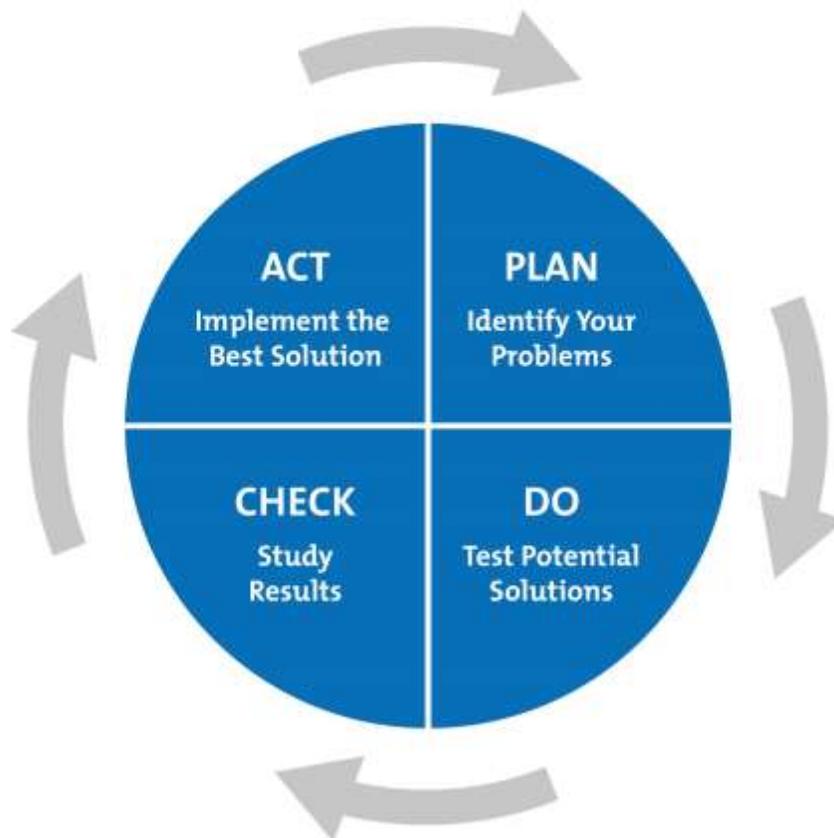
Responsibilities of the Teacher-Educator

The important task of a teacher-educator is delivering training and guidance to the students. Teachers should have psychological skill, tactfulness, and good communication skills and have important qualities to be partners in TQM in teacher education. Teacher-educators must motivate the students to actively participate in the teaching-learning process, pedagogic practices and research. Teacher-educators should be improving their domain knowledge and teaching methods continuously by attending various faculty development programs.

Implementation of TQM Approach

Many educational organizations in the world are accepting TQM approach as the key practice in improving quality. The implementation of TQM desires to be a managed practice. The attention should be on continuous improvement of management with a view to improving the teaching and learning process. Education system requires adapting to continuing modifications as requirements are rising because modification is inevitable and are an ongoing procedure in the new era. When a TEI fails to change and develop, organization stagnates and eventually declines. The elementary requirements of TQM are leadership, commitment, continuous improvement etc. W.Edwards Deming proposed the Plan-Do-Check-Act (PDCA) Cycle. The PDCA Quality implements the TQM approach. It is a continuous and iterative cycle of four phases. This PDCA model contains four repetitive phases as shown:-

Figure 1: The Plan-Do-Check-Act Cycle



To attaining the improvement and goals of organizations, they must follow this continuous series. The Quality Cycle phases are:

- **Plan (Identify your problems):** Set up goals and procedures to convey significant outcomes in accordance with the objects of aims. This phase contains.
 - (1) Adopt TQM methodology
 - (2) Set quality policy of teaching and learning
 - (3) Develop vision and mission statement of quality management, and
 - (4) Strategic quality planning.
- **Do (Test potential solutions):** Implement the plan and accumulate data for analysis. This phase has:
 - (1) Education and training process
 - (2) Student focus
 - (3) Involvement of teachers
 - (4) Development projects, and
 - (5) Creating awareness of TQM among the teachers
- **Check (Study results):** To analyze, evaluate, audit and study the results. In this phase of PDCA cycle, we have:
 - (1) Comprehensive evaluation
 - (2) Continuous follow-up
 - (3) Measurement, and
 - (4) Audit for improvement in teaching and learning process.
- **Act (Implement the best solution):** Take action where to regulate of improvements in the procedure. This phase contains
 - (1) Continuous improvement and
 - (2) Motivation and rewards.

Importance of Quality Teacher Education in India

It is well known that the quality and extent of learner achievement are determined primarily by teacher competence, sensitivity and teacher motivation. The NCTE has defined teacher education as; “A programme of education, research

and training of persons to teach from pre-primary to higher education level. Teacher education is a programme that is related to the development of teacher proficiency and competence that would enable and empower the teacher to meet the requirements of profession and face the challenges therein”. According to Goods Dictionary of Education, Teacher education means, “all the formal and non-formal activities and experiences that help to qualify a person to assume responsibilities of a member of the educational profession or to discharge his/her responsibilities more effectively”. Teacher education encompasses teaching skills, sound pedagogical theory and professional skills. In short, we can summarize that, ***Teacher Education= Teaching Skills + Pedagogical theory + Professional skills.***

Conclusion

A teacher is a professional who is trained to handle all classroom situations. Efforts should be made to ensure that all the work done is neat and clean, systematic and in time. A teacher is expected to rise above the average member of the society. Teacher’s attitude in the society should be enthusiasm and optimism. Teachers deal with the most dynamic resource i.e. human being. Teacher education programme continuous innovations to respond to changing needs. Teacher education the faculty development programs might be considered to be a central avenue of knowledge dissemination and practicing of its use in varied contexts. With the growing number of schools in the country there have been many efforts to raise the standards of TEI as per the teacher demands and needs of the schools for a well-skilled teacher. TQM focuses on overall development of the institution as well as its teachers. The TQM framework should be built upon a set of core values and concepts. These values and concepts provide foundation for integrating the key performance requirements within the quality framework. A Quality Circle needs to be constituted in every TEI, consisting of small groups of people that met on a regular basis to discuss problems, to seek solutions, and to cooperate with management in the implementation of those solutions.

Check your progress:

- Analyze total quality management (TQM) in Teacher Education.

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