

Title:
THE NEED FOR IN-SERVICE TRAINING PROGRAMMES TO INCREASE TEACHING EFFECTIVENESS.

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Abstract

“We now accept the fact that learning is a life long process of keeping abreast of change. And the most pressing task is to teach people how to learn”. Peter Drucker, (1909 – 2005).

As teaching is a challenging job because it deals with human resources and to make optimum use of this resource factor, effective teacher training programmes are essential. These in-service training programmes are rewarding and helpful for the teachers to develop a thoughtful and principled approach by providing tools to be used for class room materials that is relevant to his/her learner.

To assert the context knowledge, teachers training programmes are rewarding aspect of the teaching profession for following reasons:

- a) Training programmes encourage and equip a teacher in aspects like creativity, inventiveness, and spontaneity, flexibility and inter-personal relations.
- b) They provide opportunity to work in groups, discuss ideas together, observe lessons, get a feed back report while presenting a lesson in a micro-teaching group – all these help us to develop professionally.

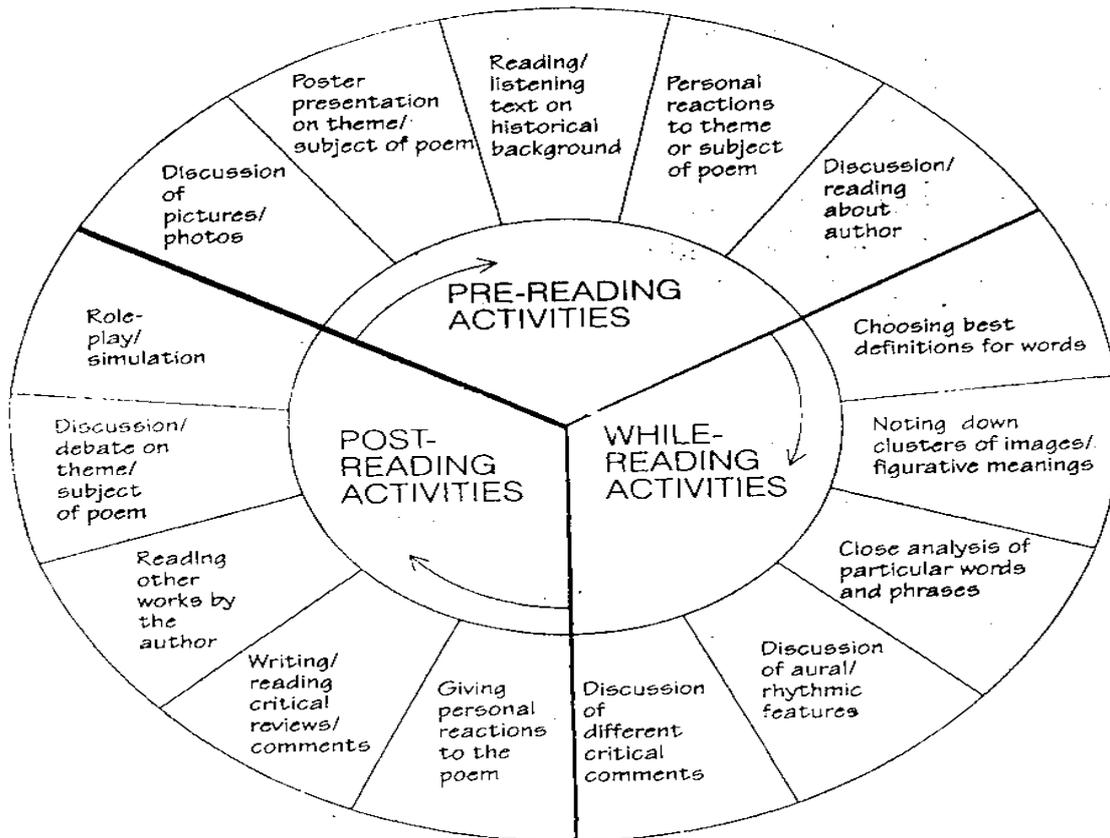
This developmental progress in the long run will boost human capital enterprise and influence on a country’s economic growth trajectory.

To speak of some of my personal rewards that I have gained from different training programmes, apart from exploring the different avenues of teaching methodologies, are listed below:

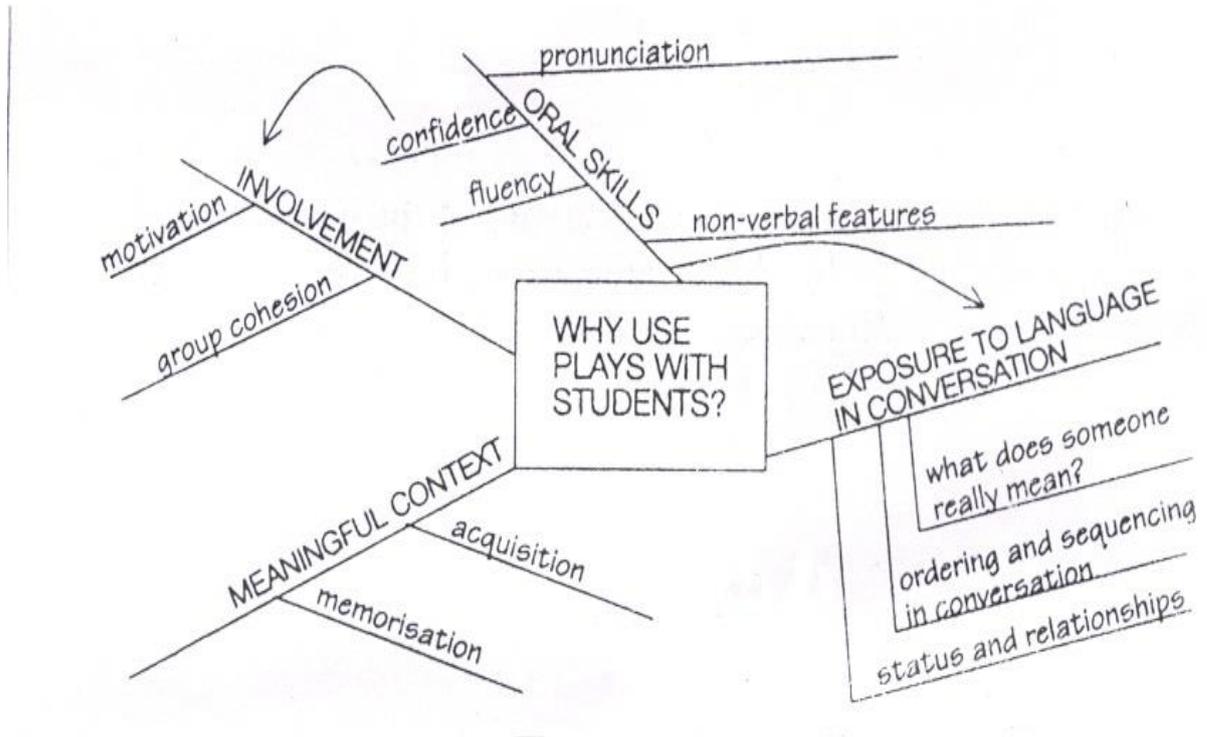
- (1) Cultural synthesis in a bi-lingual class where English is taught as second language. It re-defines borders between what falls within the medium and develops one concept one world e.g. the concept of slavery as depicted in ‘Uncle Tom’s Cabin’ and ‘Nil-Darpan’ in Bengali. The dreadful role of nature in ‘Riders to the Sea’ and ‘Padma Nadir Majhi’. Drawing parallel with ‘Urbashi’ and ‘Cleopatra’.
- (2) Inter-disciplinary concept: Expression through performing art; e.g. poem in English may be presented through Indian dance for motivating the students. Performing art provides a creative outlet to children lost in the maze of rigidly controlled curricula. It may also be used as a teaching aid to give the children something more than just an academic education where children are made to analyze themselves and question some of the present attitudes of the society like environment, religion, and relationships. The entire idea behind this concept is to help the children to unwind and feel an openness of mind.
- (3) Adaptation & Translation forming cross-cultural hybridism. (Extension activity and Making associations). To stimulate the imagination of the students, to develop their critical abilities, to increase their emotional awareness, students are empowered by their ability to grapple with the text

and its language and to relate it to the values and tradition of their own society; e.g. Lady Macbeth presented as an 'Evil Tantric'.

- (4) A training programme on literature (poetry) has helped me to plan a lesson based on pre-reading activities, while reading activities, post reading activities as illustrated below:



- (5) Another training programme on language learning has taught me to use plays in language classes. Illustration follows:



Some are of opinion that teachers are born, not made. But we cannot disagree that even a creative teacher undergoing training programme, develops through exchange of ideas. And, teaching-learning bond strengthens creating a constellation wherein a teacher grooms a student to a PERSON as he/she wants to be and helps him/her to see the rainbow and not the falling rain.

Ref:

- 1) Peter Drucker, (1909 – 2005).
- 2) Literature and Language Teaching: Gillian Lazar: 1993.