

CAPACITY BUILDING OF TEACHERS AND ADMINISTRATORS

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ABSTRACT

Over the past forty years, teacher education has garnered attention for a variety of reasons. It has been emphasised since the late 1960s. The Kothari Commission in 1966, the National Education Policy in 1986, and the Program of Action in 1992 all contributed to the widespread and varied implementation of teacher and administrator capacity building. The development of teacher and administrator capacity and orientation generated a lot of enthusiasm in the early 1990s. Along with the state education system and those that work there, numerous other organisations were also involved in these initiatives. It requires having the capacity for all the skills that will let instructors and administrators manage the environment, make adjustments to it, and carry out all of their duties. However, not enough research has been done on this subject. I'll be conducting research in this area as a result through this article. for the benefit of the country's future educational system.

Keywords: Capacity Building, NEP, Education System, Kothari Commission, Administrators.

Introduction

It is absolutely necessary to have a set system to run a family organization or society, keeping this feeling in mind, our sages have determined four classes to run the society since ancient times, in which regional Brahmin, Kshaniya, Vaishya and Shudra each varna. Divided the work separately. Similarly, for running the family, four ashrams namely Brahmacharya, Grahastha, Vanprastha and Sanyas have been determined - in which, considering the average age of a common man as 100 years, work has been divided and determined by considering 25 years of each ashram as the basis. Similarly, in order to conduct the life of any person smoothly, arrangements have been made for four purusharths, namely Dharma, Artha, Kama and Moksha, so that he can not only conduct his own life but also the smooth life of every living being. It is clear from this that since the Vedic times, there was a need to have a set procedure and administration for the smooth functioning of any institution, organization, family or society. Today, what we call the government that government organizes the work of the individual and the society through its functions, and the bureaucrats / personnel working in this structure are called the parts of the said administrative system. The scholar has said that, if the body if any part is weak then how it will not be able to perform its work properly. Similarly, if the bureaucrats/personnel in our administration are not strong, then our administrative system will collapse.

It is necessary for a teacher to be mentally, physically and economically strong in a society because he not only builds himself but also builds a new generation, a new society, Navrashtra, therefore a teacher is also called a nation builder. Therefore, for the development of any society, family, nation or administration, it is very important for a teacher and administration to be efficient as a whole.

Present Status of Teachers and Administrators

If we look at the present perspective, it is known that today not only our administrative system has collapsed due to which our administrators are weak, but also the condition of the teachers cannot be said to be very good. Today, the government has given many facilities / financial benefits / allowances / different types of holidays to the teachers on its behalf, but still neither the teacher's position is strong nor the student's; The head of the institution is exploiting his own teachers. Even today a teacher has to beg in front of the Babu to get his administrative work done. The teacher who teaches his students to fight

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against corruption, the same teacher has to be forced many times to bribe a boss or his higher authority for transfer or even for his promotion. Today, when we go to any rural school, we see that the school does not have enough chairs to sit on. There is no blackboard for teaching, even in many schools there are no proper toilets where they can use the basic facility, and the condition of many schools is that a common road passes through the middle of the school, through which only human beings can enter. In addition, there is also movement of animals. In such a situation, what can be expected from that teacher that he will be able to concentrate and teach. Similarly, many schools do not even have proper sitting rooms, in which students can be seated and taught properly. He is forced to make the students study and teach by making them sit in the mud in open places that is why today our governments are providing various facilities to the students in the schools like free education, scholarship, mid-day meal and other facilities. Even after this, today the drop-out of students in government schools is increasing and government schools yearn to increase the number of admissions. One of the reasons has also been seen that many teachers have the desire to get a hefty salary. Even after this, the craving for money keeps on increasing due to which they force the students to study in tuition by not getting the teaching work done properly in the school and increase the trend of tuition.

More or less the same condition is seen in government colleges. Somewhere there is lack of necessary facilities and somewhere there is shortage of teachers. It is also seen in many places that the government announces the opening of a new faculty, but due to non-appointment of a teacher of the concerned subject, the students are not able to study the subject and the result is poor. Today, on the one hand, where we are moving towards technology, there are very few facilities and equipment available in government colleges in the name of technology.

Today, government school and college teachers are employed in various government works, due to which they are not able to give their full time to teaching work, similarly other information is sought from them, due to which they spend less time in teaching and more in making information.

In any organization, its head is considered the pivot of that organization. He acts as a leader. To achieve the objectives of the organization, the administrator gives instructions and sometimes gets involved in the work with his personnel himself, it is clear that an administrator has many responsibilities and his role is mixed with various tricks and in this diverse situation I have to work. If the administrator is strong, then his organization will also be strong. We can understand the role of an administrator in the following ways:

- **Human Resource Management:** Any administrator has to work in a planned manner from the personnel working in his organization. If the personnel are good, then the work of the organization is also good and the said management makes it easier and easier to achieve the objective.
- **Staff Selection:** In any school/college, a pracharya has to discharge the role of administrator in staff selection. For this he finds out the posts which are going to be vacant in the next session and prepares their details and issues advertisement to fill the posts and through interview the role of administrator in selecting the right person discharges.
- Division of work among teachers and taking their cooperation as an administrator, a principal has to allocate teaching work and other activities, in which he has to take care of the teacher's ability, experience, interest and ability etc.
- **To Work for the Welfare of the Society, the Students and the Collective:** The role of the Principal should be friendly with the students and should develop a positive attitude in the students so that they can give the right direction to the society.
- **Adoption of Innovations and Innovative Works:** A headmaster as an administrator has an important role to play in innovation and innovation. Innovative works can be carried out only under his administratively efficient leadership.
- **Role in Budget Making:** Colleges/schools need special means to provide right and convenient right direction. The source of getting these means is finance and it depends a lot on systematic financial management i.e. budget making. So a headmaster as an administrator should properly regulate budget.
- **Handling of Wide Work Area:** As an administrator, a principal has to keep contact with academic activities, students, teachers, local community, head of institutions of other institutions, education department and other related persons. Therefore, the headmaster should have such capability that he can handle this wide area under efficient leadership.

- Promotion of technical education a principal can do an inspirational work by promoting computer etc. with modern technical visual material and can efficiently discharge administrative role in providing modern technology.

Therefore, it is clear from the description of the above study that the headmaster has to discharge many roles as an administrator, along with the above tasks, he does institutional planning, budgeting, timing, in this subject PC Rain has written that "The work of a main spring in a clock, the place of a wheel in a machine, or the place of an engine in a ship, is the same place of a principal in a school/college.

- **Problems in the Promotion of Education Capacity:** The aim of the Department of School Education and Literacy is to increase the manpower of the nation.

Everyone should get equal education for full use and the aim of the Higher Education Department is to use India's human potential in the field of education for equality and excellence, in this context the Ministry of Higher Education has taken several initiatives. The creation of the new National Education Policy has also been done by the Ministry of Government of India in this sequence. To provide good education to all, to lay special emphasis on girl education, to establish Navodaya Vidyalayas in each district, to carry out various types of research programs in the field of higher education, to open most of the universities in the states, to strengthen All India Technical Education Councils, Promotion of sports, adoption of physical education, yoga and other methods are included.

Every country develops its education system for the expression and enrichment of its socio-cultural identity and to meet the challenges of the changing times. Education is compulsory for all and necessary for overall and material and spiritual development.

- Elementary Education Pvt. Education is an important phase of education which includes classes 1-8 and lays the foundation for personality, social attitudes, social beliefs, habits and skill development of the students. Article-45 of the Indian Constitution provides the state with the responsibility of providing free and compulsory education to children up to the age of 14 years and it is also implied in the constitution that universal compulsory education is provided to all children of the age group of 6-14 years. Provides guarantees in the form of fundamental rights. For the last six decades, continuous development, policies and projects have worked towards this goal. Article 21A of the Constitution of India and the subsequent legislation Right of Children to Free and Compulsory Education RTE Act 2009 is applicable in the country from 01 April 2010. Whose society is being seen in every society -
- **Secondary Education:** National Secondary Education Campaign was launched in March 2009 with the aim of improving access and quality in secondary education, with the aim of providing secondary education to most of the children. Through this, efforts were also made to develop human potential. To give education to the girls of STSC group, its purpose is to conduct entrance examinations for courses of auxiliary education, to prepare syllabus and to provide more information to teachers and principals of institutions.
- Higher education Higher education provides an opportunity to connect people with social, economic, cultural, moral and spiritual issues. Provides opportunities for specialized skills. Children of 18-23 years of age have been forbidden in higher education. For the development of higher education institutions, the University Grants Commission (UGC) was established in the year 1954 for the development of higher education. Apart from giving grants to commission colleges and universities, the Indian Council of Social Development Research was established at the Centre and the State. The main objective of the council is to help in the publication of various researches and to organize various seminars, conferences and workshops.

Even after having so many organizations for development in the field of education, today we can say that there has definitely been an increase in the field of education. But still there are many problems which are as follows:

- Lack of moral conduct in students and teachers.
- Making temples of education in different cities as shop of education i.e. business
- Charging more fees by private educational institutions.
- Absence of desirable modern facilities in national educational institutions
- Employing teachers in various national works by the government.

- Lack of proper socialization among students and teachers at present.
- Mental and economic exploitation of teachers in private educational institutions.
- Increasing Tuition Trend in Equal Society
- Lack of awareness towards education in the society.
- Lack of information about various schemes being run by the government in the field of education.
- Government teachers not working with full devotion and honesty.
- Proper management of toilets in schools/colleges.
- Politics of students in schools/colleges etc. are major problems which need to be solved by teachers. What can be done together by students, parents and governments.

Conclusion and Suggestions

It is clear from the above study and description that since at present Government of India, State Government and U.G. For the all-round development of teachers, different types of schemes and programs are being run by C (NC) at every level of education, whether it is elementary education, secondary education or higher education, especially if we talk about higher education. So various universities are allocated special budget in the field of capacity building of teachers and administration by the UGC (N), under which Faculty Development Program (FDP) is organized from time to time for capacity development of teachers through universities. Gets done. In this direction, training programs have been organized by various administrative training centers to increase administrative efficiency on various subjects. Colleges and universities organize seminars/symposia and workshops on various topics from time to time for the knowledge-enhancement and capacity-upgradation of teachers, through which subject-experts hold detailed discussions on a particular subject or topic, Ideas are exchanged so that knowledge, capacity enhancement can be done in teachers.

In the field of education, the teacher-education policy in India has been formulated according to the time, which is based on the recommendations contained in the reports of various committees and commissions, of which the following are important:

- Kothari Commission. - 1966
- Pashikidhyaya Santi - 1985
- National Education Policy 1986 / 1992 and New National Education Policy 2021-22
- Acharya Ramamurthy Committee 1990
- Yashpal Committee 1993
- National Curriculum Framework 2005
- The Right to Free and Compulsory Child Education (RTE Act 2009) which came into force from 1 April 2010 has important implications for teacher education in the country.

Under the legal and institutional framework, in-service training is provided by the state governments to improve the capacity of teachers. The responsibility of the planned and coordinated development of teacher education in six and a half countries is discharged by the National Council of Teacher Education, NCTE sets the norms, standards, minimum qualifications for teacher-teachers, for various courses and students of teacher-education courses. The work of setting up components and minimum duration for teachers is done, as well as modules of teacher training are prepared.

Suggestions for Teacher Capacity Enhancement

- From time to time, teachers should be given training on various subjects such as time management, stress management, student-teacher behavior management, training on the characteristics of the current education system, training related to modern technology and computer knowledge and various schemes run by GC Training should be given about
- From time to time, teachers should get faculty development programs organized in maximum numbers.
- It should be made necessary for the teachers to sit in the library regularly and study their subject books and journals on time.

- In order to remove the mental tension of the teachers, different types of sports, competitions, music and cultural competitions should be organized from time to time and yoga classes should be taken regularly by the teachers.
- At least once a week there should be a dialogue between the teachers and the administration so that the teachers can put their problems in front of them and the administration can solve them so that they can work without any worries.
- There should be an increase in the salaries and allowances given to the teachers at certain times so that their morale increases so that they can work more faithfully.
- There should be a gap between the teaching hours of the teachers. So that he himself reads and teaches them, then the teaching efficiency will increase.
- The working hours of the teachers should also be considered so that they can take out time for their personality building.
- Teachers should be asked to write research papers from time to time.
- In the seminars/workshops organized by various institutions, the teachers should take maximum part in letter reading. So that their speech tact can be improved further.
- At least once a year, teachers should be given training on the subject of moral education so that they can discharge their responsibilities well.
- Class rooms with modern facilities should be constructed in teacher's institutions and teachers should be given training in online education and computers etc.

Suggestions for Enhancing Administrative Capacity

- Administrators/Principals should be given training from time to time for the improvement of educational institutions.
- Administrators should be motivated for innovation in educational institutions and administrators should also think in this direction.
- In order to remove administrative deficiencies, the administrators / principals should try to solve their problems by organizing at least one meeting with their staff in a month.
- Work should be done from time to time to encourage the administrators/principals through various programs by the administration.
- Teachers and students should be made aware to stop the increasing trend of tuition by the administration.
- From time to time, the administration should organize various activities at least once a month for the mental development of the administrators/principals.
- According to the need of the State Governments, the administrators/principals should be given information about various schemes so that they can understand themselves and benefit others as well.
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Conclusion

In conclusion from the above study, it can be said that many schemes and works are being done by the state government and various organizations in the direction of enhancing the capacity of teachers and administrators, however, keeping in view the present perspective, if more work is done on the basis of the above suggestions. If we go, definitely better results can be achieved in the field of teacher-education, administrators, students and education with more quality.

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