

Trigger Question: By Dr. R Gopal: 94% Teachers Flunk Eligibility Test

Kindly refer to today's times of India dtd. March 7 2012, pg 21, where there is a small column which says **94% teachers flunk the eligibility test conducted by the Govt. of India --Central Teachers Eligibility Test (CTET). Last year 86% failed the test and this year it has jumped to 94%, i BELIEVE THIS IS A TEST TO TEST THE QUALITY OF TEACHERS.**

We teachers are the founders of the child's education and we are held at the highest pedestal by all the children.

In spite of the Gita and the holy scripts saying MATA - PITA -GURU -DAIVAM, in reality in so far as we teachers are concerned **FOR THE CHILDREN IT ISGURU-MATA-PITA-DAIVAM.**

For the children, we are the first level.

The issue is **WHAT CAN BE DONE TO IMPROVE THE QUALITY OF THE TEACHERS? MORE SEMINARS? MORE TEACHERS TRAINING SESSIONS? SHARING OF BEST PRACTICES?**

I do not know.

I am pointing this out only so that we can start a dialogue on the above topic reach a conclusion and then start implementing the same because I firmly believe that the base which is the school education should be made strong and then only we can have good strong highly educated students.

Prof. Manikandan M.K.M.

I would like to submit my humble opinion on this issue.

When our parents were in school, the teachers were revered and held at high esteem. Only the toppers entered the teaching profession that time. Slowly the shine of teaching job was lost. A teacher generally, who joins in any field of teaching takes the option as a last resort for their employment (few exceptions are there). You can ask any college going student, their first choice will not be teaching. If you take a small survey around you, be it in schools or in colleges (UG & PG), the teachers would not be good in their academic credentials. This is very worst when it comes to school education.

Having this as back ground, going for CTET is not meaningful. The authorities should engage in structural changes in the system so that people with good academic records like to enter the profession of teaching. This is a long term activity.

Prof. Asma Farooq

HELLO TO ALL.....As far as deterioration in quality of teachers is concerned in my view there are multiple reasons for it ;

1. The salary of academicians is far less in comparison to other professionals...
2. Today every Tom dick and Harry treats teaching as an easy going job with assurance of salary at the end of the month, irrespective of his output to the institute or college...
3. The entry of young guys in their early twentieswho are themselves immature ...make fun of this profession in implicit ways.....

Shri Virendra Goel

Two issues arise out of the reasons specified for deterioration in quality of teachers:

1. If salary is less in comparison to other professions and still one is choosing to come to this profession, it means that he/she is not fit for other profession that is why he/she has come to this profession? And if that is not true and one has come into teaching profession because of passion for teaching, there cannot be any deterioration in quality.
2. Why every Tom Dick and Harry and young guys in their early twenties are able to enter the profession? Because there is a dearth of better people? If so, they are at least meeting the demand and there are chances that they will grow into better teachers with experience!

Stop defining 'Teaching' a profession. If we can make it a mission of life or passion of life, we shall be able to achieve the objective irrespective of umpteen hurdles that are being pointed out.

Prof. Ramesh Vemuganti

Firstly, let us accept some hard facts . Who are the teachers? They are the products of the same system we have nurturing for 60 years. Flashback, 2 to 10 years in any classroom -- KG to MBA , the teacher is at the same level as student. In which way they can teach differently -- we can brainstorm?

The rote learning based on mugging up without understanding the concept, memory oriented education system, reproducing in the exam hall & scoring 70 to 90 % is the order of the day. A large number of Management students are unable to expand CRM, SCM,

We must start by bringing in systemic changes in the way education is imparted -- neither rote learning in Govt/Pvt schools or premature unscrupulous emphasis on soft skills in International schools . We need to take a middle course & move on ,

Dr. Sanjay Bedi

Calling it a mission and then exploiting teachers is the biggest bane of our society

Prof. G. Surender Reddy

I question the very sanctity of the so called "eligibility" test. What is the logic of administering it to the teachers who are already in teaching positions? Like many other outdated tests, this test too might be lacking in rhyme or reason.

Further, passing the tests and teaching in the classrooms are two different things. We need people with passion and commitment as well as ability and temperament to excel and succeed in teaching. 'The proof of pudding is in eating', goes an old adage. The same holds good for teaching too. Incentives can only make an incremental difference.

Teaching should never be viewed as a vocation; it's a calling. How many of the present generation teachers are actually up to it?
If quality of teaching is bad at school level, it is worse at the college and university level.

Col. Ravi

Teaching is an art and not a science. many a times a person with command on domain knowledge fails where as a just pass class has fared better. Since it is an art it gets better by more practice. The former i.e. good domain knowledge fails in making people understand and the later lacks in knowledge. More over at degree stage teaching is minimum and is more of self learning. At this stage teaching is just clarification of doubts and more of application knowledge.

Even, postgraduate students say that this has not been taught. this means the student is not eligible for this level of courses. when such people become teachers you can imagine what will happen to the knowledge industry.

The test is very essential to estimate the fitness for the assignment. It should be in three stages. i.e. The domain knowledge, the application knowledge and the ability to inject knowledge through vocational methods. Apart from this making students handle the class and the teacher acting as a facilitator will make things more interesting. Then the selection process will be complete.

Need less to say honesty and sincerity in the selection process as they involve practicals also where in one needs to keep corruption out

Shri Virendra Goel

Society has nothing to do with it. It is the teacher who has to decide whether S/he has passion for teaching and whether S/he would like to make it a mission of life or you would like to adopt it as a profession or even simply a wage earning job – choice is all that of the teacher.

Dr. Prabhakar Waghodekar

The hints given by Asma needs further analysis:

1. Pay package be linked with performance. What is the cost/actual work hour?
2. It is true that teaching profession is considered a soft target.
3. I joined my teaching job in early twenties, but we were given only practical during the first year and then theory, and there was always a mentor senior faculty. This today is missing, may be due to lack of mutual (senior and junior) respect, communication or administrative control.

Prof. Bholanath Dutta

Here are few pointers based on my understanding on the subject under discussion:

- (i) Teachers are neither born nor made but a conscious decision of an individual.
- (ii) Anyone can become a good teacher.
- (iii) To become a teacher, it demands that the person must exhibit the "ROLE" and general perception of the people towards the profession.
- (iv) Dedication, Love, Passion, Commitment, Discipline, integrity ---few essential qualities of any good teacher.
- (v) An efficient person with these few traits (point no iv) should be able to perform across the domain/industry.
- (vi) Everyone is a teacher formally or informally whether the person is in industry or in college .
- (vii) Teaching in college is very organised and structured way.
- (viii) Hard and Smart work definitely play a crucial role.
- (ix) A teacher is a teacher 24/7 . Inside the college and also outside the college and must play an ideal role even in the family and society.
- (x) Values to kept upheld.
- (xi) The best teacher I met (till now) is an industry person Prof. Sundar Raj Vijayanagar (my Director during 2007-08) who left industry and joined Academics and contributed significantly in the developmental of the department. He is person who inspired me in research, publication and consulting work. But he could not survive in academics because of the so called "Narrow vision and Politics" and joined back as an IT Head in Kolkata.
- (xii) There is no inferences that only an academician can be a good teacher or a person from industry can be a good teacher. It is paramount that the person necessarily have the qualities mentioned in (iv) and (x).
- (xiii) There is good money too in teaching. Do not depend on salary itself. Person with good knowledge can write book, research paper, do consulting work and can earn more money than salary. And for all these the person must look beyond invisible barriers that we put around us.
- (xiv) Teaching is a service to the society, nation and the World.
- (xv) Teachers don't perform well because they are too much dependent on Salary and more occupied with protecting their chairs instead on enhancing their knowledge base.
- (xvi) Many people say "Teachers world is very limited"--- we need to prove that wrong.
- (xvii) My father was a primary school teacher and one of the finest teachers I have ever met in my life. He is very respected even now at the age of 90 in my locality and still people talk about him---a sincere, honest, dedicated, committed person. He still enjoys his career as a teacher (

very less salary) and no repent. I too enjoy his success as a successful teacher and bringing changes in the lives of many and creating a deep impact.

(xviii) Teaching profession is not about logic, reasoning and statistics but it goes beyond all these and beyond time horizon.

(xix) See my interview latest : <http://theprofessor.in/bholanath-dutta.shtml> (Faculty of the month Mar/2012).

(xx) I have addressed the concerns related to the subject in my flagship book : Teaching Learning Process in Management Education, ICFAI University press, ISBN: 978-81-314-2071-3

(xxi) My autobiography:

<http://www.gyanbooks.com/index.php?p=sr&Uc=9788192217819>

Here also I have tried to address few issues related to the subject.

(xxii) A teacher needs to continuously update the knowledge and work harder than the student. A Teacher is the best Student.

(xxiii) Senior Teachers must be good mentors for the fresher in teaching profession. But the scenario is different. Only seniors are getting their personal jobs done by juniors and other works.

(xxiv) I know many books written by Senior Professors which are actually written by Junior faculty or research scholar.

(xxv) My understanding that A True Teacher can be identified before his Ph.D. work in terms of research and publication. But mostly Teachers will have very few works before and after their doctorate it grows exponentially as most of the works are done by research scholars.

These are the some of the random thoughts which come top of my mind.

Principal Rani Verma

I could not restrain myself so I draw the attention of MTCians on following points:

I produce herewith the information from CBSE Website.

CTET - JAN 2012

The implementation of the Right of Children to Free and Compulsory Education (RTE) Act, 2009 requires the recruitment of a large number of teachers across the country in a time bound manner. In spite of the enormity of the task, it is desirable to ensure that quality requirement for recruitment of teachers is not diluted at any cost. It is therefore necessary to ensure that persons recruited as teachers possess the essential aptitude and ability to meet the challenges of teaching at the primary and upper primary level. In accordance with the provisions of sub-section (1) of Section 23 of the RTE Act, the National Council for Teacher Education (NCTE) had vide Notification dated 23rd August, 2010 and 29th July, 2011 laid down the minimum qualifications for a person to be eligible for appointment as a teacher in classes I to VIII. It had been inter alia provided that one of the essential qualifications for a person to be eligible for appointment as a teacher in any of the schools referred to in clause (n) of section 2 of the RTE Act is that he/ she should pass the Teacher Eligibility Test (TET) which will be conducted by the appropriate Government in accordance with the Guidelines framed by the NCTE.

The rationale for including the TET as a minimum qualification for a person to be eligible for appointment as a teacher is as under:

- i It would bring national standards and benchmark of teacher quality in the recruitment process.
 - ii It would induce teacher education institutions and students from these institutions to further improve their performance standards.
 - iii It would send a positive signal to all stakeholders that the Government lays special emphasis on teacher quality.
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The Ministry of Human Resource Development, Govt. of India has entrusted the responsibility of conducting the Central Teacher Eligibility Test (CTET) to the Central Board of Secondary Education Delhi which shall be held on 29.01.2012

Thus it is an Entrance Test to Teaching profession and not for Teachers already in job. The rationale is also given.

- Regarding poor results (94%) there is nothing to worry. If persons are interested in Teaching Job they will build competencies to clear the test. Thus failures will either improve else join some other profession. In GRE/GMAT/ GATE/ IAS etc so many appear and nothing to worry as deserving will clear.
 - As MTCians / Management professional we have to find ways and means to find results. I don't say that system is perfect. We can work with Govt through appropriate forums / individually to bridge the gap. But definitely we can not take excuse of our poor performance.
 - As a Principal / Education Administrator I must produce excellent results as resources (Teachers) given can not be changed at least in Govt. easily. But we have to improve the quality of teachers and quality of education. I list some of the tested and tried strategies as below: Remember if you are doing good work then your management, parents and society as a whole support you.
1. In 1985 I became Principal of People's Education Society (Founder Dr. B.R. Ambedkar) Central School of CBD Belapur. There was an MOU with ONGC for their Children education. They were not happy with Teachers (No teachers were available at that time forget quality). I brought Teachers from Atomic Energy Schools as Visiting Teachers and Trainers for our Teachers. We had shown the results. ONGC doubled the aid and many corporates came forward to help.
 2. Now in Atomic Energy Schools I take the Schools for transformation towards excellence. My leadership model is 'Leading by Example'. Principal has to be a Teacher first. First lecture for 10th and 12th is taken by me (Complete Course). Then I take the class for KG also. To below quality teachers objective is not to condemn but help them

to improve. We conduct Faculty Development programs with the help of CBSE, NCERT, HBCSE etc other than our own programs. I myself is National Awardee Teacher and brought five teachers to the level of excellence and they also got National Award. Challenge for me is to bring results of children belonging to Class III / Class IV employees. Daughter of a Security person topped Mumbai. For one school I was for six months and there was 300 % increase in Merit. We also conduct Remedial Classes / Enrichment Classes. Remember we don't have option to choose the Teachers but develop them to obtain excellent results.

3. Most difficult is to develop 'Aptitude for Teaching', content can always be upgraded through training / using ICT.
4. Another important task is to motivate students for excellence and demanding parents and society.
5. If 3&4 are done other things follow . I use Ashtang Yoga for that.
6. Everybody want to respect Teacher unless Teacher make himself/herself otherwise.
7. Regarding emoluments one has to make a beginning then one can rise by building competency and capability.
8. Good Teaching and Teachers can be developed. If they don't improve then administrative means are available and become good administrator.

There will be lot to discuss and put forward. I hope I have given some clarification.

Prof. Shubhangi Zodape

1. No one is taking this profession seriously. Many of the people adopt this profession when rest others options are closed.
2. Dedication which is required from the professors is almost in single digit percentage.
3. Many of the organizations are taking it as a business rather than a service industry.
4. The quality of the students is just degrading day by day.
5. Their is huge gap between Industry requirement and Institute output due to so much administration workload by the college.
6. Less FDP & MDP and no exposure to the other social network for sharing information.

Dr. Prabhakar Waghodekar

Thanks are due to Mr. Virendra Goel for reminding us "Stop defining "Teaching" a profession". This is exactly what the 11 Judges Bench of SC of India (one of the largest Bench in the Indian history) in their verdict given sometimes in 2000 AD in a WP: Pai Vs. Others says "Teaching is not a profession. It is an occupation, mission of life." (The yr of WP, etc., are quoted as I remember).

Thus, teaching is a Noble occupation. SC further says "India is the only country where Education is treated charity". Mind well cost based education is not an Indian concept. Vinoba Bhave says "What will happen to the world if mothers start demanding fees from their husbands for feeding their babies".

I appeal to all MTCians to digest these concepts and quality will automatically follow for every one is treating teaching as a mission of life.

Shri Virendra Goel

Having been part of school system for 25 years and being in thick of RtE Act and its implications, I would like to make 2 small observations:

1. Most important requirement for a teacher should be that S/he is able to think, walk and talk like a teacher and this has to be done by the recruiters at the school level.
2. I am afraid that RtE in its present form is bound to have same fate as other initiatives towards improving the education system.
 - a. Neither the Central Government not the State Governments are ready to spare the kind of funds requirement for creating the infrastructure needed as defined in the act.
 - b. Private schools where 25% seats have been reserved and are being filled are not getting their reimbursement of fee. How long will they afford the free education.
 - c. There is no accountability about ensuring every child in the school till the age of 14. In the city where I belong, admissions in Government schools reduced to the extent students were admitted to the private school under RtE act.
 - d. Children coming from very poor background are being admitted to English medium school where both the child and the teacher are at a loss how the child would catch up with other kids.

Prof. Asuhutosh Pandey

There are my Personal Views on the given topic.

1. A teacher can't be a teacher for a long if he has joined it for the sake of getting job, it would not be a charm for him and he can't hold it for a long. Soon he would be discarded by his own internal & external forces.
2. Marks, Degree, Certificates are very small things. Walt Disney, Abraham Lincoln, Dhirubhai, Rabindra Nath Tagore, Bill gates, Steve jobs, Sachin Tendulkar, Mark Zuckerberg are few eg. You can't judge the quality of teacher by his marks but surely by his dedication, knowledge, communication acquired in day to day process. A teacher is also a learner & it makes him best if he keeps on updating himself.

3. Few days back I read one quote. Nobody wants to travel by Govt. Bus, No one wants to get treated in Govt. Hospital, but everyone wants to get a Govt. Job. CTET has attracted lots of those people, not due to interest & passion in the field but just because of getting into secured Govt. Job.

4. The question is not about top mind & low mind, it's all about smart working mind which keeps on moving day by day by healthy readings, discussions and workouts, Similarly teaching doesn't require top or low mind but smart working mind.

5. The day I don't read, the day I don't discuss make me feel like I'm not a good teacher therefore it's all about our thinking, reading, communicating habit which makes the difference. An illiterate Vegetable vendor, Kirana Shop Owner does fast & better calculation than many of us just due to his daily habit, so teaching is also an art which is fine tuned & become better in quality with day to day knowledge habits.

Mr. Stephen Narayanan

Going through the thread of arguments and viewpoints expressed by many illuminaries...I humbly submit that the modern day stress caused due to great expectations both at work and at Home is the root cause for lack of interest in forging ahead in the rat race...in Teaching profession.

Actually at times it is the stimulus which goads a person to perform....in this context it is the students....if their hunger for learning initiates discussion in the class, the teacher would have to respond and cannot be relegated to being a Third Umpire. And in such a case where there are youngsters with fire in the belly....teaching them is an equally challenging task to which a faculty/teacher would have to rise...else wrong feedbacks run through the grapevine of students community and ultimately reach the wide ears of Management.

Disciplining the students used to be a landmark of many a school in the past and parents wouldn't complain....infact we were proud to learn under some great teachers whom we used to revere as also fear....but today do any children fear their teacher?

As such there is nothing wrong with our own educational system. Only the thought process of people coming to this noble profession need to be focused and management should come forward two steps to make the work atmosphere conducive for learning not just for students but also for the teaching fraternity through MDP's and EDP where corporate join hands in imparting their knowledge which teachers could effectively utilize.

I guess for this there has to be an awakening among ourselves as to what we want to bring forth out of the new generation...? Stick for discipline or Love & Understanding albeit with a little firmness to win them over. Same goes for Management as well.

Shri Virendra Goel

I feel that there is something definitely wrong with our education system. For 14 years when the child is in school system S/he is taught not to think. Reproduce what is written in the book or taught by the teacher, you get marks, otherwise not. And then suddenly in the higher education we want them to think, we want them to be inquisitive, we want them to initiate such discussions and ask such questions that will motivate teacher to be proactive! Is that possible?