

Teachers Training on Demand - Maharashtra

The State Government has declared a new policy i.e. Pragat Shaikshanik Maharashtra (PSM) programme to bring quality in school education and motivate, help and support teachers to achieve this by creating a supportive environment. PSM has introduced several methods to enable teachers to change the nature of classroom interactions, to make them child-friendly and to promote self-learning. Accordingly teacher's role has changed. The teacher is not expected to teach, but to facilitate learning and enable every child to learn at her/his pace.

This programme is trust based. As the full responsibility of teaching the students is with the teacher's, full freedom will be given to them regarding teaching methods, materials, etc. There will be no inspection, supervision, monitoring, and guidance which are not very conducive to improving the quality, instead support, counselling, facilitation and mentoring is expected from supervisory machinery.

There will be no training without teachers demand. Training plan that is supportive for teachers will be developed at cluster level. Kendra Pramukh (KP) (Cluster Head) is expected to help teachers to plan a teaching programme that ensures that not a single child is left behind. If teachers request training inputs, the KP should try to provide this at cluster level with the help of teacher trainers. If this is not possible, the request must be forwarded to the Block Education Officer (BEO) at BRC level. The BEO is responsible to ensure that all teachers in the block are experts in all subjects, pedagogy and child psychology. If any request for training in any of these areas is made by teachers or KPs, the BEO is responsible for organizing this. They can take the help of Education Officer, DIET, MSCERT or NGOs for this. Teachers' capacity is going to be built through training as requested by teachers themselves. In any given cluster, training will be provided on those aspects that teachers request. BEOs, DIETs and MSCERT are to plan training according to the demand that comes in from the field.

In order to do this, it would be appropriate to plan beforehand, with some idea of the type of requests that are likely to come in. Open sources, reading material, video clips and activities are available on the internet. Many NGOs in Maharashtra too have put plenty of such material on the net. Links to this material should be put on their websites by MSCERT and DIETs.

Excellent Trainers from Innovative Schools;

The Government Resolution dated April 21, 2015 directs that one school in each cluster is to be selected under an innovative programme of SSA. One teacher in each of these schools is to be developed as a trainer for language and maths, so that training capacity is built in the state.

MSCERT has planned a long term programme to strengthen these teachers' capacities in these two subjects. A list of these specially trained teacher trainers will put up on the MSCERT website. This will ensure that adequate numbers of trainers are available at cluster, block and district levels.

Steps taken;

1. 200 innovative schools selected from each district and online information is collected at state level.
2. Information of 200 language teachers and 200 maths teachers from these innovative schools has been compiled at state level.
3. Funds have been distributed to all these 7200 schools under innovation funds in SSA.
4. Criteria defined for selection of master trainers for language and maths
5. Online applications invited from interested trainers those who are fulfilling the defined criteria.
6. 900 applications received for master trainers.
7. Teachers have made demand of training after baseline test.
8. 1.82 lakh teachers registered their demand of training through online process, mainly for constructivist, multi grade, maths and language.
9. The detailed plan for training has been developed by the state.
10. There will 6 days training, comprising 2 days language, 2 days maths, 1 day visit to schools implementing constructivist method and one day discussion or field visit and NAS/SLAS report and formulation of action plan.
11. Training started from July 2016 and completed by end of February 2017.
12. 9500 online applications received for Spoken English training.
13. 45734 teachers registered for technology training.
14. Government issued Government order dated 17th October on restructuring of MSCERT and DIET
15. Educational and School Leadership programme is being conducted.