

Teaching profession and Professionalism: Concept and Crisis

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Abstract

The teaching profession is a noble and essential profession that involves imparting knowledge, skills, and values to students in various educational settings, including schools, colleges, and universities. Professionalism in teaching refers to the standards and behaviours that teachers exhibit in their practice, including their knowledge, expertise, ethics, and commitment to their students' learning. Professionalism in teaching involves the key characteristics like Knowledge and expertise: A professional teacher has the necessary knowledge and expertise in their subject area and teaching methods to effectively engage students and facilitate learning. Ethical conduct: Professional teachers adhere to ethical principles and values, such as honesty, integrity, and respect for students' rights and dignity. Commitment to continuous learning: Professional teachers engage in ongoing professional development to enhance their knowledge, skills, and practices and keep up with the latest trends and research in education. Collaboration and teamwork: Professional teachers work collaboratively with colleagues, students, and parents to achieve common goals and promote the best interests of students. Effective communication: Professional teachers communicate effectively with students, parents, and colleagues to foster positive relationships, share information, and resolve conflicts.

Overall, professionalism in teaching is essential for ensuring that students receive high-quality education and that teachers maintain the trust and respect of their students, colleagues, and communities.

Keywords: Profession, professionalism ethical, commitment etc.

Introduction: A profession is a specialized field of work that requires a specific set of knowledge, skills, and expertise. Professions are often regulated by professional bodies or organizations that set standards for education, training, and ethical conduct. Examples of professions include doctors, lawyers, engineers, and accountants.

Professionalism refers to the qualities and behaviors that individuals exhibit when they work in a professional capacity. It includes a set of attitudes and behaviors that are expected in professional settings, such as honesty, integrity, competence, and ethical conduct.

Professionalism also involves a commitment to ongoing learning and development, collaboration and teamwork, effective communication, and a focus on providing high-quality services or products to clients or customers. Individuals who exhibit professionalism in their

work are often seen as trustworthy, reliable, and competent, and they are respected by their colleagues and clients. The concepts of profession and professionalism are closely related, as they both involve a commitment to a specialized field of work and a set of standards and behaviors that are expected in professional settings. The teaching profession is guided by a set of ethical principles and standards that are intended to promote the well-being and development of students and maintain the integrity of the profession. Here are some of the key ethical considerations for teachers:

Respect for students: Teachers must treat all students with respect and dignity, and they should not discriminate based on factors such as race, gender, religion, or sexual orientation.

Professional competence: Teachers must maintain a high level of professional competence and keep up with the latest research and best practices in their field.

Confidentiality: Teachers must respect the privacy and confidentiality of their students, and they should only share information about students on a need-to-know basis.

Fairness and impartiality: Teachers must be fair and impartial in their dealings with students, and they should not show favoritism or bias.

Ethical use of resources: Teachers must use resources such as textbooks, technology, and instructional materials in an ethical and responsible manner, and they should not engage in plagiarism or copyright infringement.

Ethical relationships with colleagues and parents: Teachers must maintain ethical relationships with colleagues and parents, and they should avoid conflicts of interest or inappropriate relationships.

Adherence to laws and regulations: Teachers must adhere to all relevant laws and regulations, including those related to student safety, privacy, and intellectual property.

Overall, the ethical considerations of the teaching profession are focused on promoting the well-being and development of students and maintaining the integrity of the profession. Teachers who adhere to these ethical principles are respected by their colleagues, students, and communities and are able to provide high-quality education and support to their students.

Personal factor affecting teacher development: Here are many personal factors that can affect the development of teachers. Here are a few examples:

Prior knowledge and experience: Teachers' prior knowledge and experience can influence their development as they enter the profession. Teachers with a strong background in their subject area or prior experience in teaching may have an easier time adapting to the demands of the job.

Beliefs and attitudes: Teachers' beliefs and attitudes about teaching and learning can affect their development as they seek to incorporate new ideas and practices into their teaching. For example, teachers who believe in student-centered learning may be more open to using active learning strategies and collaborative group work.

Personality traits: Personal traits such as self-efficacy, openness to new experiences, and resilience can affect how teachers approach their development. Teachers who are self-confident and open to new experiences may be more willing to take risks and try new teaching strategies.

Motivation and goals: Teachers who are motivated to improve their teaching and set clear goals for their development are more likely to engage in ongoing professional learning and seek out opportunities for growth.

Work-life balance: Personal factors such as stress, workload, and family responsibilities can affect teachers' ability to devote time and energy to their development. Teachers who struggle with work-life balance may find it challenging to engage in professional learning or pursue advanced degrees.

The personal factors affecting teacher development are complex and interrelated, and they can have a significant impact on teachers' ability to improve their practice and provide high-quality education to their students.

Contextual factors that can affect the development of teachers,

School culture and climate: The culture and climate of a school can affect teachers' attitudes and behaviours, as well as their willingness to engage in professional learning. A supportive school culture that values collaboration and professional growth can help to foster a positive learning environment for teachers.

Leadership and management: The leadership and management style of school administrators can impact teachers' development. School leaders who prioritize professional learning and provide opportunities for growth and support can help to create a culture of continuous improvement.

Professional development opportunities: The availability and quality of professional development opportunities can affect teachers' development. Access to relevant and meaningful professional learning opportunities can help teachers to stay up-to-date with the latest research and best practices.

Resources and materials: The availability of resources and materials can impact teachers' ability to implement new practices and strategies. Adequate resources and materials, such as technology, textbooks, and instructional materials, can help to support teachers' development.

Student demographics: The demographic makeup of a school's student population can impact teachers' development. Teachers working in diverse or under-resourced schools may face unique challenges that can affect their development.

Policy and accountability: Education policies and accountability measures, such as standardized testing and teacher evaluations, can affect teachers' development. Teachers may feel pressure to focus on test preparation or may feel demotivated by the impact of these policies on their autonomy and decision-making.

The contextual factors affecting teacher development are complex and can have a significant impact on teachers' ability to improve their practice and provide high-quality education to their

students. It is important for schools and policymakers to consider these factors and work to create supportive environments that promote professional growth and development.

How to develop professionalism in teachers:

Developing professionalism in teachers is a multi-faceted process that involves ongoing learning, reflection, and engagement in professional communities. Here are some strategies that can help to promote professionalism in teachers: Ongoing professional learning: Encouraging and supporting teachers to engage in ongoing professional learning is essential for developing their professionalism. This can include attending conferences, participating in workshops, pursuing advanced degrees or certifications, or engaging in online learning opportunities. Reflective practice: Encouraging teachers to engage in reflective practice can help to deepen their understanding of their practice and promote ongoing learning. This can involve regular self-reflection, peer observation and feedback, and engaging in action research projects.

Collaborative learning: Encouraging teachers to engage in collaborative learning can promote a sense of community and shared responsibility for student learning. This can involve participating in professional learning communities or teacher study groups.

Professional networks: Encouraging teachers to participate in professional networks can help to connect them with other educators and resources that can support their development. This can involve joining professional associations or online communities.

Supportive leadership: Creating a supportive leadership environment that values professionalism and supports teachers' development can help to promote professionalism. This can involve providing opportunities for growth, recognition of achievements, and access to resources and support.

Modeling professionalism: School leaders and administrators can model professionalism by demonstrating ethical behavior and engaging in ongoing professional learning. This can help to create a culture of professionalism that permeates throughout the school.

Developing professionalism in teachers is an ongoing process that requires support from school leaders, engagement in professional learning communities, and a commitment to ongoing learning and reflection. By promoting these strategies, schools can help to support the development of teachers as professionals and improve student learning outcomes. Professionalism and the Indian concept of guru are closely related, as both involve a deep sense of dedication to one's work and a commitment to ongoing learning and growth.

In Indian culture, a guru is a teacher, mentor, or spiritual guide who provides guidance, wisdom, and knowledge to their disciples or students. The relationship between guru and student is highly respected and regarded as a sacred bond. The guru is seen as a role model and an inspiration, embodying the values of wisdom, compassion, and selflessness. Similarly, professionalism involves a deep commitment to one's work, a dedication to ongoing learning and growth, and a focus on ethical and moral behaviour. Professionalism requires individuals to uphold high standards of performance and conduct, to act with integrity and respect, and to continuously seek out opportunities for growth and development.

The concept of guru in Indian culture emphasizes the importance of the teacher-student relationship and the role of the guru as a mentor and guide. This relationship is grounded in trust, respect, and a commitment to ongoing learning and growth. Similarly, professionalism emphasizes the importance of relationships, including the relationships between teachers and students, and the importance of ethical and moral behavior in these relationships. Overall, the concept of guru in Indian culture can be seen as an embodiment of the values of professionalism, emphasizing the importance of dedication, integrity, and ongoing learning and growth.

Indian values in the professionalism of teachers:

Emphasize the importance of ethical behaviour: Indian culture places a strong emphasis on ethical and moral behaviour. Teachers can be encouraged to reflect on how they can apply these values in their professional lives and incorporate them into their daily practice.

Promote a sense of service: Indian culture values the concept of seva, or service to others. Teachers can be encouraged to see their profession as a form of service, and to approach their work with a spirit of selflessness and dedication to their students.

Encourage a holistic approach to education: Indian culture values a holistic approach to education that focuses on the development of the whole person. Teachers can be encouraged to incorporate activities and practices that promote physical, mental, and spiritual well-being in their classrooms.

Foster a sense of community: Indian culture places a strong emphasis on community and relationships. Teachers can be encouraged to build strong relationships with their students, families, and colleagues, and to create a sense of community within their classrooms and schools.

Incorporate cultural traditions and practices: Indian culture has a rich tradition of art, music, dance, and other cultural practices that can be incorporated into classroom activities. Teachers can use these practices to help students connect with their cultural heritage and develop a sense of pride in their identity.

By incorporating these values into their professional practice, teachers can help to create a culture of professionalism that is grounded in Indian values and principles. This can help to promote a sense of purpose and meaning in their work, and to create a positive and supportive learning environment for their students.

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