

## **CHANGING ROLE OF TEACHERS: NEP 2020**

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### **Abstract.**

The critical role of education in the development of a nation is undeniable, with educators' expertise and commitment playing a key part in its progress. The knowledge, professionalism, dedication, and motivation of teachers have a significant impact on the quality of education and students' academic success. Governments worldwide are challenged to produce highly skilled educators capable of delivering exceptional education. The rapid growth of knowledge in pedagogy, psychology, philosophy, sociology, and globalization has increased the demands on teachers. There is an urgent need for innovative teacher training programs to meet the changing needs of the education sector. Consequently, the current teacher education curriculum must undergo thorough evaluation, reform, and realignment. The Indian government is committed to enhancing the quality of the country's education system at all levels, in line with the National Education Policy 2020 (NEP 2020). This research aims to investigate the evolving responsibilities of educator preparation programs and outline the various roles instructors must fulfill in accordance with NEP 2020.

### **Introduction**

Swami Vivekananda's teachings emphasize the importance of nurturing intellectual growth, emotional maturity, and a strong commitment to creating a positive impact. Educators have traditionally focused on instilling morals, rituals, behavior, and concepts to guide students in becoming well-rounded individuals. However, the challenges faced by the 1986 education policy led to intervention by the newly established National Education Council. The impactful changes implemented by the National Education Policy (NEP) are driving a significant evolution in educator training. There is a growing recognition of the vital role educators play in shaping the future of nations, aligning with the changing dynamics of societies and educational systems. The NEP, introduced by the Indian government, aims to transform the country's educational system by addressing the evolving needs of students, promoting

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inclusivity, and redefining the role of educators. The NEP establishes a comprehensive framework for education in general and teacher training in particular, recognizing the crucial role of highly qualified educators in enhancing student achievement and promoting their overall development. The policy underscores the importance of ongoing professional development and the adoption of innovative teaching methodologies, highlighting the need to enhance both pre-service and in-service teacher training programs. In line with these principles, it is essential to assess whether the new national education policy can fulfill the visions outlined by Mahatma Gandhi and Swami Vivekananda. To initiate this transformation, it is imperative to grasp the concept of 'education' itself, often described as the process of acquiring and imparting knowledge.

The comprehensive definition includes ongoing community-based advancement in a society focused on improving and molding individuals' inner qualities. Education prepares individuals to become capable and self-sufficient adults by enhancing their skills and competencies. According to Mahatma Gandhi's insightful observations, his holistic development concept stresses a harmonious balance among various aspects of an individual's being, such as the inner self, cognitive abilities, and behavior. Gandhi stressed the importance of nurturing and integrating these aspects for achieving holistic and balanced growth. This indicates that personal development should encompass social, cultural, and practical dimensions, along with intellectual curiosity. Gandhi's philosophy underscores the importance of aligning one's beliefs, expressions, and interactions positively to realize a fully developed individual. In this process, teachers play a dominant role, holding significant importance and responsibility in shaping students' lives, impacting society at large. It is crucial to evaluate how education policies acknowledge and support teachers' crucial role in achieving desired objectives. Three influential figures with profound societal impact are fathers, mothers, and educators. Dr. Kalam's poignant statement resonates with individuals, emphasizing teachers' significant influence on individuals and communities. Teachers hold a vital leadership position in people's lives, second only to parents, with a remarkable ability to nurture and develop students' talents and skills. Their work is truly commendable, bearing a heavy burden in a challenging world. As custodians of academic knowledge, teachers are dedicated to imparting wisdom to their students, providing them with the necessary knowledge and skills to make a positive impact on the world and achieve exceptional results in the future.

Educators play a crucial role in shaping a bright and competent future through the promotion of logic, accurate data, and critical thinking skills. Their impact transcends the confines of the classroom, guiding individuals towards personal development and a hunger for knowledge. By acknowledging and appreciating the profound influence of teachers, we can foster a culture that prioritizes education and enables individuals to make meaningful contributions to society. Dr. Radhakrishnan underscores the essential role of educators in nation-building, stressing the importance of continuous improvement in the field of education. Teaching should not be viewed merely as a profession, but as a lifelong calling that demands dedication and expertise to mold students' character and abilities. Similar to a skilled craftsman sculpting a masterpiece, teachers bear the responsibility of inspiring and empowering their students to realize their full potential.

It has been noted that despite the increase in educational institutions, there has been a paradoxical decrease in the construction of prisons. This unfortunate trend has coincided with a rise in violent and criminal behavior, possibly due to individuals with higher education levels being more adept at avoiding detection for their transgressions. In this context, educators play a vital role. The importance of compassion and kindness in education cannot be overstated, yet the current generation is experiencing a rise in animosity stemming from early school experiences. The consequences of this are evident in society, leading to tension within families and communities, fueling conflicts, and driving people apart. The growing prevalence of self-centeredness and greed further exacerbates interpersonal conflicts, hindering the progress of future generations. Considering these factors, it is crucial to carefully evaluate the responsibilities of educators under the new education policy. By adjusting their approaches and emphasizing the development of character, the new education strategy has the potential to nurture a generation characterized by positive traits. Therefore, educators must engage in introspection and deliberate consideration of their duties to act as agents of constructive change in the lives of their students and society. We respectfully request an assessment of the current framework, educational curriculum, teaching methods, and opportunities for professional development for instructor trainers in accordance with the National Education Policy (NEP) of 2020.

### **Methodology**

This research employs a descriptive methodology, gathering important secondary data from a variety of sources including Indian government websites, periodicals,

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journals, and various publications. The data was then analyzed to form reasoned conclusions and cultivate insightful viewpoints.

**Key Features of the New Wave-NEP-2020 are outlined below**

The lack of a multidisciplinary teaching approach presents a significant obstacle for India's modern higher education system. Students often face the pressure to choose a specific subject or specialization early on, which restricts their options and adaptability. Recognizing the need for improvement, the National Education Policy (NEP-2020) has highlighted the importance of incorporating multidisciplinary, interdisciplinary, and transdisciplinary educational methods. This comprehensive initiative aims to foster coherence and integrity of knowledge across all academic disciplines. It is essential for educational institutions to embrace interdisciplinary education in order to equip students for an interconnected global environment. In today's changing higher education landscape, the development of multidisciplinary skills is crucial for students to grasp complex issues, establish connections, and consider diverse perspectives. By integrating multidisciplinary learning, educators have the opportunity to equip students with vital competencies and expand their career opportunities.

**The Integration of Technology in Educational Settings**

To enhance classroom engagement and promote inquiry-based, discussion-based methods as outlined by NEP, a significant shift in teaching practices is required. Exploring the hybrid classroom model can help educators boost engagement and amplify the impact of their instructional efforts, particularly those who have incorporated online platforms during the Covid-19 pandemic. For instance, in the concept of 'flipped classrooms,' prerecorded lectures can be shared as videos, allowing class time to focus on collaborative discussions related to practical applications of the material. Technology presents a valuable tool for addressing the challenge of consistent education delivery, empowering teachers to personalize instruction and assessments for each student through AI-driven learning technologies. This tailored approach ensures that students receive instruction tailored to their unique abilities, fostering the development of individualized learning pathways.

It is essential for educators to cultivate a culture of ongoing learning in the educational setting to prepare Indian professionals with the essential skills needed to excel in a rapidly evolving job market shaped by technological advancements. Educators play a crucial role in fostering curiosity, promoting critical thinking, and

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imparting modern skills to students from an early stage, shaping them into resilient and successful individuals ready for future achievements.

### **Teaching Knowledge**

It is crucial for educators to continuously update and refine their knowledge and skills in the field of education to progress in their professional development. The primary responsibility of a teacher in a school environment is to impart knowledge to students in a specific subject area. It is essential for educators to comply with the curriculum mandated by the state. By adhering to the curriculum, the teacher ensures that students acquire all necessary knowledge throughout the academic year. In addition to lectures, typical teaching methods include small group activities and hands-on learning tasks.

Establishing an engaging classroom environment is crucial for fostering a conducive learning space where educators and students can interact effectively. The importance of teachers' input is equal to the physical environment of the educational facility. Successful communication between students and instructors depends on the subject being discussed. By creating a warm classroom atmosphere, students are more likely to feel at ease and satisfied. It is imperative for teachers to consistently provide positive reinforcement to their students.

### **Teacher as a role model**

Educators who serve as role models significantly influence students through the time spent together, fostering positive relationships. It is essential for teachers to not only impart knowledge, but also demonstrate genuine care for the well-being of their students and show mutual affection towards them. Teachers are highly respected in society, making them an admirable figure for both young individuals and parents.

### **Mentoring**

Effective mentorship is essential for enhancing students' learning abilities in the business environment, as educators naturally provide this guidance. Mentorship has the ability to inspire students to strive for excellence and foster a passion for learning. It also cultivates self-confidence and a drive to succeed in mentees. It is imperative for teachers to be valued, recognized, and supported in order to ensure optimal teaching and learning outcomes. Creating a safe, welcoming, and comfortable work environment, equipping classrooms with necessary resources, and empowering educators to innovate and enhance their teaching methods are essential. Offering opportunities for professional development, staying up-to-date with current educational trends and theories, and emphasizing the importance of their role are

critical components in supporting educators. A nurturing, interactive, and diverse school culture that promotes academic achievement, curiosity, empathy, and fairness is crucial for the success of educators in the business sector.

### **Aligning Perspectives: Empowering Educators**

The pivotal role of educators in shaping the future of our nation and the wellbeing of our children is of utmost importance. In India, teachers hold a revered position in society due to their substantial responsibilities. Only individuals with exceptional intellect and education are selected to pursue a career in teaching. Society provides educators with the necessary resources to effectively impart knowledge, skills, and values to students. Nevertheless, there is a noticeable lack of satisfaction in the overall standard of teacher education, selection, performance, productivity, and autonomy. To attract high-caliber candidates to the field of education, it is recommended to restore reverence for teachers and enhance the profession's status. By fostering admiration and support for educators, we can ensure a promising future for our students and the nation at large.

- A significant number of merit-based grants will be available nationwide for top 4-year integrated B.Ed. programs, aimed at incentivizing talented individuals, especially those in rural areas, to pursue teaching careers. Special scholarships based on merit will also be provided in rural regions, with recipients receiving priority for employment opportunities in local economies upon program completion.
- The B.Ed. programs, along with these grants, are designed to create local job opportunities for students within the community, with a specific emphasis on female students, to develop them into exceptional educators and proficient teachers in the local language. This endeavor will inspire teachers to offer their services voluntarily in rural areas, particularly in regions with a scarcity of qualified educators. Moreover, the availability of nearby accommodations close to schools will bolster this initiative.
- According to the approved classification of institutions by State/UT administrations, teachers will be assigned to a school or school compound to ensure adequate faculty representation in all academic disciplines, with a focus on areas such as art, sports, vocational education, and linguistics. It is imperative to cease the detrimental practice of frequent teacher rotations to provide students with consistent mentors and learning environments.



Additionally, transactions will be conducted through a computerized Internet system to ensure transparency.

- It is recommended that the frequent rotation of teachers be ceased in order to provide students with stable mentors and learning environments. Additionally, all transactions will be conducted through a computerized Internet system to ensure transparency.
- The Teacher Eligibility Tests (TETs) have been enhanced to ensure a high level of expertise in both subject matter and pedagogy. TETs are now accessible to educators at all educational levels (Foundational, Preparatory, Middle, and Secondary). When selecting subject specialists, TET test scores in relevant fields will be taken into consideration. An increasing number of schools and educational institutions are incorporating educational performance assessments to evaluate a candidate's passion for teaching and commitment to the profession. These interviews will also assess the level of confidence and proficiency teachers exhibit in teaching in the local language.
- Educational institutions and school complexes have the opportunity to partner with esteemed local experts or skilled individuals as "master instructors" in various fields, including traditional local arts, vocational crafts, entrepreneurship, agriculture, and other areas abundant in regional expertise. This initiative is designed to enhance the educational journey for students, while simultaneously contributing to the conservation and advancement of local knowledge and employment prospects.
- To ensure a steady supply of highly skilled educators, each state will implement advanced technological tools for strategic planning to comprehensively assess future teacher needs. This initiative aims to determine the necessary number of teachers in each subject area for the next two decades. Enhancements will be made to the existing selection and placement strategies to ensure that all teaching positions are filled by exceptionally qualified individuals. Emphasis will be placed on recruiting teachers from the local community and providing them with necessary support for career advancement. Teacher training programs and courses will be tailored to meet anticipated demand, with a focus on instilling a culture that values service and fosters an environment conducive to effective teaching practices.
- The primary objectives of improving working conditions and school culture are intended to assist instructional professionals in effectively carrying out their

duties and promoting their integration into a network of educators, students, parents, administrators, and other support staff, all collaborating towards the shared goal of fostering the continuous growth of our children.

- It is imperative for educational institutions to place emphasis on establishing optimal working conditions. Ensuring educators and students of all ages, including those with medical requirements, are provided with secure and inviting environments conducive to learning is paramount. In order to accomplish this, each establishment will be furnished with essential amenities such as functional restrooms, clean drinking water, aesthetically pleasing spaces, electricity, internet connectivity, public libraries, and outdoor recreational facilities.
- Educators will have increased autonomy in developing their instructional methods, enabling them to efficiently educate students. Additionally, there will be a strong focus on fostering socio-emotional growth, recognizing its crucial role in the holistic development of each student. Teachers will be recognized and praised for their innovative teaching strategies that enhance student academic success. Continuous Professional Development (PD) is essential for improving educators' skills and knowledge.
- In order to improve operational efficiency in school administration, facility utilization, and community engagement, state and UT governments have the opportunity to implement modern concepts such as school campuses and restructuring. These strategies are designed to promote inclusivity within educational institutions. The creation of school complexes can facilitate teacher engagement with their communities in a positive manner. By deploying educators across multiple school buildings, students from different institutions can interact more seamlessly, while also ensuring a diverse skill set among teaching professionals. This approach will help alleviate the sense of isolation experienced by teachers in smaller schools, enabling them to collaborate within larger school complex communities to enhance student learning through the exchange of best practices. Additionally, school complexes can provide shared resources such as counselors, social workers, technical personnel, and maintenance staff to further enhance teacher support and create an optimal learning environment.
- Educators in the business sector will have ongoing opportunities to enhance their skills by staying current with the latest industry advancements. These



resources will be easily accessible through various formats, including online courses and seminars tailored for professional development at local, national, and global levels. With the rise of technological advancements, especially virtual platforms, professionals can collaborate and exchange ideas to elevate their expertise.

- It is crucial for the business sector to acknowledge, embrace, and fairly compensate exceptional educators as key components of Career Management and Progression (CMP). Implementing a strong merit-based tenure system, creating pathways for career growth, and establishing a reimbursement framework tailored to individual career stages are vital for recognizing and fostering outstanding educators. This strategy demonstrates the State/UT's commitment to supporting and advancing excellence in education.
- The National Council for Teacher Education, along with various educational organizations and experts, is currently working on developing a comprehensive set of National Professional Standards for Teachers (NPST), which is projected to be finalized by 2022. These standards aim to offer guidance to educators throughout their careers, delineating their responsibilities and expected competencies. The implementation of the NPST is expected to have a significant impact on future teacher training. State governments have the opportunity to leverage these standards for evaluating teacher tenure, compensation, professional growth, and career advancement. Performance assessments will serve as the basis for salary increments and promotions, rather than years of service. The professional criteria will be subject to review and updates in 2030, and subsequently every 10 years, to ensure the ongoing effectiveness of the system.
- It is evident that there is a growing requirement for additional special educators across various school subjects, particularly in addressing subject-specific learning challenges at the middle and secondary school levels, as well as in implementing ability-based student grouping. These educators should possess extensive knowledge in specific subjects, a grasp of educational objectives, and the capability to accommodate the individual needs of students. To meet this demand, specialized training programs could be made available to subject matter experts or generalist instructors during or after their initial teacher training. These certification programs could be delivered by interdisciplinary colleges and universities, in both full-time and part-time/blended formats.

Ensuring alignment between the NCTE and RCI course curricula is essential to guarantee a steady supply of competent special educators who can effectively oversee subject instruction.

### **Educational implications**

The current research study holds significant implications for educators, potential educators, professional organizations, policymakers, administrators, and young individuals. The findings have the potential to inform the development of programs focused on enhancing the commitment, attitudes, and satisfaction of high school teachers. Given the pivotal role teachers play in the holistic development of students, it is imperative for them to engage in continuous professional development initiatives to effectively address diverse psychological, social, and pedagogical challenges. Orientation and refresher sessions should be organized to support educators in excelling in their profession. Cultivating a positive attitude towards the teaching profession is paramount, as teachers are integral to the advancement of any society. Educational institutions should prioritize evaluating teacher attitudes during the recruitment process to attract educators with a positive outlook and strong teaching capabilities. Providing incentives for less effective teachers to work with enthusiasm and dedication can foster a positive approach to teaching. Recognizing the crucial role teachers play in the educational journey and their direct impact on student learning, concerted efforts should be made to enhance job satisfaction among all educators, especially those encountering difficulties.

### **Conclusion**

In conclusion, teachers play a crucial role in shaping the intellectual abilities of students, fostering their growth, and cultivating a passion for learning. They not only educate but also mentor, inspiring enthusiasm and dedication in the classroom. Through their dedication and perseverance, they create an environment conducive to student success. Teachers must possess a deep understanding of their subject matter and effective teaching methods, integrating theoretical knowledge with practical experience to provide a comprehensive education. The National Education Policy 2020 has the potential to redefine the role of teachers in the Indian education system. By promoting a multidisciplinary approach, continuous professional development, technology integration, and empowering educators, this policy lays the groundwork for a more engaging, inclusive, and student-centric educational system. However, successful implementation depends on strong commitment, collaboration, and

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sustained investments from all educational stakeholders to foster a culture of excellence in teaching and learning.

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