

**CAPACITY BUILDING OF TEACHERS IN
COLLEGES
A DRAFT COMPENDIUM
SEPTEMBER 2021**

A JOINT INITIATIVE OF
UNIVERSITY OF LADAKH
AND
TATA INSTITUTE OF SOCIAL SCIENCES, MUMBAI.

Dear Friends,

Greetings from the Tata Institute of Social Sciences! We are sure that this compendium may have aroused some curiosity amongst you all. This is a compilation of a few articles which we thought you will enjoy reading and perhaps find relevant. We have selected the articles very carefully, but it is possible that you may like some and not all. We have included short commentaries/articles based on research, perspectives/opinions of educational experts and newspaper articles.

The primary aim behind compiling these articles was to share with you a few issues on which there has been systematic research and discussion. These issues are more generic in nature and apply across diverse contexts and geographies. More specifically, the objectives were to

- Work together as a community and recognize that the kind of issues or challenges which you are facing, despite being unique, plague other regions of our country as well. So, in that sense, you are not alone in your journey/struggle.
- Build perspective by reiterating that India's education system, be it in school or colleges, is in perfect sync with its stratified social fabric. The idea behind this is a reflective and careful examination of the problem would also throw up several insights which in turn would help address the problem.
- Recognize that the phenomenon of drop-out cannot be singularly traced to the student alone as a personal or individual problem, but one needs to identify the structural constraints in the system which force them to push out from the system. A multi-pronged long-term strategy is perhaps needed to address this problem.
- Recognize the continuity between school education and higher education in terms of issues impacting them. That's the reason we included quite a few articles from the field of school education.
- Acknowledge the fact that increasing pressure to privatize education by simultaneously questioning the relevance of public

education is something that is impacting countries the world over. Privatization may perhaps be good for society where everyone is on a level playing field, but certainly a cause for concern in countries which are stratified like ours.

- Recognize that teachers who are at the center of any formal education are the ones facing maximum flak for the problems which lie outside of them and they have no control over. Research across the globe speaks of the need to support teachers, posit faith in them and not be constantly monitored, evaluated, micro-managed and singularly treated like an object of reform.
- Endeavour to provide you with specific strategies to address challenges that you may be facing currently in your job.

This compilation is neither exhaustive, nor intended to be, but a starting point which will initiate a dialogue or partnership between us. You could reach out to us for any support in identifying, accessing, and sharing resources with you all.

Warmly,

Ashwani Kumar and Disha Nawani

TISS Core Team Profile

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<p>3) Prof. Siva Raju (Senior Adviser)</p>	<p>Chairperson - Centre for Excellence in CSR, Director's Office, TISS</p> <p>Area of Interest: Demography & population, Governance of University, Survey research & CSR</p>
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