**5.2 Grooming of Teachers**

**What is the grooming of teacher?**

The process of refining and developing personal and social traits, such as care, concern, sensitivity, acceptance, empathy, co-operation, etc, of teachers as per the requirements to implement the strides in modern technology and the specific need of the school, if any.

**Importance of grooming**

* Today information ‘technology is in fast forward’ mode and so is the education. The seeds of a dramatic transformation in education are being planted.
* Prompted by massive revolutions in knowledge, information technology, and public demand for better learning, schools worldwide and nationwide too are slowly but surely restructuring themselves.
* This implies that teachers need to understand and learn these developments and skills right now, so as to inculcate them in students for their future needs.
* This also means that the teachers are needed to be groomed.
* If the teachers are not groomed on the needed or right skills, they may not be able to bring the required excellence for the investment schools are making in them.
* Schools spent about 70% of expenditure at the salaries of teachers.

**Grooming considerations**

* There exists a subjective and dynamic environment in the school with a wide range of age difference among the teachers of different subjects with varied teaching experience.
* Assess and understand it first, then identify the grooming needs of individual teachers.
* Teaching skills and performance profile of each teacher is taken into consideration for the grooming needs of the teacher.
* Schools leaders must be practical to ensure concrete contribution from teachers after their grooming.
* To make grooming effective, schools need to focus on understanding teachers,
* Where they are coming from?
* What skill-set they already have?
* What skill-set they may need?
* What would motivate them to be ready for grooming?
* And more importantly what the school needs at this time?
* Understanding this and identifying the right skills to groom a teacher, requires measuring skill-profile of the teacher.
* Individual grooming of teachers requires patience, time, money, expertise and efforts.
* Due to lack of time, this is not happening in the current school system.
* If this is not possible at school level, engage the external experts, to measure a battery of core teaching skills for grooming the teachers.

**If the teaching of a teacher is less than the excellent**

* Then a remediation plan (reformative, alleviative, and remedial) is required to be instituted in order to enhance the performance.
* A sound remediation process identifies issues early, improve skills, and maintain competency.
* Remediation can provide an educator a systematic plan to assist students in developing learning strategies and skills for success.
* If teaching performance still remains less than excellent, departmental action is considered to be followed.

**Grooming tips**

1. A teacher remains a teacher for his/her whole life. It is a 24 hours seven days a week work and hence amongst the toughest career of the world.
2. Teachers are the back-bone of any school/educational organization and without them the infra structure of the organization cannot remain in an ideal position.
3. A teacher must learn dissimilar teaching methodologies and teaching styles.
4. Teaching approach must always be positive.
5. Training, seminars and workshops play a vital role in the enhancement of confidence level of the teachers.
6. Teachers should be well versed and should know the psychology of his/her students for better learning and teaching skills.
7. Group work must be learnt and dealt with Excellency by the teachers as it helps them to collect and learn different teaching techniques.
8. Use the visual aids especially with the help of new technology and internet.
9. Lessons must be prepared by the teachers before they walk into their respective classes to avoid any haphazard situation.
10. Reading books is an excellent grooming tip for teachers of all levels.
11. Other than course books a teacher must read and store interesting books best suited for his taste and stamina.
12. Exploit the information present in the books according to the level of students in order to make it easier for them to understand.
13. Wearing a wrist-watch completes the personality of the teacher wherein it is required to keep mindful of time and punctuality for complete delivery of the lesson.
14. He/she should inspire hope, ignite the imagination and instill a love of learning among students. He/she is the one who shapes the minds of students and set them sail in the right direction.
15. Teach the students in a friendly way so that they could learn better and make it sure that they command respect equally from students and their parents.
16. Teachers should make the students believe in them, help them overcome their setbacks.
17. Show the students the right path under all circumstances and never shy away from the responsibilities and duties.
18. Train and teach them to convert pressure situations into motivation and success.
19. Believe in students than no one else does.
20. Make them accountable of their actions and decisions.
21. Encourage the students wisely when they are wrong. Be a friend, a philosopher and a guide to them at a stretch.
22. Make the students believe that they can change the world and can make a difference.
23. Make them accountable of their actions and decisions.
24. Try to make your personality of an ideal teacher, in the larger benefit of the society. An ideal teacher is a live machine who transforms ordinary kids into positive, productive and reliable persons who can take responsibility of making the world a better place for human beings.

**What a teacher is required to be aware of;**

* Growth:
* Passion Ideas
* Dreams
* Inspiration
* Encouragement
* Dedication drive
* Strength
* Heart
* Honesty
* Believe and love

**1) Growth:**

**(i) Good teachers are always learning and growing their craft.**

* They are on an endless journey where they are always looking for new ideas or teaching strategies, ways to improve their skills or new information that will help their students to succeed.
* It takes a lot of hard work and effort to be an ideal teacher. It takes time to go to seminars, conferences and serve on committees.
* It requires effort to go an extra mile for students who need it.
* And it takes patience to continually grow and truly understand the craft as a teacher.

**(ii) Professional development promotes students’ growth.**

* Use the most-recent educational technology.
* Set high expectations for student achievement.
* Plan instructional strategies.
* Apply high order thinking skills.
* Use co-operative learning (an educational approach which aims to organize classroom activities into academic and social learning experiences).
* Apply class-room management technique.

**(iii) Make use of your time**

* Focusing your students’ attention on the tasks at hand.
* Using materials and technology appropriately.
* Evaluating class-room instruction.
* Planning according to students’ ability (differentiate instruction).
* Optimizing the task at hand.

**(iv) Improve your performance**

* **Read:** Join a professional scholarly journal, go online and read educational blogs, or read some literature on education. Yes the knowledge is power and is acquired by reading.
* **Participate:** go to educational conferences or workshops, or attend online seminars. Participation in these types of events will make you a more effective teacher.
* **Join a group:** There are many online and offline groups, all of these are a great source of information.
* **Observe your peers:** an effective teacher takes the time to observe other teachers. These teachers can be a great source of knowledge for you. You can find a new strategy to teach or behavior management plan to implement.
* **Don’t be afraid to take risks:** “where there is no risk, there is no gain”. Often teachers get so comfortable in their daily lives that they forget to take a risk. A risk may be in trying to implement the new technology that we have heard so much about. Before you try something new in your class-room, make sure that you have done your research about it. This will help you take the risk. Try observing other teachers who may have already implemented that strategy or piece of technology. Keep always learning and always growing.

**2) Passion ideas:**

**(i) Being enthusiastic and a passionate teacher**

* Passionate teachers get better results.
* They are also driven by a deep desire to teach and help others.
* These teachers give their heart and soul to their work, and to the students they teach.
* Teachers who are passionate about making a difference are more likely to make a difference.
* Teaching is an emotional work and greatness comes from passion.
* Passion puts mankind on moon.
* Passion is what, that drives people to excel despite the inevitable hurdles they face along the way.
* People who are passionate about their work love what they do.
* They find purpose in their calling—a purpose that drives them to work hard, to learn along the way, and to achieve more than they have ever accomplished before.
* Their work challenges them and pushes their abilities to their limits.
* The challenge excites them. It forces them to learn, think and grow, and amidst this, it is almost as if their work becomes play.

**(ii) Passion helps you persist**

* Passion of passionate people fuels their efforts, and it helps them push through the obstacles.
* Even the best teachers have bad days.Teaching is a hard work, and for those of us who care about kids, it can be emotionally draining.
* Your passion to make a difference can stop you from throwing your hands in the air and thereby giving up.
* That’s the reason that teachers’ passion is so important.
* Passionate teachers get better results
* Your passion becomes their passion.
* Your passion is contagious.
* It gets your students passionate about learning.
* It ignites their inner curiosity, and it gives them confidence in their own capacity to learn.

**(iii) Passionate teachers generate enthusiasm,**

* This brings out the best in their students and allows their performance to soar.
* Share your joy for teaching, for reading for everything, as it forms the foundation for a love of learning.
* **Passion makes learning fun:**when you have passion you make the hard work, the learning, fun.
* **Teachers’ passion is crucial:**teachers’ passion is vital, it affects how students act, and it affects how well they do.

**3) Dreams**

* Advise the children about the importance of having dreams and setting goals.
* Work hard and be optimistic, for the goal/s they aspire.
* Urge them to dream big: When they grow up, they can translate their dreams into reality, they can become what they want, a dentist, a teacher, a scientist, a doctor, an engineer or an author.
* Show them how to set and stick to goals.
* Sit down with your child and come up with their goals both big and small!
* They can get creative by writing or drawing their dreams on a poster board.
* Have a brainstorm on how you can work to make their dreams come true together.
* Remind them that they can do anything
* Have an honest conversation about all of the hard work their dreams will require while letting them know that they are 100% capable of achieving their wildest dreams.
* Help your child focus on who they are?
* Make sure that they are defined by their heart, character, abilities and those who love them, not by their physical appearance or the opinion of others.

**4) Inspiration**

* It must be recognized that ‘inspiring students’ is not a one-way process.
* The educator who can inspire students to learn will always gain personal and professional inspiration from observing students’ positive engagement with the subject materials.
* Students can inspire their teacher--but only if the teacher initiates the process by inspiring them to learn.
* Inspiring students is primarily a matter of motivation. When inspired, students are motivated to engage with the subject and to learn.
* An individual’s motivation to learn is determined by a range of factors such as,
* The learners’ desire to please the teacher.
* Perceived need for the material presented
* The learners’ attitudes towards the materials being delivered
* The academic and career aspiration of the learner
* Incentives and rewards which are expected to accrue from the learning.

*The relative importance of the different factors as suggested varies over time and with circumstances. In order to maximize learning, it is the educator’s task to maximize the positive attributes of each of the factors mentioned above.*

**5) Encouragement**

**Ways to encourage the students to take responsibility for their**

**learning**

**(i) Don’t make all the decisions**

* Allow choice. Encourage students to make choice about how they learn best.
* Create opportunities for them to pursue their own interests and practice skills in a variety of ways.
* Cater for different learning styles.
* Don’t expect everyone to respond in the same way.
* Integrate technology to encourage creative expression of learning.

**(ii) Don’t play guessing act, what’s in my mind**

* Ask open-ended questions, with plenty of possible answers which lead to further questions.
* Acknowledge all responses equally.
* Use thinking routines to provide a framework for students to encourage with new learning by making connections, thinking critically and exploring possibilities.

**(iii) Model behaviors and attitudes which promote learning**

* Talk about your own learning.
* Be an enquirer. Make your thinking process explicit.
* Be an active participant in the learning community. Model and encourage enthusiasm, open mindedness, curiosity and reflection.
* Show that you value initiative above compliance.

**(iv) Ask for feedback**

* Get your students to write down what they learned, whether they enjoyed a particular learning experience.
* What hindered their learning and what might help them next time. Use a thinking routine like connect, extend, challenge. Take notice what they write and build learning experiences based on it.

**(v) Test less**

* Record students’ thinking and track development.
* Provide opportunities for applying learning in variety of ways.
* Create meaningful assessment tasks that allow transfer of learning to other contexts.

**(vi) Encourage goal setting and reflection.**

* Help students to define goals for their learning.
* Provide opportunities for ongoing self-evaluation and reflection.
* Provide constructive, specific feedback.

**(vii) Don’t over plan**

* If you know exactly where the lesson is leading and what you want the kids to think, then you are controlling the learning.
* Plan a strong provocation that will invite the students in and get them excited to explore the topic further.
* But, don’t plan in too much detail where it will go from there.

**(viii) Focus on learning, not work**

* Make sure you and your students know the reason for every learning experience.
* Don’t give ‘busy work’.
* Avoid worksheets where possible.
* Don’t start by planning activities, start with the ‘why’ and develop learning experiences which will support independent learning. Include appropriate tech tools to support learning.

**6) Dedication drive:**

* To a student it means a teacher should be “always willing to help and give time”.
* Passionate teachers know that it is their role to encourage students for an active learning and concern themselves with promoting students’ intellectual and moral development. Teachers who work with passion, enthusiasm, and dedication, their commitment increases, and they believe in the importance of their job.
* Dedication refers to a love of teaching or passion for the work, which includes commitment to students’ success.
* Response often refers to loving the subject matter or simply being dedicated to the work.

**7) Strength:**

* Communication and social skills.
* Patience, responsibility and tolerance.
* Ability to solve conflicts, emotional intelligence.
* Creativity and enthusiasm for teaching.
* Ability to explain difficult things in a simple way.
* Ability to connect with children or with older students, on a personal level.

**8) Heart:**

* The heart of teaching means to be a great teacher.
* A great teacher shows kindness to students, colleagues, parents and those around him/her.
* Kindness makes the world go around.
* It truly changes the environment in the classroom and school.
* Being a kind teacher, helps students feel welcomed, cared for and loved.
* Teaching is a very humanistic profession, and compassion is the utmost feeling of understanding, and showing others you are concerned about them.

**9) Honesty:**

* Teachers have to build and maintain trust with students, families and colleagues to be effective.
* Trust comes from 5 qualities, each one is important as the next—***kindness, reliability, competence, honesty and openness***—that must come together to foster a sense of belief in your work.
* Honesty is just telling the truth.
* Honesty tempered with compassion makes teachers more trustworthy.
* Honesty is found in plain language.
* Practice what you preach.

**10) Believe and love:**

* When you believe and love your students they do better.
* It is obvious that students achieve at higher levels when teachers believe in them.
* A simple message from teachers can change students’ whole trajectories and achievements.

**11) Personality of a teacher:**

**Ingredients of a successful teacher;**

* It needs constant self direction towards sincerity, personal integrity, sociability, courtesy, morality, wisdom etc, these characteristic should be a part of a teacher’s life. These are the ingredients of a successful teacher.
* Every teacher has to keep motivating her/his pupils to succeed in academics and in life.
* Teachers need to be self motivated.
* It is important for teacher to help in personality development of students. It helps the students to get positive thought pattern, gain confidence, improve behavior, learn better communication and develop a healthy physique.
* Teachers are required to take care of their own, as they are the role model for their students. Students use to follow their teachers’ conduct.
* They respect their teachers. Respect cannot be demanded, it has to be earned.
* Looking smart and professional is the demand of teaching profession. Smartness will boost the teachers’ confidence and self esteem. And in turn they will earn respect from their students.
* Personal grooming and etiquettes go hand in hand as they complement each other perfectly. It’s like using a knife and a fork. You cannot use one without the other.
* The main role of a teacher is to educate, it is not to distract the attention of students. So, keep your attire simple. Simplicity is the key in any educational environment.
* Teachers can dress simply by keeping accessories to a bare minimum.
* For female teachers, this means probably only a pair of simple earrings and/or necklace. Strictly no bling bling earrings or pearl necklaces. These are sure to distract students’ attention.
* For male teachers it is even easier to adopt simplicity. There is no need of a tie except in some occasions or functions.
* It is said that a person is judged by his shoes. So, if you have never really bothered, it’s time to sit up and get a good pair of comfortable shoes, a must-have imperative. Shoes are supposed to be a finishing touch to a lasting positive first impression.
* Now, look out at your hair style. It should be proper and simple. A messy, out of bed look is definitely a no. Appropriate amount of hair products should be used to keep your hair in check. That’s all, so simple.
* Maintain dining etiquettes while dining in the school with your fellow teachers or with your students.
* During grooming session, participants can also share their class-room experience and innovations with their peers thus, resulting in enriched learning.
* Resource persons can move amongst the participants, thus, developing a closer rapport
* Right kind of teaching is provided nowadays only through computers, audio-visual aids, use of CDs, smart boards, e-mail learning etc. Educational institutions cannot afford to ignore it. Most of the faculties are not very well aware of its use. Grooming of faculty for technology base teaching methods thus, becomes imperative.