



Problems Related to Trainee Teachers and Their Solutions

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Abstract: Any support and capacity building program that enables teachers and other education personnel to effectively instruct and assess learners on the curriculum is called teacher training. According to Eric Hanushek, a student taught by a skilled and trained teacher achieves the equivalent of a 1.5 grade level. In contrast, a student taught by an unskilled and untrained teacher learns only half an academic year's worth. Therefore, continuous training of teachers is important to improve learning through teachers. In India, there are various institutions that provide training to teachers or provide recognition to teacher training courses, which conduct many teaching training programs. The determination of educational qualification, admission standards and admission process of students taking admission in different teacher training courses are different. Many personal, social and environmental problems are found in the trainees taking admission in various teacher training programs. Besides, there are many problems with the training given to teachers. This article explores the problems found in trainees and training and ways to solve them.

Key Words: Education, Teacher, Training, Student, Glossophobia, Admission, Quality, Programme, Attendance, Qualification, Curriculum, Development, Environment, Development.

1. INTRODUCTION:

The teacher always strives for the all-round development of the students. The teacher is called Guru. The word Guru is made up of two words 'Gu and Ru'. The word 'Gu' means "darkness" and the word 'Ru' means "light", that is, the literal meaning of Guru is "the guide who leads from darkness to light." Acharya Chanakya has said – "A teacher is never ordinary, destruction and creation grow in his lap." When a teacher has such an important position then that teacher should be completely proficient in his teaching style. Becoming an efficient teacher requires teacher training. Teacher training means – "Any support and capacity building program that enables teachers and other education personnel to effectively instruct and assess learners on the curriculum". Teacher development programs are based on the real and emerging needs of both teachers and learners.

2. Need for teacher training programs:

Through the process of education, new knowledge, art and skills are developed in students and the role of teachers is important in this development. Various researches show that teachers play the most important role in school related activities and students' achievements. According to Eric Hanushek, a student taught by a skilled and trained teacher achieves the equivalent of a 1.5 grade level. In contrast, a student taught by an unskilled and untrained teacher learns only half an academic year's worth. That is, he is able to learn only half of what he should have learned in a year. The 2018 World Development Report on Education notes that teacher teaching skills and motivation both matter and should be individually targeted. In such a situation, continuous training of teachers is important to improve learning through teachers.

3. INSTITUTIONS AND COURSES FOR TEACHER TRAINING:

In India, various institutions are operating to provide training to teachers or to provide recognition to teacher training courses, which are as follows – training schools for pre-primary teachers, training schools for primary teachers, government science education institutions, government education institutions, government English institutions, training schools for undergraduate teachers, training schools for graduate teachers, regional education colleges, training colleges for joint training courses, specialist training institutions, post-graduate teacher education and research institutions,



Department of Teacher Education of the National Council of Educational Research and Training, Institutions for correspondence courses, special teacher training courses recognized by the Rehabilitation Council of India, etc. Under the teacher training programs offered by these various institutions, NTT, D.El.Ed, D.Ed, D.Ed (Special Education), B.Ed, B.Ed (Special Education) , M.Ed., M.Ed.(Special Education) etc. courses are being conducted. Some of these courses are courses to prepare teachers for students with normal physical and mental ability and some for students with special physical and mental ability.

4. PROCESS OF ADMISSION IN TEACHER TRAINING AND TRAINEES TAKING ADMISSION:

The determination of educational qualification, admission standards and admission process of students taking admission in different teacher training courses are different. In some, previous educational qualification is considered as the basis, in some, entrance examination is taken, in some, interview is taken and in some, admission is taken on the basis of all three. The trainees taking admission come from different regions, backgrounds, religions, communities, castes, castes, genders, physical and mental abilities. Some take admission in these courses voluntarily, some under pressure from parents or family members, some due to unemployment or some other reasons.

5. QUALITIES OF A GOOD TEACHER:

Students with normal physical and mental ability like those teachers who have mastery over their subject and also have understanding of the subjects, have clear ideas, are efficient in their work, and can give proper guidance to the students, and who Take interest in the students, help them in solving their personal problems and be friendly but also strict to some extent and do your work with complete professionalism. Many researchers, while doing research in their own way regarding the qualities of a good teacher, reached the following conclusion - The teacher should have a good cultural background, complete knowledge of his subject, good knowledge of professional practice and technology, human development and learning. Should have good knowledge of, should be adept in speaking and writing clear language, should be skilled in maintaining human relations, should be skilled in finding solutions to the problems of research and education, should have a nature to do effective work, is interested in students, Takes interest, takes interest in teaching, takes interest in school and community, takes interest in professional work, takes interest in professional advancement.

Problems related to trainee teachers and their solutions -

Many personal, social and environmental problems are found in the trainees taking admission in various teachers training programs which are as follows-

- **Problem of Glossophobia:**

During teacher training, it is seen that the trainees have the qualities to become good teachers, but most of the trainee teachers are victims of glossophobia. Glossophobia, or fear of speaking in public, is a very common phobia and is thought to affect 75% of the population. Some trainee teachers may feel a little nervous at the thought of speaking in public, while others experience outright nervousness and fear. They may try to avoid public speaking situations at all costs or, if they have to speak in public, they shake both their hands and speak in a weak, trembling voice. Some of the symptoms of this problem include an increase in their blood pressure, increased sweating, dry mouth, stiffness in the upper back muscles, feeling of nausea and nervousness when faced with public speaking, thoughts of speaking in front of a group. Due to this, intense anxiety etc. is found. Some practical suggestions can be given to trainee teachers to avoid glossophobia. Such as telling them to know your material first, practice often and hard, videotape your presentation, use virtual reality, prepare for potential students' questions, don't memorize your speech, and listen to your audience. Understand, speak slowly instead of speaking fast, keep a glass of water with you, don't say how nervous you are, and familiarize yourself with the classroom and the students.

- **Teaching in a higher or lower tone and in a faster or slower pace:**

Practice during training: While teaching, trainee teachers try to teach their students in a higher or lower tone and in a faster or slower pace. It is explained to them by the master trainer that teaching in a higher or lower tone and in a faster or slower pace shows their inherent shortcomings. Generally normal tone and normal movement are more understandable. The fluctuation in tone should be in accordance with the size of the class and the number of students. Appropriate pauses give students time to recognize what has been said and begin to process it. However, rather than worrying too much about your numerical speaking rate, it is probably better to focus on improving your clarity and reducing the complexity of your language. It is essential to have two aspects in speech, first clarity and second complexity. Clarity – good diction, sharp diction and proper stress will produce clear language and make it easier for your audience to hear each word. Complexity – simplifying your sentences by simplifying words and removing unnecessary words makes you more understandable.



- **Errors related to reading and writing:**

In the present computer era, the influence of computerized language is more visible on the language of newly admitted trainees. They use words and sentences in abbreviated form or write, speak and read them incorrectly. It is not their fault in this, rather their digital environment, the type and tone of language being used in their family and social environment etc. has an impact on their language. This problem is especially seen more in local or indigenous languages than in universal languages. It is necessary to correct their linguistic errors. Because he will become a teacher in future and if the language of a teacher is impure then the language of his students will definitely become impure. Therefore, it becomes necessary to eliminate the errors related to reading, writing and speaking of trainee teachers through various practical tasks and exercises.

- **Effect of physical and mental ability:**

The success of the teaching process depends on physical and mental health. Physical health and mental health affect each other. To make the teaching process successful, it is necessary for the teacher to have good physical and mental health. Teachers play an important role in keeping students physically and mentally healthy. Teachers are especially helpful in whatever work is done in the school for the improvement of physical and mental health of the students. Unless the teacher himself is physically and mentally healthy, it cannot be expected to improve the physical and mental health of the students. Trainees with different physical and mental conditions and abilities take admission in teacher training courses. Their weak physical and mental condition during training affects their learning process. Due to which even after getting training, they are not able to prepare as a skilled teacher. The need here is to prevent such candidates with weak physical and mental abilities by screening them at the time of admission so that only candidates with healthy physical and mental abilities can get admission in teacher training programs.

- **Completing the course in a disinterested manner**

Many trainees take admission in training courses under the pressure of their parents, family members or others, some due to unemployment, some out of compulsion, or for some other reasons. Those trainees complete the entire course disinterestedly or are not able to complete it at all. Such trainees also take some serious trainees towards the course as their company, because he was not interested in teaching profession and wanted to go into some other profession. Therefore, they are not able to fully connect themselves with the teacher training course, due to which their examination results are also affected. There is a need to make such trainees understand through guidance and counselling that you may have a desire to go into any profession, but once you have entered this profession, then do this course in an interesting manner. Because it is possible that you may not be very successful in the profession in which you wanted to go and it is possible that you may become more successful in the teaching profession. Such candidates having disinterest in teaching profession may be barred from admission through teacher aptitude tests at the time of admission. So that only those candidates can take admissions who are interested in teaching profession and willingly want to take teaching training.

- **Irregular attendance:**

There are many trainees in teacher training courses who take admission but their attendance is either very less or somehow they are able to complete as much attendance as is required to complete the course. There can be many reasons for this problem, such as being too busy with household chores, doing part time job or business, being careless or having many other responsibilities towards family or society. Due to irregular attendance they are not able to learn the syllabus properly. They pass the course and leave with incomplete information. Strict discipline is required to solve this problem. At the very beginning of the training, they should be told through counselling that to become an efficient and successful teacher, it is very important for everyone to complete the teacher training course with maximum attendance regularly. Their admission may also be cancelled due to poor attendance.

7. Solution to the problems of training given to teachers:

There are many shortcomings in the selection process of trainee teachers. Due to lack of proper selection process of trainee teachers, incompetent trainee teachers also get selected. There is a huge gap between the demand and supply of teachers. There is a lack of training facilities for trainee teachers. There are a large number of teacher training institutes across the country which are running in rented buildings and lack proper training facilities. There is a lack of facilities for professional development of trainee teachers. Most of the programs run for teacher training are run in a very irregular and unimaginable manner. There is inadequate monitoring system on training. Most of the candidates coming for training do not have the required motivation and educational background to enter the field of teaching. The quality of training is also lacking. Quality of education is related to the quality of work done by a teacher, which has a significant impact on his students. Teacher training institutes should be kept under strict control of regulatory bodies for selection of teachers for training and arrangement of quality infrastructure etc. Their functioning should be checked from time to



time. Their tendency to promote privatization will also have to be curbed. The conditions of affiliation for training institutions should be made strict. There should be a planning unit in every state education department. Institutions should upgrade and improve the quality of teacher training programmes. The training and learning process can be improved by enhancing the capacity of teachers through better incentives and stronger training programmes.

8. CONCLUSION:

In India, there are various institutions that provide training to teachers or provide recognition to teacher training courses, which conduct many teaching training programs. The determination of educational qualification, admission standards and admission process of students taking admission in different teacher training courses are different. Many personal, social and environmental problems are found in the trainees taking admission in various teacher training programs. Besides, there are many problems with the training given to teachers. There are various problems found in trainees and training and there are many ways to solve them.

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