

Perception of Teachers in National Education Policy 2020

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Abstract: *A teacher is a person who helps others to acquire knowledge, skills and understanding of life process. In National Education Policy-2020, teacher is considered as Learning resource, Planner, Assessor, Facilitator and Information provider. NEP-2020 made certain provision for development of teacher as a role model. Nep-20 proposed detail outline for Recruitment of teachers, service environment and culture for teacher, Continuous Professional Development (CPD) for teacher, Career Management and Progression of teacher, Professional Standards for Teachers, Special educators, focus on Teacher education. NEP-20 proposed to focus on recruitment of teachers. It will implement systemic plan for recruitment of teacher because best teacher results in best future for our children and nation. It considers entry of outstanding students in the teaching profession, TET 4 years integrated B.ED. Courses will be implemented. NEP-20 will work on better service environment and culture for teachers. This attempt is to create vibrant teacher communities, to create caring communities and to create inclusive communities of teachers, students, parents, principal and support staff. It would be insuring that 'Learners are learning'. NEP-20 proposed plan for Continuous Professional Development (CPD) of teachers. It will be carried out by workshops for teacher-local to international, online platforms to teachers to share ideas and best practices and workshops for teacher for every about experimental learning, arts integrated, sports integrated. NEP-20 is planning for Career Management and Progression (CMP). In this plan it includes salary raises for able teachers, assessment of teacher performance in classroom, all stages of school education with career management, promotions (Vertically mobility) of outstanding teachers and training of outstanding teachers for academic leadership positions in schools. NEP-20 is having futuristic vision for Teacher Education. It includes B.ED. Degree of 4 years, 2 years and one year for various educational levels.*

Keywords: NEP-20, B.Ed., TET, Teacher, Education, National Council for Teacher Education, NDST, Special Educator, CPD, CMP-Career Management and Program, Learner, Learning, NCERT, NCTE.

I. DISCUSSION

1.1 National Education Policy – 2020 of India

India reform the national education in 2020 and develop NEP-2020 that National Education Policy - 2020. It is for - Quality education, Economic growth, Social justice, Social equality, scientific advancement, National integration, Cultural preservation and Universal access to quality education. It is for the best way march forward for our country's rich talents and resources. It is good for the individual, the society and the country.

Goal 4 (SDG4) of the 2030 Agenda for the Sustainable Development is the Global education development agenda. It is adopted by India in 2015. Goal 4 (SDG4) seeks to "ensure inclusive and equitable quality education and to promote lifelong learning. Opportunities for all" by 2030. To cope with Goal 4 (SDG4), India implemented National Education Policy - 2020.

1.2 Fundamental principles of NEP-2020

1. Recognizing, identifying and the unique capabilities of each student.
2. Highest priority to get fundamental Foundational Literacy. highest foundational Numeracy,
3. Flexibility for learners to choose own paths as it interests

4. No hard separations in curriculum (Arts/science), activities of curriculum and extracurricular, streams of vocational and academic studies.
5. Multidisciplinary and holistic education to ensure the unity and integrity of all knowledge,
6. Focus on conceptual understanding
7. Focus on creativity and critical thinking
8. Promoting multilingualism
9. Focus on value education - Ethics, human value and constitutional values.
10. Focus on life skills
11. Focus on formative assessment for learning.
12. Focus on maximum use of technology in education.
13. Focus on quality of teachers and faculties.
14. Encouraging innovation and out of box ideas.
15. Encouraging outstanding research.
16. Focus on regular assessment for educational progress.
17. Synergy in curriculum in early childhood care education to School education to higher education.

1.3 Curricular Structure of NEP-2020

- Part-I – School Education
- Part II – Higher Education
- Part III – Professional Education (Other key areas of Focus)
- Part IV – Making it Happen

A. Part-I – School Education

4 Years		Class -9 to 12 Age – 14 to 18	Secondary
3 Years		Class – 6 to 8 Age – 11 TO 14	Middle
3 years		Class – 3 to 5 Age – 8 to 11	Preparatory
5 Years	2 Years	Class – 1 to 2 Age – 6 to 8	Foundational
	3 Years	Class- Preschool Class – Anganwadi/Balwadi Age- 3 to 6	

B. Part II – Higher Education

- A – Institutional Restructuring and consolidation.
- B- Holistic Education & Multidisciplinary Education.
- C- Optimal Learning and support for students.
- D- Internalization.
- E- student Progression.
- F- Faculty Progression.
- G- Value education in Higher Education.
- H- Vocational Education.
- National Research foundation for Academic Research.
- J- progression in Regulatory System of Higher Education.
- K- Combat and stop the commercialization of higher education.

- L – Effective Governance for HEI, Effective leadership for HEIs.

C. Part III – Other key Area to Focus

- A-Professional Education as Agricultural, Legal, Health Care, Technical education.
- B- Life long learning opportunities with Adult education.
- C- Promotion of Indian Languages.
- D- Promotion of Indian art.
- E- Promotion of Indian culture.
- F- Promotion of Use of Technology and Integration.
- G- Promotion of online Education.
- H- Promotion of Digital Education.
- I- Creation of Dedicated Unit for world class digital Infrastructure.
- J- Creation of Dedicated Unit for world class Educational Digital Content and Capacity.

Part IV – Making it Happen

1. Strengthening the Central Advisory Board of Education. (CABE)
2. MHRD to re-designate as the MoE. (MHRD- Ministry of Human Resource Development) (MOE-ministry of education)
3. Financing – Raising Educational Investment; Affordable and Quality Education for all.
4. Focus on Implementation of NEP- 2020 led by MHRP, CABE, Union Government, State Governments, Boards, the governance bodies of schools and HEIs, Schools, HEIS.

II. PERCEPTION OF TEACHERS IN NATIONAL EDUCATION POLICY-2020

2.1 What is Teacher?

As per Cambridge dictionary – teacher is someone whose job is to teach in a school or college.

Dictionary.com defines teacher is a person who teaches, instructs, especially as a profession, instructor.

Teacher is one that teaches especially one whose occupation is to instruct, according to Merriam-Webster dictionary.

The Wikipedia explains the teacher as – A teacher also called as a school teacher or formally and educator, is a person who helps students to acquire knowledge competence or virtue.

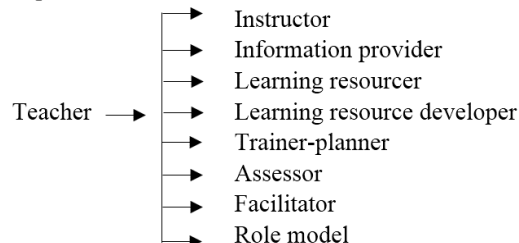
Teacher definition in Collin dictionary is a person who teaches usually as a job at a school or similar institution.

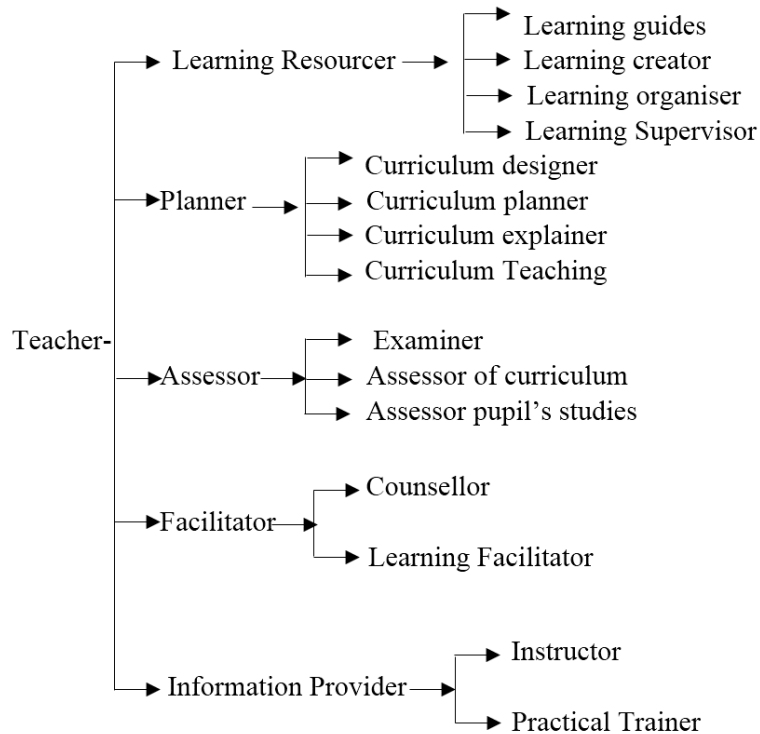
Teacher is one who teaches or instruct, one whose business or occupation is to teach in educational institutes as per the definition.net

Igl-global refers teacher is a person who helps others to learn, in this context, it is used to refer to a person who facilitates learning, including the higher education institutions.

These is the dictionary meaning of teacher. According to some authors teacher- teaching is not a complete profession. The authors consider, teacher –teaching is a semi-professional job. It is because teachers are directed to perform certain standards by their superiors.

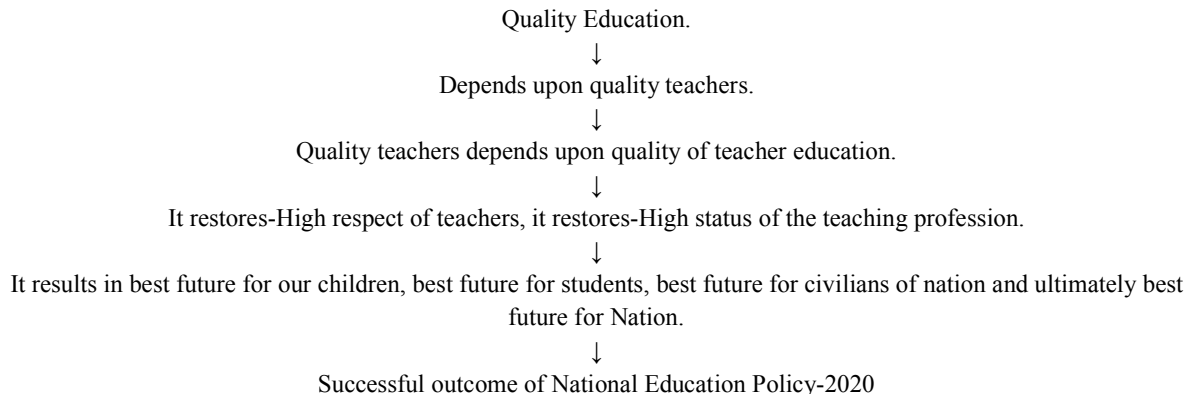
As per repository, a teacher is a person who helps others to acquire knowledge, skills and understanding of life process. The teacher means dynamic person who can be a Information provider, Learning Resource and Learning resource Developer, he is trainer. A teacher is person who is assessor, Facilitator. Therefore, teacher is a role model.





2.2 Recruitment of Teachers in perception of NEP-2020

Quality of education teaching depends upon the quality of teachers. From ancient time, teachers like Dronacharya were respected in Indian society. It means in India, society give most respect to teacher by calling them as ‘Guru’ Next to parents.



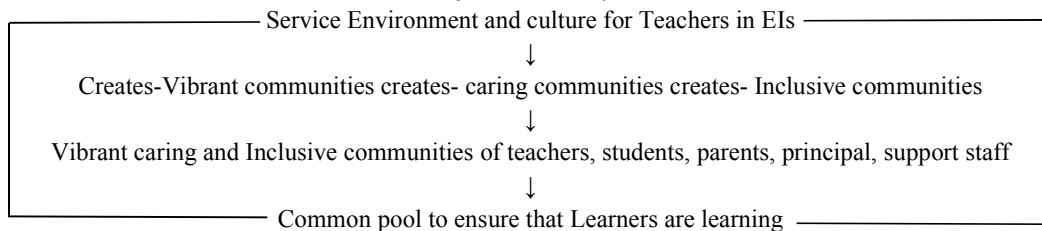
NEP-2020 planned best recruitment of teachers for successful outcome of NEP-20. The plans are listed as below-

1. Entry of Outstanding students in the teaching profession.
2. Provision of large number of merit based scholarships for outstanding students, to inspire to enter in teaching profession.
3. Focus on rural talent to enter in the teaching profession.
4. Introduction of quality based 4 year integrated B.Ed. programmes.
5. Plan to provide preferential employment in local areas to outstanding talents in education.
6. Special focus on the female students to enter in education programme.
7. Local talent (especially female students) to be trained, placed and can used as role models in that local area.

8. Incentives will be provided to teachers for working in rural area.
9. More Incentives will be provided to teachers for working in such rural area where more shortage of quality teachers.
10. Key Incentives will be provided to teachers working in rural area by the provision of local housing near the school or on the school premises or otherwise increasing housing allowance.
11. Excessive teacher transfers will be treated as harmful practice. It will be halted.
12. Permanent teacher for longer duration in particular school will be continued in school. The continuity of teacher helps in better educational output.
13. For transfer of teachers, online system will be followed to ensure the transparency.
14. For transfer of teachers, State/UT government's rules will be followed, in very special circumstances.
15. For better teacher recruitment, TET-Teacher Eligibility Tests will be applied.
16. For better teacher recruitment TET will be applied at all stages as – foundational stage, preparatory stage, middle stage and secondary stage.
17. For better teacher recruitment, along with TET score, classroom demonstration and or interview will be treated as equal importance.
18. For better teacher recruitment, preference will be given to local teachers who can teach the subject in local language.
19. For the teacher recruitment, rule of TET, incentives, mannered teaching, restricted transfer, housing allotment, local talent etc. will be made compulsory as for the government school teacher.

2.3 Service environment and culture for teachers in NEP-2020

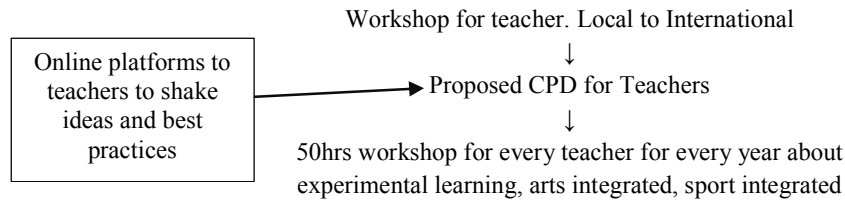
NEP-2020 is very much keen on service environment and culture of teacher in progression of Education. The service environment and culture of teacher in educational institute matters to maximise the ability of teacher. In better service environment and better culture, the teachers do their jobs effectively.



Requirements for Service environment and Culture for teachers in NEP-20

1. **Service conditions**-To provide decent and pleasant service conditions at Educational Institutes (Schools).
2. **Adequate and safe Infrastructure** – It includes classrooms, laboratories libraries, hygienic washrooms, clean hygienic drinking water facilities, good-attractive recreational sources, ICT facilities, electricity etc.
3. **In Service Training**– NEP-20 planned for In-service Training of teachers. It will be on safety, health and environment at workplace ie. Schools. It will help to ensure the better quality of teachers in schools and Education Institutes.
4. **Rationalization of Education Institutes**– For school complex, rationalisation is proposed concept for State/UT governments in NEP-20. It is for effective school governance, resource sharing and community building. It will help in an effective learning environment.
5. **Governance of Schools** – In this Nep-20, it is proposed to have active role of parents and teachers in governance of schools. Parents and teachers would be members of School Management Committees or School Complex Management Committees.
6. Minimising non-teaching activities for Teachers.
7. To develop schools with positive learning environments.
8. To provide more autonomy to teachers in choosing pedagogy aspects.

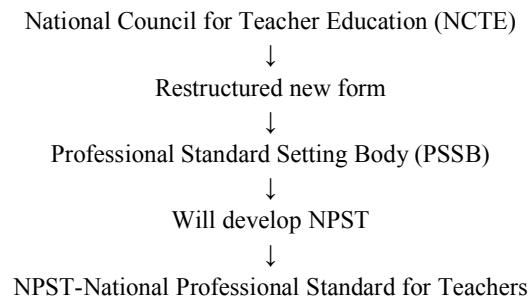
2.4 Proposed Continuous Professional Development (CPD)



2.5 Planning of Career Management and Progression (CMP)-

1. Salary raises for teachers doing outstanding work.
2. Multiple parameters based system will be develop for assessment of performance in classroom.
3. All stages of school education should organise career management.
4. Promotions (vertical mobility) of teachers based on extra ordinary performances in educational duties.
5. Training of outstanding teachers will be carried out for academic leadership positions in schools.

2.6 Proposed Professional Standards for Teachers-



2.7 Provision of Special Educators

Special educators for children with disabilities/Divyang will be developed in NPE-20. NCTE and RCI will cater the certificate diploma level courses for special educators. These teachers will have ability of subject teaching knowledge and ability of understanding of special requirements of children.

2.8 Vision for Approach to Teacher Education

Teacher Education

- 4 year integrated B.Ed degree
- 2 year B.Edprogramme after three years degree
- 1 year B.Edprogramme after four years degree or PG

III. CONCLUSION

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