

## National Institute of Educational Planning and Administration

### Indian Teachers: Professional Standards, Management and Accountability

#### CONCEPT NOTE

The demand for quality schooling and quality teachers are continuing as central to policy pronouncements and discourses. Reiterating the centrality of teachers, the New Education Policy 2020 envisions to raise the standards of teaching profession. It emphasises on "Life Cycle Approach" to teaching profession from teacher preparation to management, continuous professional development and career progression. The Policy aims to restore the status of teaching profession by adopting a convergent approach to create suitable and constructive environment for the empowerment of teachers.

The 'Teacher' and 'Teaching Profession' is continuing as a matter of concern over the last many decades. The professional profile and identity of 9.7 million teachers is diversified and heterogeneous as a sequel to the massification of school education. The Indian teachers are expected to be endowed with the amalgamation of quality of Guru and modern pedagogy. The emerging concerns are directing us to improve the teacher roles, their pedagogical understanding, teaching practices, their work culture and relationship with educational stakeholders to necessitate a careful understanding and examination of what we know about the realities of teacher management and development.

In order to enhance the teaching profession and the status of teachers, 'Teacher Professional Standards' are used across the globe, mostly developed ones, as tools for extending professional learning and/or for credentialing and appraisal. The major purpose of developing professional standards for teachers is to construct standards to enhance teaching quality for all and ensure the growth of teachers throughout their teacher profession. The teacher professional standards are linked to teaching learning standards, continuing professional development standards and code of conducts and ethics as part of the overarching system of teacher quality management. NCTE draft on Professional Standards for Teachers, though is a first step in India, requires further deliberations.

The teacher management and accountability, on the other hand, is a critical governance issue especially for ensuring teacher rationalization, engagement and participation to meet the growing demand of school education sectors. Teacher management system often have to respond to the deployment of teachers in different regions, rural, urban location, variety of teachers' level including both professional and general qualifications, standards, recruitment, posting, promotion, transfer, conditions of service, incentives, evaluation, pedagogical supervision and support etc. There is need for clear definition and management of Teaching and Non-Teaching activities including absenting from schools for any reason to ensure accountability amongst the teachers.

The professional standards, management and accountability are inextricably interlinked to each other. It's a cohesive concept to be evolved as a precondition for teacher professionalism. Therefore, the major focus of the webinar is to reflect and deliberate on developing a comprehensive agenda on teacher professional standards, management and accountability to determine a path of all-inclusive development for the teaching community.

#### ORGANISING COMMITTEE

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## National Webinar on Indian Teachers: Professional Standards, Management and Accountability

February 21, 2022, 2:00 PM – 5:00 PM



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