

# PROFESSIONALISM RESHAPED TO SUPPORT DEVELOPMENT OF COMPETENCE BASED EDUCATION IN TANZANIA.

4<sup>TH</sup> COMMUNITY OF PRACTICE FOR  
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# PREAMBLE

- Teaching as a profession is generally considered to have certain characteristics.
- It deals with a special field of knowledge or information.
- Its practitioner must have special training in the field and have demonstrated their ability by some sort of examinations to serve the public in the profession and hence work for the improvement of the society.
- Its members belong to an organization that makes provision for the licensing and certification of its members and set up machinery for their professional growth by organizing regular courses and seminars and publishing journals.

# WHAT IS TEACHING

- In fact, teaching embraces many kinds of processes, behaviours, and activities that no single theory can explain adequately.
- It has been defined as an attempt to help someone acquire, or change some skills, attitudes, knowledge, ideals, or appreciations.
- In other words, the teaching task is to create or influence desirable change in behaviour or in tendencies toward behaviour in his/her students.

# WHAT IS TEACHING CONT...

- John Dewey maintains that, in order to say one has taught, some changes in student behaviour should have taken place when he says 'A person might as well say has sold when no one has bought'; and the teacher says he has taught and no one has learned.
- The goal of teachers is to bring about the desired learning in the student. Therefore the only valid criterion of success in teaching is the degree to which the teacher has been able to achieve this learning in his students. In approaches to teaching, teachers are encouraged to use discovery and inquiry modes of teaching in which students learn largely through their own efforts and experiences.
- The teacher is still needed to organize and direct students in those learning experiences, but they are more responsible for their own learning.

# PROFESSIONALISM AND THE TEACHER

- Professions: This is the body that provides a special service to community based on accumulated knowledge, skills, and wisdom.
- It also controls the entry qualifications and work standards of its members; e.g., medicine and law are examples of professions, but they tend to have a greater AUTONOMY than does the teaching profession, mostly in developing countries where it tends to be weak among teachers because the criteria of a true profession are not completely met.

# CHALLENGES:

- Today the relationship between teachers and students is upside down. Pupils/students go to school because they must, and teachers teach because they are paid.
- Teachers mourn that their profession is not respected and complain that they are inadequately paid for the duties they are required to perform.
- It is a pity that teachers contribute much into making the profession look ridiculous because they do not adhere to teaching principles and ethics.
- Teachers do not hold control over the service which they offer or over the training and work standards of their membership nor do they have autonomy in their working places.

# RECOMMENDATIONS

- We have to stand up and protect the Nobility of teachers' Profession by providing constructive professional advice.
- We have to try to set up a solid foundation for maintaining a regular checking quality of education offered by our teachers.
- The school management should install effective mechanism for monitoring and evaluating teachers models of operations to ensure that the teachers are in the line with the national curriculum.
- Teachers should always strive to increase their knowledge and be up to date by attending long courses, short courses, and in service training courses regularly.
- The teacher should try through his/her work to serve national objectives by building the personality of the genuine Africa.

# RECOMMENDATIONS CONT...

- Linking school curriculum to the environment, is a highly important educational and social process for the teacher.
- True, much control should be exercised by the central government and local government to make the teachers to enjoy the status of real professional.
- Teachers should be of high ethical standards and set good examples, inspired by the values which bound in our true culture and heritage.

## ACTION POINTS

- Education Leaders, especially D.E.O.s are to be close to the teachers in their work place so as to give them constructive professional advice.
- Provision of working tools such as adequate funds and transport to the Inspectorate officers so as to enable them to perform their responsibilities accordingly to monitor quality education provided by teachers.
- Internal inspection by Heads of schools should be strengthened by inspecting teachers schemes of work and lesson plans regularly.
- District management should encourage teachers by assisting their study costs.
- The teachers can help and encourage people (especially learners) to think over the new things within African culture.

## ACTION POINTS CONT ■ ■

- Presence of social services, provision of good salaries and good working environment, adequate teaching/learning materials and good relationship between teachers and their leaders motivates teachers.
- Codes of conduct for Teaching professionalism should be adhered to by all teachers and stern measures should be taken to those who misbehave immediately
- Changes should always link with the present environmental situation.

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END

- THANK YOU