Teacher Training- most neglected area
Profile of Institutions and Professionals
Teaching & Training Scenario
Lacunae in the system
Recent Initiatives towards professionalization
India - Second Largest country in terms of Population (1028 Millions)
Third largest education system

**Formal Institutions**

Universities - 358
Teacher Training colleges 2019

**Non Formal Institutions**

University Departments of Adult Continuing Education - 82.
District Institute of Education and Training - 577
Community Colleges - 190
Community Polytechnics - 669
Open Universities and Schools - 20

State Resource Centers in Adult Education - 26
Institute of Peoples Education - 221
Teaching Profession has the largest number of teachers at different levels. 5.5 million (approx)

- Teacher Educators - 50,000 (approx)
- University Teachers in Adult Education - 408
- Trainers at Provincial level - 104
- Trainers at District level - 884
- Instructors (vocational training) - 12,000 (approx)
- Grassroots level trainers - 4,000,000 (approx)
Four Types of Organizations
- Universities/Colleges/Institutes
- Government Departments
- Non Governmental Organizations
- Libraries & Information Centers

Four categories of Professionals
- Teachers & Instructors
- Program Coordinators - (State & District Level)
- Trainers - Grassroots level
- Librarians & Information Officers

Four job Specifications
1. Teaching, Research & Extension, Training
2. Training, Material Preparation, & Evaluation.
3. Information Organization, Management & Promotion of Reading
4. Planning, Implementation, & Monitoring
TEACHER TRAINING IN ADULT & LIFELONG LEARNING:
Indian Scenario---5

- **Teaching Programs:**
  Post Graduate Diploma, M.A/M.Sc.; M/Phil; Ph.D

- **Training Programs:**
  Short duration (3-10 days)

**Teacher Training programs:**
B.Ed, M.Ed (One optional paper on Adult Education)
Major Training Methods

- **Cascade** -- Government Organizations
- **Direct (Face to Face)** - Universities & Colleges
- **Participatory** -- Non Governmental Organizations
- **ODL** --- Open Universities and Open Schools
TEACHER TRAINING IN ADULT & LIFELONG LEARNING: Indian Scenario---7.

Figure 1. CASCADE APPROACH TO TRAINING

- **KRP**: Ratio: one KRP for 20-30 RPS
- **RPs**: Ratio: one RP for 20-30 MTs
- **MTs**: Ratio: one MT for 20-30 VIs
- **VIs**: Ratio: one VI for 10-20 learners
Key Competencies:

- Information management
- Transaction of Basic literacy curriculum
- Organizational techniques
- Communication in regional language
- Monitoring and Evaluation
Limitations of Current Pre-service & In-service Training Programs

- Absence of a Regulatory Mechanism for Teacher Training
- Dearth of Competent Master Trainers/Teacher Educators
- Certificate and Diploma programs in Adult Education are 3-12 months duration – contents-superficial & no practical training
- Training packages are of short duration with very little scope for further training.
- Curriculum & Evaluation Methods are not standardized
PALDIN
(Participatory Adult Learning Documentation and Information Network)

What is PALDIN?
An innovative professional development program for the capacity building of intermediary level staff of institutions offering Lifelong Learning programs.
TEACHER TRAINING IN ADULT & LIFELONG LEARNING: Indian Scenario---10

PALDIN: Programme Profile

- **Target group**: Adult Educators (Program Managers, Researchers, Documentation Officers, Librarians, Lecturers working in ALADIN Member Institutions)

- **Eligibility**: graduate Degree

- **Medium of Instruction**: English

- **Curriculum Transaction**: Personal Contact, Self-learning through print materials, Online/Interactive CD support

- **Evaluation**: Participatory, group based, self evaluation (Diary/Journal Writing), Video Documentation

- **Delivery Agents**: ALADIN Member Institutions

- **Total Credits**: 8 (240 study hours)
Aims & Objectives

- Enhancing professional capabilities of participants
- Enabling the participants acquire new knowledge and construct knowledge from personal experiences and local sources
- Enabling the participants acquire new professional skills and sharpen the existing ones.
Three Text based courses and a work based project

**PALDIN-1**

*Participatory Lifelong Learning & Information Communication Technologies*

**PALDIN-2**

*Process Documentation, Dissemination & Networking*

**PALDIN-3**

Project work
TEACHER TRAINING IN ADULT & LIFELONG LEARNING : Indian Scenario---13.

PALDIN 1: Contents

- 1. Global, Regional & National scenario on Literacy & Role of Important Adult Learning Organizations -- 4 hrs.
- 3. Discourse on Literacy & Development -- 6 hrs.
- 5. Teaching-Learning Strategies of Adults and Adult Psychology -- 12 hrs.
- 6. Preparation of Reading Materials for Neo literate Adults and Creating a Literate Environment -- 20 hrs.
- 7. Working with Community -- 20 hrs.
- 9. Role of Information and Communication Technology in Adult & Lifelong Learning -- 20 hrs.
**TEACHER TRAINING IN ADULT & LIFELONG LEARNING**

**Indian Scenario---14**

**PALDIN 2: Process Documentation, Dissemination and Networking**

4 credits or 120 study hrs

<table>
<thead>
<tr>
<th>Course</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>1. Human Communication</td>
<td>10 hrs.</td>
</tr>
<tr>
<td>2. Organizational Behaviour</td>
<td>20 hrs.</td>
</tr>
<tr>
<td>4. Networking &amp; Adult Learning &amp; ALADIN</td>
<td>10 hrs</td>
</tr>
<tr>
<td>5. Dissemination</td>
<td>15 hrs.</td>
</tr>
<tr>
<td>6. Knowledge Management</td>
<td>15 hrs.</td>
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<tr>
<td>7. Standards</td>
<td>15 hrs</td>
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<tr>
<td>8. Managing a Library</td>
<td>15 hrs</td>
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<tr>
<td>9. Building Library Resources</td>
<td>10 hrs</td>
</tr>
<tr>
<td>10. Communication, Media, system and Strategy</td>
<td>10 hrs</td>
</tr>
</tbody>
</table>
**Issues:**

- No serious thinking on professionalizing training
- Isolated Efforts on a small scale.
- Challenge of covering massive target in cost effective manner
- Poor service conditions of trainers.
- Inadequate number of Master Trainers & absence of research on training.
- Lack of a regulatory body on teacher training
TEACHER TRAINING IN ADULT & LIFELONG LEARNING
: Indian Scenario-16

Thank you

Comments & questions are welcome

Professor S.Y. Shah
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