

Teaching as a Profession

Introduction

What to Cover?

- What is Profession?
- Importance of Education – University/College
- Importance of Teaching
- My Role as a Teacher?
- Making a Difference as a Teacher
- Good Teacher- Attributes

How to Deliver?

- **Introduction** **Session 1**
- **Formation of a Profession**
- **Role of Professional Bodies**
- **Characteristics of a Profession**
- **Q/A**

- **Importance of Education in Islam** **Session 2**
- **Career point of View**
- **Other Benefits**
- **My Role as a Teacher**
- **Activity 1**
- **Activity 2**
- **Characteristics of a Good Teacher**
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- **Ethics, as a Pakistani** **Session 3**
- **PRINCIPLE I**
Commitment to the Student
- **PRINCIPLE II**
Commitment to the Profession
- *Discussion*

Doing Little Exercise



Formation of a Profession

- A profession arises when any trade or occupation transforms itself through
- *"the development of formal qualifications based upon education, apprenticeship, and examinations, the emergence of regulatory bodies with powers to admit and discipline members, and some degree of monopoly rights."*

Examples

- Bar associations
- Pakistan Medical Association **PMA**
- Pakistan Engineering Council
- PIQC
- ACCA
- ICAP (Institute of Chartered Accountants Pakistan)
- **HEC is a Government Authority and not a Teachers Association-----?????????**

Role of Professional Bodies

- Professions -regulated by **Statute**
 - Responsibilities of enforcement, delegated to respective **Professional Bodies**
- Professional Bodies,
 - promote, oversee, support and
 - regulate the affairs of its members.
- These bodies are responsible for:
 - the licensure of professionals,
 - may additionally set **Examinations** of competence and
 - enforce adherence to an Ethical Code of practice.
- However, they all require that the individual hold at least a **First Professional Degree** before licensure.

Do We have any professional body
for Teachers?

- What do
I know?



Role of Professional Bodies

- Typically, individuals are required by law to be qualified by a local professional body before they are permitted to practice in that profession.
- However, in some countries,(like Pakistan) individuals may not be required by law to be qualified by such a professional body in order to practice

Three Characteristics of Professions

- **Autonomy**
- **Status and prestige**
- **Power**

Autonomy

- Professions tend to be autonomous,
 - A high degree of control of their own affairs
 - *"professionals are autonomous insofar as they can make independent judgments about their work"*
 - This usually means *"the freedom to exercise their professional judgment."*

Status and prestige

- **High Social Status**
 - Professions enjoy a **high social status**, regard and esteem conferred upon them by society.
- **Higher Social Function**
 - This high esteem arises primarily from the **higher social function** of their work, which is regarded as vital to society as a whole and thus of having a special and valuable nature.
- **Professional Expertise**
 - All professions involve technical, specialized and highly skilled work often referred to as "***professional expertise.***"
- **Entry to the Profession**
 - Training for this work involves obtaining degrees and **professional qualifications** without which entry to the profession is barred (occupational closure).
- Training also requires **regular updating of skills**

Power

- **Power**
- All professions have power.
- This power is used to control its own members, and also its area of expertise and interests.
- Tends to dominate, police and protect its area of expertise
- Regulates the conduct of its members
- exercises a dominating influence over its entire field which means that
- professions can act monopolist
- A profession is characterized by the power and high prestige it has in society as a whole.
- **It is the power, prestige and value that society confers upon a profession that more clearly defines it.**

Characteristics of a Profession

- The list of characteristics that follows is extensive, but does not claim to include every characteristic that has ever been attributed to professions, nor do all of these features apply to every profession:
- **Skill based on theoretical knowledge:** Professionals are assumed to have:
 - Extensive theoretical knowledge
 - Possess skills based on that knowledge
 - Able to apply in practice.
- **Professional association:** Professions usually have :
 - Professional bodies organized by their members
 - To enhance the status of their members and
 - Have carefully controlled entrance requirements.

Characteristics of a Profession

- **Extensive period of education:** The most prestigious professions usually require :
 - at least three years at university.
 - *Undertaking doctoral research can add a further 4–5 years to this period of education*
- **Testing of competence:** Before being admitted to membership of a professional body,
 - Requirement to pass prescribed examinations-mainly theoretical knowledge.
- **Institutional training:** In addition to examinations, there is usually a requirement :
 - Long period of institutionalized training - in some sort of trainee role
 - then recognized as a full member of a professional body.
 - Continuous upgrading of skills through professional development is also mandatory

Characteristics of a Profession

- **Licensed practitioners:** Professions seek to
 - Establish a register or membership
 - Individuals so licensed are recognized as bona fide.
- **Work autonomy:**
 - Professionals tend to retain control over their work,
 - Control over their own theoretical knowledge.
- **Code of professional conduct or ethics:**
 - Have codes of conduct or ethics
 - disciplinary procedures for those who infringe the rules.

Characteristics of a Profession

- **Self-regulation:** Professional bodies tend to :
 - Insist that they should be self-regulating and
 - Independent from government.
 - Tend to be policed and regulated by senior, respected practitioners and the most highly qualified members of the profession,
- **Public service and altruism:** The earning of fees for services rendered can be defended because they are provided in the public interest, e.g. the work of doctors contributes to public health.
- **Exclusion, monopoly and legal recognition:**
- Professions tend to exclude those who have not met their requirements and joined the appropriate professional body. This is often termed *professional closure*, and seeks to bar entry for the unqualified and to sanction or expel incompetent members.

Characteristics of a Profession

- **Control of remuneration and advertising:**
 - Where levels of remuneration are determined by government,
 - professional bodies are active in negotiating (usually advantageous unless where the RIBA is concerned) remuneration packages for their members.
 - Professions not allowed to Advertise
 - Lawyers and Doctors
- **High status and rewards:** The most successful professions achieve;
 - high status, public prestige and
 - rewards for their members.

Characteristics of a Profession

- **Individual clients:**
- Many professions have individual fee-paying clients.
- For example, in accountancy,
 - "the profession" usually refers to accountants who have individual and corporate clients,
 - Rather than accountants who are employees of organizations.
- **Middle-class occupations:**
 - Many professions have been viewed as 'respectable' occupations
 - for middle and upper classes.
- **Male-dominated:** The highest status professions have tended to be:
 - male dominated although females are closing this gender gap
 - Women are now being admitted to Army and Air Force

Characteristics of a Profession

- **Ritual:** Mosque ritual and the Court procedure are obviously ritualistic.
- **Legitimacy:** Professions have clear legal authority over some activities
- **Inaccessible body of knowledge:** In some professions, the body of knowledge is relatively inaccessible to the uninitiated.
 - Medicine and law are typically not school subjects and have separate faculties and even separate libraries at universities.

Characteristics of a Profession

- **Indeterminacy of knowledge:** Professional knowledge contains elements that:
 - escape being mastered and
 - communicated in the form of rules and
 - can only be acquired through experience.
- **Mobility:** The skill knowledge and authority of professionals:
 - belongs to the professionals as individuals,
 - not the organizations for which they work.
 - relatively mobile in employment opportunities
 - can move to other employers and take their talents with them
 - Standardization of professional training and procedures enhances this mobility.

Importance of Education



Importance of Education

- *Iqra bi Isme Rabbi kalazii Khalaq*
- Teach 10 Muslims and Earn independence
- Learn from Cradle to Grave
- How can one, “knows not” be better than “Knows”
- All’ama Aadam al Asmaa, difference between Insaan and the Shaitaan

Importance of Education

- Career point of View
 - About 90 percent of the fastest-growing jobs of the future will require some post-secondary education or training (U.S. Department of Labor)

- **Remuneration (Starting)**

- **Teaching and Qualification**

- Matric / FA

- BA (Teacher at Private School)

- MA (Teacher at Private College)

- MA (Teacher at Private University)

- MS /Mphil (Teacher at Private University)

- Phd (Teacher Private University)

| | Remunerations | with Experience |
|--|----------------------|------------------------|
|--|----------------------|------------------------|

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|--|--------|--|
| | No job | |
|--|--------|--|

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| | Rs 5,000/- Peon and Tea boy earns the same | 15,000 |
|--|--|--------|

| | | |
|--|-----------|--------|
| | Rs 15,000 | 30,000 |
|--|-----------|--------|

| | | |
|--|-----------|---------|
| | Rs 30,000 | 100,000 |
|--|-----------|---------|

| | | |
|--|-----------|---------|
| | Rs 60,000 | 250,000 |
|--|-----------|---------|

| | | |
|--|------------|----------|
| | Rs1,50,000 | 1000,000 |
|--|------------|----------|

Importance of Education

College/ University Level

- **Equips to Meet Competition**
- Globalization-Increased Competition
- **Better Quality of Life**
- Access to higher education, tend to earn more
- **Aids in learning**
- Opportunity to learn from the experts
- Get to read a lot, study and do regular assignments.

Importance of Education

College/ University Level

- **Aids in Growth**

College/University is not only about getting bookish knowledge,

- Experience life as a whole.
- Most students live away from their families
- Deal with all the life's ups and downs on their own.

- **Tend to learn many important life lessons, which helps them in growing up.**

Importance of Education

College/ University Level

- **Makes a Better Society**
 - Well educated, raise better families, and
 - Ideal employees as well as ideal citizens
 - Peace loving
 - Follow the rules and norms of the society
- **So, a society where majority of people have higher education, runs very efficiently and smoothly.**

- **My Role as
a Teacher**

My Role as a Teacher

- **Activity 1**

- Close your Eyes,
- Go back to your Child hood
- Think of a face who was your Teacher
- What was so Good about him?
- What was so bad?

My Role as a Teacher

- **Activity 1**

Results

- **Do you have the same traits of good Teacher?**
- **Do you avoid behaving like the bad Teacher?**

- Activity 2
- In your opinion, What are the Characteristics of a Good Teacher
- 1
- 2
- 3
- 4
- 5

Characteristics of a Good Teacher

- **Cares about the students** [Students Oriented]
- **Good Listener;** Listens to the students' concerns.
- True friend to the students, may not be liked:
 - by Students
 - By Peers
 - By Management
- **Develops students as *whole***
- **Exemplifies what he/she teaches,**
- **Quotes live observable examples**
- **Develop the students into self-teachers.**
- **Combination of Knowledge and Communication**
- **Knows Students Strengths and Weaknesses**

Characteristics of a Good Teacher

- Is a Teacher from inside
- Focuses on Morality and Values with subject knowledge
- Walks his talk
- Self-Motivated
- Ignites/Motivates students to develop passion for knowledge, Innovation and Creativity
- Self-disciplined
- Inculcates discipline as a habit/nature

Characteristics of a Good Teacher

- Challenges the students.
- Stretches the students.
- Enabler
- Flexible but Assertive
- Looks into each student's individual needs.
- Considers students and himself as a finite human being.
- Team Player, works with others to accomplish goals (other teachers and students, parents, etc.).

Ethics

As a Pakistani

- The Educator Must instill the Concept of:
- Reasons of Formation of Pakistan
- History of Muslims and Pakistan
- Confidence in the Nation of Pakistan
- Positivity for the Nation- Awareness of Strengths with Solution for the Weaknesses
- Khuddi- Confidence in the self
- Broad Mindedness
- Tolerance
- Accepting Diversities
- Developing Creativity and Innovation

Ethics

Adopted by the NEA 1975 Representative Assembly

<http://www.knea.org/profession/codeofethics.html>

- **PRINCIPLE I**
Commitment to the Student
- The educator strives to help each student realize his or her potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.
- In fulfillment of the obligation to the student, the educator –
- 1. Shall not unreasonably restrain the student from independent action in the pursuit of learning.
- 2. Shall not unreasonably deny the student's access to varying points of view.
- 3. Shall not deliberately suppress or distort subject matter relevant to the student's progress.
- 4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.

Ethics

Adopted by the NEA 1975 Representative Assembly

<http://www.knea.org/profession/codeofethics.html>

- 5. Shall not intentionally expose the student to embarrassment.
- 6. Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background, or sexual orientation, unfairly --
 - a. Exclude any student from participation in any program
 - b. Deny benefits to any student
 - c. Grant any advantage to any student
- 7. Shall not use professional relationships with students for private advantage.
- 8. Shall not disclose information about students obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.

Ethics

Adopted by the NEA 1975 Representative Assembly

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- **PRINCIPLE II**

- ***Commitment to the Profession***

- The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.
- In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional judgment, to achieve conditions that attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.

Ethics

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<http://www.knea.org/profession/codeofethics.html>

- In fulfillment of the obligation to the profession, the educator --
- 1. Shall not in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications.
 2. Shall not misrepresent his/her professional qualifications.
 3. Shall not assist any entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute.
 4. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position.
 5. Shall not assist a non educator in the unauthorized practice of teaching.

Ethics

Adopted by the NEA 1975 Representative Assembly

<http://www.knea.org/profession/codeofethics.html>

- 6. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.
- 7. Shall not knowingly make false or malicious statements about a colleague.
- 8. Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or action.

Discussion