

APPENDIX - AIN-SERVICE EDUCATION OF SCHOOL TEACHERS IN GOA

A research study in Education, entitled 'Planning School Education in Goa' is presently being conducted by the under-signed, under the guidance of Dr.M.B.Buch, Professor and Head, Centre of Advanced Study in Education (CASE), Faculty of Education and Psychology, M.S.University of Baroda, Lokmanya Tilak Road, Baroda-2.

Since the qualitative improvement of school education, depends to a large extent, on the qualitative improvement of teacher efficiency and his effectiveness in the classroom, a QUESTIONNAIRE has been prepared in order to identify the need, importance and the format of the in-service training programme for all the teachers serving in various schools in Goa.

Please feel free to identify your personal views, opinion and suggestions with those expressed in the Questionnaire, in accordance with the instructions conveyed therein.

Your kind co-operation and sincerity of purpose shall be very much appreciated.

Thank you,

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QUESTIONNAIRE

## I GENERAL INFORMATION:

1. Name \_\_\_\_\_
2. Qualifications \_\_\_\_\_
3. Name of the Institution/Department \_\_\_\_\_  
and Address \_\_\_\_\_  
\_\_\_\_\_
4. Designation or Present Position \_\_\_\_\_
5. For how long have you held this position: \_\_\_\_\_ Years.
6. Teaching Experience, if any:
  - (a) Primary school \_\_\_\_\_ Years
  - (b) Secondary school \_\_\_\_\_ Years
  - (c) Teacher Training College  
for Primary Teachers: \_\_\_\_\_ Years
  - (d) Teacher Training College  
for Secondary Teachers: \_\_\_\_\_ Years
  - (e) In other colleges \_\_\_\_\_ Years
7. Experience of Administrative service, if any:
  - (a) School Administration \_\_\_\_\_ Years
  - (b) School Inspection and  
Supervision: \_\_\_\_\_ Years
  - (c) College Administration: \_\_\_\_\_ Years
  - (d) Extension Services \_\_\_\_\_ Years
  - (e) Department of Education  
(if not mentioned above) \_\_\_\_\_ Years
  - (f) Commercial and other  
Departments \_\_\_\_\_ Years

## II SPECIFIC INFORMATION:

Since the quality of school education in Goa has generally deteriorated due to the rapid expansion of educational facilities and the neglect of the qualitative aspect of education, during the past 15 years, many educationalists are of the opinion that there is at present an urgent need to provide a full time and systematic in-service training programme for school teachers in Goa, with a view to improving the quality of education in general and school education in particular.

Instructions: Please read the questions and statements that follow and kindly respond by selecting either 'Yes' or 'No'. Wherever necessary, please identify your views, opinions and suggestions on the subject from those expressed in the questionnaire by placing a tick-mark in the appropriate place (✓) if you agree with the statement but when you do not, kindly place a cross-mark (X) instead. If you are not sure you may leave it blank. You may also respond in writing wherever such a provision exists in the questionnaire.

8. Do you believe there is an urgent need at present to provide an intensive in-service training programme for school teachers in Goa ? (Yes/No)

Note: If your answer is in the negative, please attempt Q.9 and stop. If it is in the affirmative, please attempt Q.10 and proceed further.

9. There is no need at present to provide an intensive in-service training programme for school teachers in Goa, because -

- (i) almost all the teachers in Goa are professionally trained. ( )
- (ii) the quality of school education in Goa is very high and continuously rising. ( )
- (iii) it is an unnecessary waste of time and money which the government can ill afford. ( )
- (iv) teachers are born and not made. ( )
- (v) Government is spending a lot of money on the expansion needs of education and that is more than enough. ( )
- (vi) the emphasis should continue to be on quantity rather than on quality. ( )
- (vii) there is no separate arrangement in Goa to provide in-service education on a full time basis. ( )
- (viii) it up-sets the routine schedule of the school as well as that of the individual. ( )
- (ix) we never had it in the past and there is no need to have it now. ( )
- (x) there is no incentive or material gain to the individual teacher. ( )

Note: If you have any other reason, please specify here:

10. There is an urgent need at present to provide an intensive in-service training programme for school teachers in Goa, because -

- (i) of the deteriorating standard of education in Goa and of school education in particular ( )
- (ii) there are too many teachers particularly in the primary schools of Goa, who are teaching without any professional training ( )
- (iii) many teachers in the primary schools of Goa are not adequately prepared for the subjects they are expected to teach ( )

- (iv) a good number of untrained teachers have been teaching in the schools for the past four years ( )
- (v) there are many teachers with minimum of even lower qualifications teaching in various primary schools in Goa ( )
- (vi) some of the teachers, particularly employed in single teacher schools, being poorly qualified find it difficult to manage different subjects at various levels ( )
- (vii) many teachers, particularly at the primary level are not adequately equipped either in content or in the technique of teaching science ( )
- (viii) most schools in Goa do not have adequate teaching aids and many teachers lack the ability to improvise the same with the local material ( )
- (ix) the curriculum change resulted from the recently introduced New (10 + 2+ 3) pattern of Education in Goa, has created a special need for orientation and content course in:
- (a) Science ( )
  - (b) New Mathematics ( )
  - (c) Work Experience ( )
  - (d) Vocational Guidance ( )

Note: If you have any other subject in mind, please specify here:

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- (x) many teachers in Goa do not have upto date knowledge and understanding of the latest development in the field of education ( )
- (xi) many teachers do not make any effort to revise and improve their knowledge of the subject-matter ( )
- (xii) many teachers in Goa are inclined to lose their enthusiasm and commitment for the teaching profession ( )

- (xiii) the neglect of the in-service training of school teachers in Goa has led to the present deterioration of school education in Goa ( )

Note: If you have any other reason, please specify here:

11. In view of your response to Q.10, what priority would you give to different areas, through which the intensive in-service training programme could be directed:

- (i) to help the untrained teachers serving in different schools in Goa ( )
- (ii) to improve the academic/professional qualifications of teachers in Goa who are holding minimum or even lower qualifications. ( )
- (iii) to provide orientation-cum-content courses in the up-graded or newly introduced subjects in the school curriculum of Goa, as a result of the recently introduced New Pattern of Education (10 + 2 + 3) ( )
- (iv) to familiarize the teachers in Goa with the latest development in theory and practice of education as well as to revise and improve their knowledge of subject matter ( )

Note: Please rank the four areas in the order of priority you would give to each one, by placing number 1, 2, 3, or 4 in the blank space provided at the end of each statement.

12. Considering the fact that all the four areas of the intensive in-service training programme involve massive work, careful planning, efficient implementation and effective results in the shortest time possible, do you think this important task could be successfully carried out by:

- (i) the Department of Education which does not have, at present, any separate arrangement for in-service training of teachers in Goa ? ( )
- (ii) the local Training College in Goa, without affecting their normal work-load of duties ? ( )

- (iii) the Teachers Associations in Goa ? ( )
  - (iv) the Headmasters Associations in Goa ? ( )
  - (v) the national organizations like the NCERT ? ( )
  - (vi) the coordinated effort of different agencies ? ( )
  - (vii) the recently established state Institute of Education in Goa ? ( )
  - (viii) allotting each one of the four areas of in-service training programme to individual agencies referred above ? ( )
  - (ix) with the help of school complexes organized in each of the eleven Talukas of Goa ? ( )
  - (x) establishing a special In-service Training Centre to deal with all the matters connected with the in-service training of school teachers in Goa ? ( )
13. In view of the fact that all teachers have to be brought up-to-date in their knowledge and understanding of the latest development in the field of education and also taking into account that all teachers need to revise and improve their knowledge of subject-matter, do you think:
- (i) arrangements should be made for full time in-service training of teachers at regular intervals so that every teacher in Goa, will have an opportunity for such a training at least once in a period of five years ? ( )
  - (ii) that this training should be made compulsory to all the teachers of Primary Schools in Goa? ( )
  - (iii) that this training should also be made compulsory to all the teachers of secondary schools in Goa ? ( )
  - (iv) the training syllabus should also include a remedial course for those with specific weakness as revealed by a diagnostic test given at the time of admission ? ( )
  - (v) courses of studies in the in-service training centre/institution should be planned and adjusted on the basis of a careful assessment at the end of each term ? ( )

- (vi) preparation of improvised apparatus and teaching aids should be encouraged as a part of preparation for all school subjects ( )
  - (vii) there should be an adequate machinery for follow-up work both by the inspectors and teacher educators ? ( )
  - (viii) the teacher educators should be provided with regular opportunities to observe the work of teachers trained at the centre/institution so as to provide for a systematic feedback and a continuous evaluation and revision of the courses, strictly according to field requirements ? ( )
  - (ix) a suitable system of evaluating the impact of in-service training should also be evolved ? ( )
14. Assuming that the inservice training is made compulsory to all the school teachers in Goa and is conducted on a full-time basis, the practical difficulties presently visualized are:
- (i) Teacher's absence from school for a period of say:
    - (a) 30 - 40 days ( ) (b) 5 -7 weeks ( )
    - (c) 2 - 3 months ( ) (d) One school term in full ( )
  - (ii) Need for teacher's accommodation at the in-service training centre. ( )
  - (iii) Payment of a special allowance to the teacher during the training period. ( )
  - (iv) Criteria for selecting the teachers for training. ( )
  - (v) Recruitment of special personnel to conduct the courses at the in-service training centre. ( )
  - (vi) Availability of the material, library reference books and other equipment necessary to conduct various courses. ( )

Note: If you can visualize any other difficulties, please specify them here:



1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

15. If you have any other suggestions regarding the in-service training needs of school teachers in Goa, please specify them below:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_