



PURSUIT OF TEACHER'S EXCELLENCE IN QUALITY ENHANCEMENT

Shashikant Rokade

Dept. of Library, Sevadal Mahila Mahavidyalaya, Nagpur.

ABSTRACT :

In developing country like India, human resource management and development play a vital role in the progress and development of the nation. Economy of any country depends upon what type of human resources it has. The excellence of human resources depends upon the talent of quality which is unusually good and so surpasses ordinary standards.

Teachers are an important community of the society and pillars for the future generation. The excellence of this community is very essential for the overall development of the society. This paper deals with the pursuit of teacher's excellence quality enhancement. This also includes meaning of excellence and discusses the different components of the pursuit of their excellence like, personal excellence, emotional intelligence and communication skill, continuous professional development, writing and presenting skill, professional responsibility, Academic leadership, knowledge sharing and learn from the students, motivation and creative thinking skills and linkages with the other institutions.

Key words: Excellency, pursuit, intelligence, Motivation.

INTRODUCTION :

What do you mean by excellence?

Excellence is a talent or quality which is unusually good and so surpasses ordinary standards. It is also used as a standard of performance as measured e.g. through economic indicators.

Excellence is continuously moving target that can be pursued through actions of integrity, being front runner terms of products / services provided that are reliable and safe for intended users meeting are obligations and continuously learning and improving in all spheres to pursue the moving target.

The pursuit of excellence is a striving to be good and then to be better and better. The general theme of human excellence has many facets. This requires cultivation of a wide range of human values and components. There are broadly four categories viz. intellectual,





emotional, moral and spiritual. The continuous refinement of the whole collectivity of the human values leads to the high levels of human excellence. An excellent person is one who has not only understood these values but has also developed the competencies in using them for resolving the problems of living and growing. So the pursuit of excellence in the personhood of the individual human person and in all her activities, in all walks of life.

In old days of **Gurukul** system of education, teachers were recognized as 'Guru' or **Acharya**. The meaning of education is broad and not only syllabus oriented.

Pursuit of teacher's excellence in quality enhancement has the following components

- a) Personal excellence.
- b) Emotional intelligence and communication skill.
- c) Continuous professional development.
- d) Writing and presenting skill.
- e) Professional responsibility.
- f) Academic leadership.
- g) Knowledge sharing and learn from students.
- h) Motivation and Creative thinking skill.
- i) Linkages with the office institutions.

Students or '**shishyas**' were going the **Ashramas** of their '**Guru**' to learn basic knowledge regarding all subjects. But they also became master of one of the subjects. Now there is proliferation of all subjects. There is emergence of interdisciplinary subjects. There is facility of KG to PG under single umbrella. Teachers are wanting off satisfactory status and salary. There is very less salary for teachers of primary education system. Due to some-short cuts in education systems, teachers are not well trained to cope with the current challenges of the education. There is need to innovate the trainings to the teachers. Trainings should not only be related to teaching skills but also percolate the moral values, intelligence, spiritual knowledge, emotional setup and personality development in overall.

In this age of E-era, a teacher should be well acquainted with the current trends in teaching and learning process.





The above mentioned different components to pursuit the professional excellence can be systematically discussed to elaborate the professional excellence of teacher in this era of information technology.

1) Personal excellence

Individual human person is the originator of all ideas and actions for change and advancement. Personal excellence is the cornerstone of the whole edifice of the human excellence. Quality to learn and quality of life are main components of personal excellence. Quality of person includes sub-total of character, belief, motivations, attitudes capacities and competencies of a person. Quality of life includes person leads or wishes to lead. There to components are interacted and interdependent.

Teachers are guides of the future generation. Their personality, quality, knowledge became milestone for the generation. In present scenario students especially in the stream higher education need such type of milestone to direct their thinkings in a proper way. Otherwise spoilage of generation is not a hard task. Persons of good moral character should have entry in this profession and rests should be banned.

2) Emotional intelligence and communication skill

There are two parts in human personality. One is the rational and another one is emotional. The former includes the cognitive, logical and intellectual capacities and latter includes subjective, intuitive and affective dimensions of our being Boon the rational and emotional parts essential constituents of the human nature.

Emotions mainly categorized into two viz. positive emotions and negative emotions. Positive emotions always makes positive impact of your personality while negative not. Being a human being teachers are not apart from such type of emotions. The process teaching and learning is two way methods. It is dependent upon the student's psychology and openness of mind of the students. The positive and negative thinking of the teacher directly affects the teaching and learning process. Obviously it affects the communication process and develop big gap in the process. Communication skill should be an ingredient quality of a teacher. A teacher with abundant age of knowledge will be an utter failure in class unless he/she is able to communicate well. Communication skill mainly





includes writing and speaking skill. A good communication skill is always having great impact while making good rapport with the students. For good communication teacher should have sound knowledge about the mother tongue of the students.

3) Continuous Professional Development

Teacher should have good teaching skill. Now-a-days, information technology has great impact on education. Varieties of teaching aids are available which are very helpful for effective teaching. But teachers should be well acquainted with them. Teaching being a two way process it is very essential to implement the use of teaching aids in the class room.

Every teacher should remember that he is student first. So he should keep himself in the process of continuous learning. Continuous learning always keeps you up-to-date.

4) Writing & Personality Skill

Now-a-days research work in any subject requires good writing skill, which is very helpful to write project-reports, research proposal, research papers etc. Teachers specially associated with the system of higher education require such type of writing skill. A good writing skill always marks with the analytical power and benefits to presentation.

5) Professional Responsibility

Professional responsibility has three folds. One must be honest to himself, honest to the employer and honest to the ethics of profession. Teaching is a noble profession. Students always follow their teachers rather than their parents. It is essential for every person of this profession to be true towards himself, true towards the parent body and true towards the profession. This component play very important role in the personality development of the professionals.

6) Academic leadership

Teaching profession is multifaceted. Leadership quality and managerial skill is also a part and parcel of this profession. Teacher being a leader of student, he should guide them in a proper way and manner. He should have the skill to manage the teaching and learning process. This





skill should be an important and integral criterion in planning and implementing in higher education and the students should be keep aware of various basic theories of leadership and its proper implementation. Teachers have to make a partnership with researchers, the industry and the policy makers Teacher has to develop a holistic academic programme by collaborating with the colleagues and students.

7) Knowledge sharing and learning from students

It is the duty of the teacher to facilitate and give a leadership to the production of knowledge. Sharing of knowledge always widen the horizon of intelligence. The contribution of teacher in research work creates the knowledge which should be effectively shared with colleagues and students. It will add to the professional development of teachers. Students are one of the richest sources for learning to the teachers. So teachers have to learn from their students many things.

8) Motivation and creative thinking skill

Ability to think logically, creatively, innovatively and analytically contributes major in the pursuit of excellence in the profession of teaching. The target group may be various levels which require different style and method of feeding. Fast learners and slow learners require different way of teaching. So teacher should create interest in that particular target group. It requires motivation and creative thinking skill.

9) Linkages with the other institutions

To excel in the profession, teachers have to have a good linkage with the other institutions or systems in the society. Other should be continuous interaction with the researchers, sociologists, thinkers, policy matter. It will create in network which ultimately contributes towards the professional development. The web of this relationship to contribute to the development of different subsystems of the larger society and they are expected to initiate a collaborative and functional connectivity with them.





CONCLUSION :

The above discussed components of pursuit of teacher's excellence plays crucial role overall professional development of the teachers and quality enhancement of the institution. The teachers concerned with the institutions of higher education are great responsibility to nurture the young generation of the nation. The institution of higher education plays an important role in the production of highly knowledgeable and skillful human resource to cope with the requirements of the nation.

So the teachers should be update with all current changes in their subject, acquaint with the forthcoming concepts of information technology, a view with social and moral values, responsibility of their profession and soft skills applicable to the profession.

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