Continuous Professional Development of Teachers

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Abstract: *Teachers is always at a front place in education system who is greatly having responsibility for shaping minds of a young people as well as preparing them for their upcoming life. With the advancement in the science and technology, advancement is also takes place in the education system. Online and virtual classes have swapped some of the old classroom systems. Electronic and mobile devices have raised note taking as a whole new level. Now a days, an educators have to fully adopting the technology uprising to keep their students forward at top places. Teachers can fall behind their ability to offer a great learning environment for the students if they don't involve in continuous professional development. Continuous professional development enable teacher to update with the latest inventions and developments in their field. They can deliver more pleasing lessons which is related to today's students. It also agrees them to develop new skills and techniques make them to become good educator as a whole.*

Key Words: *Teachers, Continuous professional development, Peers, Students.*

1. INTRODUCTION :

Cheering a positive learning culture at work is crucial for a happy and healthy workplace. That is why continuous professional development (CPD) is vital. Organizations that encirclement a CPD culture at the organizational level leads to fostering growth, replication, commitment, and dedication. Continuous professional development, or CPD talk about to the ability of professionals to recollect and grow their skills along with its understanding and associated knowledge as well as experience by proactively tracing, providing evidence, and imitating on activities that increase their performance. One of the best methods to make sure continuous professional development is scheming a strategy or structure so that learning does not take place chaotically but follows a rather narrowing learning curve.

CPD for teachers enable teachers in appealing in endless self-reflection on their academic mastery, professional development, administrative leadership, and research. This, together with the development of skills and other necessary competencies, would empower today's teacher to define the pace and make one's place chastised and future ready. It is vital for upcoming teachers to accomplish their longstanding goals.

Some of the things that are key in the empire of CPD of teachers has been itemized below.

- The skill to recognize one's strengths and weaknesses
- Active student assignation
- Nurturing self-directed learning and interest
- Deeper learning capacity
- Artistic thinking
- Mindfulness for self-care
- Implementing headfirst combined approaches with higher educational institutions by engaging with university faculty members in dialogue sessions after finishing their schooling

In order to build a resilient, supportable, and current professional development program for teachers, the school administration duty involve in evolving the required futuristic human resources inside the school system.

2. Continuous Professional Development Cycle

The cycle of CPD is concerned with what personnel are doing during the CPD replication process as contrasting to when they accept it. Below itemized are the six critical stages of the enduring professional development cycle:

- Planning demands defining where progress can be accomplished.
- Participating continuously in activities lead to encourage development which is stated to as action.
- Review - Viewing back to evaluate what was learned
- Integrating learning into day-to-day tasks
- Clearness requires sharing what has been learned to support others.
- Reflection entails estimating the influence of one's actions.

3. Features of Effective CPD

The features of effective CPD itemized below:

- Relevance: Intended to suit individual essentials

  By centering on adapted learning practices, you can make best use of your growth and development in regions that matter to you. Adapted learning allows you to flourish in your selected field. Group of audiences of our target have aided from overall instruction to English speaking, time managing and inclusive classrooms as subjects that are associated to their professional ambitions.

- Association: Educating ourselves from peers

  Active CPD is a combined journey that contains learning and educating ourselves from peers. This type of approach nurtures a supportive learning situation where we can challenge and encourage each other to develop. Collectively, we can reveal new intuitions and realize superior success in our CPD activities.

- Reflection: The Power of Internalizing Learning

  Reflection plays a crucial role in effective CPD. It permits us to internalize and anticipate new learnings that leading to individual growth.

- Sustained Learning: Learning for Life

  Regular and continuous learning is fundamental to long-term growth. It's about implementing mindset of permanent learning and obligating to constant professional development. Let us share some personal examples of sustained CPD journeys.

- Evaluation: Measure our Progress

  Evaluation plays a central role in operative CPD. It permits us to confirm our learning and measure our progress. Through assessments and feedback, we increase confidence in our   assimilated knowledge. It's vital to highlight that reflection is also a crucial section of determining one's progress.

- Focused Outcome: Set Objectives for Growth

  When it comes to operative CPD, setting clear objectives is central. By outlining what we want to realize, we can speed up our professional development in the right track. Result dedicated CPD confirms that we are continuously developing and moving on the way to our preferred goals.

4. Examples of CPD in Teaching

CPD now comes in many methods. One can join a more customary school training day, where they and their colleagues physically join a course. All teachers are constantly engaging themselves with giving next generation knowledge they want to thrive, both for themselves and their particular societies.

Teaching CPD examples consist of:

- training courses and workshops: It is delivered offline or online
- studying for a qualification or accreditation: Like any master's degree in a professional field
- tutoring new colleagues mentor
- observation of peers with other teaching staff in school
- reading of appropriate journals, articles or books about expertized knowledge
- watching documentaries about teaching
- online courses/webinars/podcasts
- less experienced teachers learn from more experienced by using mentoring, classroom observation and peer-to-peer investigation
- attending exhibitions and conferences specially planned in which teachers can learn from experts
- international teacher exchanges program
- teachers engage in constructive dialogue with other teachers by peer group exchanges
- personal reading or research can widen a teacher's awareness and gratitude of definite or overall aspects of teaching.

5. Types of CPD

Continuous Professional Development (CPD) is considered as a valuable learning instrument that professionals can use to advance their skills and knowledge. The types of CPD differ on the basis of learning style used:

Active Learning / Structured CPD

It comprises of collaborative and participation based research. Joining training classes, workshops, seminars, conferences, electronic learning courses, or CPD-accredited events is recurrently positive. Teachers enchanting career-oriented tests can also benefit from CPD active learning.

Passive Learning / Reflective CPD

Reflective CPD is defined as learning that has a regulated presentation but no participant-based meeting, creating it far more submissive and one-directional than planned CPD. An examples of reflective CPD are watching training videos and tutorials, attending non-interactive lectures, podcasts, and case studies.

Self-Directed Learning / Informal CPD

Self-directed CPD embraces any unconfirmed and unstructured learning. This encompasses of participation in online mediums, as well as reading books, articles, and periodicals in print or online. Examples can be include industry-specific news or research into related subjects. Self-directed CPD regularly lacks definite learning time periods, is informal, and learning outcomes vary by individual.

6. Different Methods of CPD Learning
There are so many different methods of CPD learning but few of them is listed below.

Training Courses

One of the most collective means of finishing Continuing Professional Development is through a CPD training course, which can be from one day to many days or weeks even months. It is mainly subject-specific. Techniques or experts

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can create and develop training videos and share this developed videos with associated teachers with like live as well as online class recordings. By this, teachers can conduct live class and record it so that it can be retrieved later.

Seminars

It is a short-lived training that go on from a few hours to a day. It is directed in groups of no more than 20 people. It encompass group work, activities, and collaborative discussions to cheer individuals to add, which can lead to expand information retention.

Webinars

It is cybernetic learning events that are joined by an online audience. Its major area is to educate and teach experts on renewed and applicable material in a while and briefly. It permit participants to interact and participate by asking questions to experts, finishing polls or surveys, and sharing documents. It do not need attendance at an in-person thus it permit for broader participation of audience. Online whiteboard helpful while conducting webinars so that teachers can work together to share their knowledge. The illustrations or writing a note on the whiteboard can be kept for future reference. These can also be shared appropriately.

Features of Effective CPD

All kind of diverse experiences can collapse under the CPD umbrella, they all prerequisite to have the below listed things in mutual to be actual.

CPD must be pleasant: Learning is continuously gets better when it includes some fun which is true for children as well as for adults. So, effective CPD needs to be such type that teachers will love doing. If it's uninteresting or, poorer, unrelated, then teachers will feel more tensed than before they taking place.

CPD must be hands-on: Teaching is a very practical involvement and it take place in actual time. A classroom is not the room for silence, but teachers need skills that they can use equipment, so that any CPD they do must be hands-on.

CPD must be inexpensive: It is very important that CPD is as affordable as possible by managing budget in a proper way. If something is cheap that doesn't mean its economical and expensive doesn't automatically mean it's a waste of resources.

CPD must be proof-based: CPD should be based on recent research which is to be actual. It can't be categorized as an upgrading if whatever's being educated institutes a regression. In short, CPD must be proof-based, confirmed by science.

CPD must be personalized: For effective CPD we must familiarize with the teacher's needs. A primary teacher will have an infinitely diverse skill set from a secondary teacher who concentrates in children with learning complications.

CPD must be relevant: We need to do CPD training designed for secondary school teachers if they are teaching secondary school students. Experiencing training for primary teachers will not be applicable to secondary school teachers. Operative CPD must be appropriate to teacher and their students.

CPD must be used steadily: CPD is valuable if it is truly useful. When we learn something and never use it all over again, it is nothing but waste of time and money. So, record and assessing each activity which is done. Think over how it can be used in the classroom to make a helpful impression on both students and peers. Then, include whatsoever has been learned till it becomes a routine.

CPD must be supported: The teacher have to implement variations in their teaching, they may want endorsement from professional bodies. Without support, it is very hard to successfully apply everything learned from CPD.

CPD must be collective: If there is a contradiction in what a teacher and peer is saying it may lead to confusion for the community they serve. Teachers have to work together along with their peers. Actual CPD is a collective work.

7. NEP-2020 and CPD

It is noted that in the NEP 2020, a subset titled 'continuous professional development' has been added under the segment 'Teachers'. This addition having two meanings. First, NEP be familiar with the significance of CPD in teacher's life. Second, it is globally accepted terminology 'CPD' and progressed away from teachers of in-Service education. The NEP 2020 examines upon several aspects of the CPD of teachers for instance competencies to be developed through CPD, chances for engaging in CPD, opportunities for teachers regarding CPD and inducements for engaging in CPD.

8. Conclusion :

For Indian education, NEP 2020 offerings a transformative vision. By placing NEP 2020 teacher training at the central of this inventiveness, the policy recognizes the critical role teachers play in determining young minds. Training them with the required skills and nurturing a culture of nonstop learning is important for the positive implementation of the NEP. The effective execution of NEP 2020 on the professional development of teachers. Educational institutions confirm that teachers take the compulsory training and provision to familiarize to the new policy's necessities. Unceasing learning, actual use of technology, and vigorous support systems will empower teachers to deliver high-quality education, finally profiting students and the bigger education system.

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