

## **TEACHER ACCOUNTABILITY**

A teacher is one who teaches. The word 'teach' has been derived from the Anglo Saxon word "Taecon" which means 'to impart', 'to instruct', 'to train' and 'to make aware of'. The teacher acts as pivot of any educational system for the transmission of intellectual and technical skills from one generation to next. The teacher is the key man on whom the future of children and mankind depends. He plays an important role in shaping and molding the personality of the individual. A successful teacher is one who is able to foster creative thinking, develop skills and instills a desire for lifelong learning among students. In any society a teacher has a very important and respectable place because teaching is a noble profession. Teaching as a profession is different from other professions because of its multitude of dimensions. Teachers are the largest professional group engaged in human development activities. As the teachers are torch bearer of a learning society, so they have to aware the learner to face the challenges in this era of

Globalization, Privatization and Liberalization along with the technical advancements in educational sector. Therefore a teacher has to be realistic and to forgo the transmission model of teaching, and the reflective, committed and accountable to the profession and have to be multidimensional. For the educational development the teachers need to be professionally equipped with various skills, competencies, commitment, determination and accountability to give his best.

Accountability of teacher is very significant aspect in teacher education. It is very essential for quality assurance in education. The concept is more relevant in profession like teaching to ensure teachers responsibilities. This is necessary if educational accountability is to be successfully implemented.

**Accountability of teacher-** Good Biddle and Murphy define accountability as follows:

1. Making them responsible for people is accountability.
2. It is not unilateral concept. In the educational system the principal, teachers and non-teaching staff and the community is accountable for the products of education.

**Area of Teacher's Accountability-** Every profession has a set of ethics principles, guidance, responsibilities and norms to guide the conduct and behavior of its profession. Accordingly in teaching as a profession there are various guidelines, principles, norms of morality, accountability which a teacher has to follow in teaching profession while dealing with students, stakeholders, and community. Every teacher need to follow these principles and should be accountable for his profession.

- **Accountability towards the Learner-**Student is the most important pillar in the education system. Today, teacher has to concern himself with the total development of child's personality. To achieve the optimal

learning of the child the teacher should take care of the students' progress according to their capacity. Hence the motto of the teachers should be always for the benefits of their students because the success of the students depends essentially upon the competences of teachers, their sense of dedication and accountability.

### **Criterion of Accountability towards Learners**

- ✚ Love and affection for children.
  - ✚ Tolerance towards their mistakes, mischief coupled with their pedagogically correct interpretation.
  - ✚ Towards this progress and development.
  - ✚ Towards their human empowerment.
  - ✚ Core for the development of quality of life among the children.
- **Accountability towards Stake Holders/Parents**-Parents are the most important stakeholders because they invest a lot for the education and development of their children. Therefore, not only the students, parents of the students also seek indulgence of teachers in achieving their desired goal. Therefore, a teacher must develop more time in public relation, parent counseling and behavioral therapy to fulfill the global societal needs.
  - **Accountability towards Community**-A teacher must be accountable towards the community to which he belongs. He should co-ordinate different activities of the community and should motivate the deprived and weaker sections of the community to get education. A teacher should work as a bridge between the school and community. So the various behavioral problems and day-to-day learning problems can be solved easily. Hence the teachers should be more concern about the community which is above the classroom teaching.

### **Criterion of Accountability Towards Parents And Community**

- ❖ Children of the poor and deprived section need extraordinary care and love
  - ❖ Encouragement to make them educated
  - ❖ Encouraging Adult to joint adult education and non-formal education
  - ❖ Enrolment of children into formal school
  - ❖ Develop sense of equity for the children of the poor and illiterate parents.
  - ❖ Community mobilization for development of school.
  - ❖ Willingness to participate in enrollment drives.
  - ❖ Develop a sense of belongingness with the community
- **Accountability towards Profession**-It is the duty of a teacher to think about various ways and means to help the students in acquiring knowledge and skills and shaping their future. He has to become a friend, a guide, more of an adviser and a partner to talk. For the students' harmonious development, he will have to devote more time and energy to direct the students for self learning. Through self learning one can achieve professional enrichment and excellence which will be a great help to the nation in future.

### **Criterion of accountability towards school management and education department**

- ✚ Account to the management, action acts, programmes.
  - ✚ Develop mutual trust and respect.
  - ✚ Follow rules and regulations with meticulous care.
  - ✚ Obedience and strict observance of education acts, programmes and policies.
  - ✚ Participation in department programmers' whole heartedly.
- **Accountability towards Humanity and Values**-A teacher should believe in human values such as truth, beauty, goodness, honesty, love, equality, regularity, punctuality etc. Because when a teacher inculcates these values through his behavior then his students will automatically accept them. Hence, a teacher should believe in these values and exhibit the same in his behavior and instructional system for the betterment of humanity.
  - **Accountability towards Nation**-A teacher must organize his research activities as per the needs of the country. It means that research process in education should be such that these solve various problems from different angles. For example, India is being faced by problems like violence by school students, sex linked problems at primary stage, aspiration of parents that their child should excel in each activity (which results in increase suicidal rate) going for tuitions even at preprimary level etc. The answer to such problems is not so simple. Therefore, a teacher should get all essential knowledge to take-up the issues and find appropriate solutions.

### ***HOW TO ACCESS ACCOUNTABILITY AMONG TEACHERS***

1. Allocation for construction of school building should be increased in the central and state budget, and community resources mobilized on the basis of equalization. Loans and grants in aid should be given on a liberal basis to provide schools for the constructed of building.
2. The norms and guidance available as a result of the work of a number of committees appointed by the central and state governments and on behalf of Ministry of Education, the Ministry of works and the planning commission, U.G.C. and the central building Research Institute of Roorke and the Indian standard institute, for spacing and planning of school buildings should be put into practice.
3. In view of the shortage of traditional building material and the cost involved, well –designed and constructed Kacha structures should be accepted as a part of the school system.
4. In rural areas, efforts should be made to encourage local initiative and contribution in putting up school buildings. The “nuclear” approach suggested by the Ministry of Education is recommended for general adoption.

## **RECOMMENDATION OF VARIOUS COMMISSIONS**

**The recommendation of various commissions is as follows:**

Kothari Commission made important recommendations regarding salaries of teachers their status

- Intensive and continuous efforts are necessary to raise the economic, social and professional status of teachers and to attract talented young persons into the programmes.
- The most urgent to upgrade the remuneration of teachers substantially particularly at the school stage.
- The system of retirement benefits to the teachers should also of uniformity and purity.

The recommendation of Indian Education Commission 1964-66

- In view of the present unsatisfactory position regarding school building it is necessary to take steps to clear the backlog of unobstructed school.

Hunter Commission

- In 1882 the hunter commission came into existence. The commission suggested that the government should conduct examinations for the teacher's trainees both in principles of teaching and practice teaching Jobs were given to the successful candidates. At the same time the Indian Education Commission (1882) also made the training of teachers a condition for initial employment in any school but for permanent employment. At the end of the 19th Century there only 'six training college' in India for secondary school teachers. There were none in Bombay.
- 1900-1950 was the crucial period in the "Teacher Education". The government of India's resolution on education policy, 1904, emphasized that the time has come to extend the system to all provinces where it does not exist and supply trained teachers which shall be adequate to the needs of the secondary schools throughout the country. The resolution also laid down the following norms for establishment of training institutions.

## **CHARACTERISTICS OF PROFESSIONALLY ACCOUNTABLE TEACHER**

A teacher having professional accountability is concerned with student's harmonious development, community, his profession, humanity and national development. Some of the characteristics of the teachers who are professionally accountable are:-

- Dedicated and have patience.
- Positive attitude/optimistic in his outlook.
- Guide in a right way and update his knowledge time to time.
- Start any work with appropriate knowledge.
- Work to remove social ills, violence and communalism.
- Work to remove class, caste and gender differences and to bring equality.
- Make the students to do the work.

- Use diversity of resource and understand the problem.
- Understand and solve problems
- Aware about one's role and responsibilities and possess high degree of professionalism.

In all systems of education the teacher occupies a central place. The teacher is at the basis of the work of mankind, the builder of the nation, the maker of history. He sets ideal examples before others. It is therefore very essential that he must be a man of sterling character & observe the code of professional ethics. Some of the professional ethics are as follows:

- Manage their private affairs with the dignity of the profession
- Seek to make professional growth continuous through study & research.
- Participate in professional meetings, seminars, conferences etc. towards the contribution of knowledge.
- Maintain active membership of professional organization & strive to improve education through them.
- Perform their duties of teaching, tutorial, practical & seminar work with dedication
- Cooperate and assist in-admission, advising & counseling students conducting examination work, supervision, invigilation & evaluation.
- Must participate in extracurricular activities including community service.

#### **Teachers & Students**

- Respect the right and dignity of the student.
- Deal justly and impartially with students.
- Be affectionate to students.
- Recognize the difference in aptitude capabilities among students & try to meet their individual needs.
- Encourage students to improve their attainments & develop their personalities.
- Inculcate among student scientific outlook & respect for physical labour & the ideals of democracy, patriotism & peace.
- Make themselves available to students & guide them without remuneration or reward.

#### **Teachers & Colleagues**

- Treat other members of the profession in the same manner as they themselves wish to be treated.
- Speak respectfully to other teachers
- Refrain from raising questions of caste, creed, religion, race or sex in their professional
- Refrain from lodging secret complaints against colleagues to higher authorities.

#### **Teacher & authorities**

- Discharge their professional duties & responsibilities according to existing rules.
- Give & Expect due notice before a change of position is made.

- Refrain from undertaking any other employment and commitment which are to interfere with their professional responsibilities.

### **Teachers & Non-Teaching Staff**

- Teachers should treat the non-teaching staff as colleagues & equal partners in a cooperative undertaking.
- Teachers should help & function jointly covering both teaching & non-Teaching staff.

### **Teachers and Society:-**

- Recognize that education is a public service & keep the public informed of the educational programmes.
- Work to improve education & strengthen the community's moral & intellectual life
- Be aware of social problems & strive to make progress of the society.
- Work for national integration.
- Perform the duties of citizenship, participate in community activities.

**Conclusion-** A good and responsible teacher should have excelled in his teaching subject but they should also understand the problems and needs of his students. This leads to the harmonious development of the student's personality and prosperity of the nation. Hence a teacher must be conscious, committed and accountable for his profession for providing quality education. If a teacher contributes wholeheartedly to the profession, he can prove that the saying 'the profession is the noblest of all professions.' is true.