

# Competency and Commitment Required for 21<sup>st</sup> Century Teachers

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## ABSTRACT

21<sup>st</sup> century has witnessed change at a very fast pace. In the rapidly growing and dynamic environment the role of teacher and the needs of learner have also been changed. In order to respond these social and educational needs, teacher must have to equip themselves with new knowledge, teaching strategies and skills. They should be technologically knowledgeable. The present paper attempts to highlight the competencies and commitment of teachers needed in 21<sup>st</sup> century. A competent teacher should have expertise in communication skills, deep knowledge, curiosity to gain new knowledge, co-operation, ability, organisational skills etc. A teacher should not only be competent but also committed to their profession because success in education depends on it. Commitment is an inspiring factor that affects teacher's performance as well as student's achievement.

**Keywords :** Competency, Commitment, Teacher, 21<sup>st</sup> Century, Evaluation

## Introduction:

Education is a continuous and lifelong process which determines the quality of an individual's life. The process of education facilitates learning or the acquisition of knowledge, skills, values, beliefs and habits which leads to change in behaviour of a person in a desirable direction. It is the teacher who imparts knowledge and tries to develop these necessary qualities among students for overall development of their personalities. As we know change is the only constant. Paradigm shift is taking place in education. Therefore the role and responsibilities of the teachers have also been changed. There are so many challenges in front of them so that teachers should not only be a provider of knowledge and skills but also have a positive attitude towards new educational and social needs. In order to meet these challenges and for qualitative improvement, teachers must have to bring those necessary changes in themselves which is needed in 21<sup>st</sup> century because the students' achievements are determined by the quality of teachers that is pedagogical

knowledge and skills, abilities, motivation, Commitment, competencies etc.

## Competency

Competency is a broader concept that combines skills, knowledge and behaviour. It is the ability to do something successfully and efficiently.

Teachers' competencies listed by NCTE-

1. Contextual competency
2. Conceptual competency
3. Content related competencies
4. Transactional competency
5. Educational activities related competency
6. Competency to develop teaching learning material.
7. Evaluation competency
8. Management competency
9. Competencies related to working with parents
10. Competencies related to working with community and other agencies
11. Competencies related to professional development.

## **21<sup>st</sup> Century Teacher's Competency and Commitment**

Teachers need a wide range of competencies in order to face the complex challenges of today's world. Teachers have many roles and responsibilities. Teaching and learning is the most important activity among them. To ensure active and equitable engagement of students, teacher should be able to do effective classroom management. They must have leadership qualities, effective communication skill and also have guidance and counseling abilities. Teacher should provide conducive environment to the students so that they can develop desirable qualities like cooperation, truthfulness, honesty, curiosity, creative and critical thinking ability problem solving ability etc. The teacher should be competent enough to organise effective teaching and learning strategy which is most suitable to the psychological needs of the students. They must equip themselves with modern teaching approaches, methods and techniques (flipped classroom, blended learning, brainstorming, mind mapping, concept mapping, constructivist approach, team teaching, cooperative learning etc) to maximize their learning outcomes. The world moving rapidly into digital media and information, the role of ICT information and communication technology in education has become more important. The 21<sup>st</sup> century teacher needs to know how technology can support student learning and also know how to provide technologically supported learning opportunities to students. In times of COVID-19 online teaching is the only way to continue all academic activities. 21<sup>st</sup> century teachers should be digitally literate. A digitally literate teacher knows how to inspire students to use technology as a powerful tool to expand their learning opportunities. Teacher should be a researcher and a reflective practitioner. By reflecting, a teacher can improve their teaching learning strategy. Teachers should be actively participate in continuous professional development programs to make themselves update about new research on how children learn, new tools and resources, emerging technologies etc.

21<sup>st</sup> century skills must be incorporated in students in order to prepare them to meet future challenges. For this, the teachers needed only to be competent but also to be committed towards their profession.

### **Teacher's Commitment**

is the state or quality of being dedicated to a cause, activity, etc. Quality and commitment is an important factor in any profession. The strength of any profession depends upon the degree of commitment of its members. Likewise, success of any educational institution depends upon teacher's competency and their commitment. Teacher commitment is a motivational force that inspires teachers to invest more time and energy in student achievement. Committed teacher is concerned with the total development of his students, not only the intellectual development.

The committed teacher recognizes his professional responsibilities to students, colleagues, administrators, parents and the community. He accepts, as the members of the teaching profession, the responsibility of advancing the cause of education, improving the quality of teaching, promoting the welfare of teacher, and elevating the status of the profession.

### **A Teacher should be-Committed to their Profession**

Commitment to their profession ignites the passion, desire and motivation within them. The teachers should be equipped with commitment, passion and enthusiasm which will be the role model not only for learners but also for their colleagues. They should develop an internal commitment towards the nobility of the profession and have positive attitude towards professional development and national welfare.

### **Committed to Student's Learning**

Teachers should devote themselves to their students, school and teaching profession because it is a crucial factor that impacts student achievement. Many research findings suggest that one of the most important elements in the development of

passion for teaching is the commitment and dedication of teachers to students and their learning. Passionate teachers are strongly committed to their work, can inspire their students and awaken their desire to learn (Serin 2017).

### **Committed to their Community**

The teachers should be willing to understand the local community and participate in various activities related to the development of the school and the community. They should have deep concern and commitment towards the community. A teacher should attempt to create a sense of belonging among its members and orient the community towards the importance of education as a life long process. If they are committed it would be more easier to mobilise the community for raising resources for the school in terms of physical facilities or for encouraging, monitoring and optimising the learning of pupils.

### **Commitment to basic values**

A 21<sup>st</sup> century teacher should also be committed to some basic values like; honesty, co-operation, love, truth, objectivity, regularity, punctuality etc as we are facing value crisis in today's world.

### **Conclusion:**

To meet the needs of 21<sup>st</sup> century education teacher must be competent and committed to self, students, their profession, institution as well as to their community. They should facilitate learning and adopt innovative teaching and learning strategies. Now the situation demands a teacher who is not only the knowledge provider, facilitator, guide but also research oriented, innovative ,techno friendly, counselor, reflective, co-operative and collaborative as well.

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