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LEARNING AND TEACHING (BCC-3)

UNIT 4: UNDERSTANDING TEACHER AND TEACHING

TOPIC: Teacher's professional identity and proficiency: Competencies and commitment.

Part 2

INTRODUCTION

During the past decades the concept of teacher's professional identity (TPI) has attracted widespread attention and emerged as an important area of research (Akkerman & Meijer). Quite a few existing studies across countries have considered the TPI as a key factor in understanding teacher's professional lives, career decision making, motivation, effectiveness, retention, professional development and their attitude educational change. (Beijaard, Meijer 2004).

Personal Identity

(e.g. a person's own life-story, personal strengths, and developmental areas)

Professional Identity

(e.g. a person's professional history, competencies, and fundamental values)

Organizational Identity

(a person's position, opportunities, and ways to influence the organization; also the sense of belonging and commitment to the organization)

Relationship Identity

(a person's social relations, roles, and relationships within the work-communities)

FACTORS OF TPI

The concept TPI(Teacher Professional Identity) includes strong affective factors such as beliefs , emotions, orientations, motivation and attitude (Frade 2009) .Some major psychological concept have emerged as factors or dimation of TPI from past research. Kelchtermans (2009) list the following interrelated factors:

Self image

Self esteem

Self motivation

Task perception and

Future perspective.

According to Day (2009) TPI includes

Job satisfaction,

Professional commitment

Self-efficacy and

Work motivation

SELF IMAGE: Self image as the idea conception or mental image one has of oneself. Self image is how you perceive yourself. It is a number of self impression that have built up overtime. These self image can be very position giving a person confidence in their thoughts and action or negative making a person doubtful of their capabilities and ideas . Self image is important factor of teacher professional identity

SELF ESTEEM: We all know that self –esteem sometimes referred to self –worth or self –respect, can be an important part of success. In psychology the term self esteem is used to describe a person’s overall sense of self worth or personal value .A highly important source for self-esteem is the feedback from significant “others” which is continuously filtered and interpreted by the individual. Student have the ability to empower or destroy the self-esteem of teacher since the latter spend most of their working lives with students and the interactions with them define their professional reality (Nias,1989)

SELF MOTIVATION:Self motivation is critical skill for life . It is an integral part of achieving goals . Motivation is what pushes us to achieve our goals, feel more fulfilled and improve our overall quality of life. Daniel Goleman identified **four elements** that make up motivation. First is **personal drive** to achieve, the desire to improve or meet certain standards. Second **commitment** to personal or organizational goals .Third is **initiative**, which he defined as readiness to act on opportunities and fourth **optimism** the ability to keep going and pursue goals in the face of setbacks.

So improve ment of self motivation these are important elements.

Committed teacher are concern with the development of their students and they profoundly struggle how to keep students learning ,and committed teachers recognize and endeavor to fulfill their responsibilities to their students.

SELF EFFICACY:It is the ability to succeed in certain task (Bandura) and comprises an important moving factor. In education, efficacy beliefs are defined as beliefs that one has in his ability to succeed in a particular teaching task..Self efficacy is positively related to motivation. According to Bandura teacher's self -efficacy plays an important role in student's learning outcomes since the quality of teaching and effective classroom management is directly linked with the confidence that teacher have their abilities, which in turn affect their enthusiasm and professional commitment.

PROFESSIONAL COMMITMENT: It refers to the psychological ties of a person with his job. Tyree 1996 refers to four dimension of professional commitment: commitment to care, commitment as professional ability, commitment as identity , and commitment as career. As Nias1998 mention after 20 years of relevant research the word “ commitment” appeared in almost every interview. When teacher develop professional satisfaction from their commitment, they derive a sense of pride for their professional.

JOB SATISFACTION: It refers to the positive or negative judgment people make about the value of their work(Weiss 2002).Job satisfaction of a teacher can be defined as the emotional response to his work and teaching role(Skaalvil& Skaalvic 2010).Job satisfaction also influenced by several factors like relationship with students, mental challenge of teaching, autonomy and dependence and so on. In contrast source of dissatisfaction for teacher include monotony of everyday life lack of motivation ,indisciplined students lack of support ,low salary and the negative treatment causes negative feeling like frustration and vulnerability to teacher.

FUTURE PERSPECTIVE : It concern how a teacher foresees himself in the coming years and how he/she feels about it. The dreams that people have about the kind of teachers they want to become and whether they can fulfilled ,influence their decisions, their feelings and behaviour.

THANK YOU
HAVE A NICE DAY