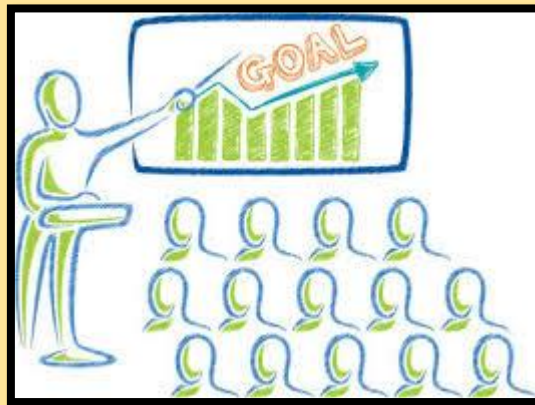


Title: Enhancement of Professional Quality Through HOLISTIC RUBRIC



- Objective:**
- (a) To develop professional qualities of Pre-service teacher trainees.
 - (b) To motivate the PSTE trainees to grow in their professional life.
 - (c) To inculcate professional values & ethics amongst the PSTE trainees.
 - (d) To develop the sense of responsibility and accountability towards teaching profession.
 - (e) To help the PSTE trainees in their personality development.

Modalities/Methods/Strategies:

In order to execute the approach, I had designed a holistic rubric consisting of 10 no. of areas that defines essential qualities required to be a good teacher. In order to define their performance in the respective areas, four categories have been used i.e. 'unsatisfactory', 'developing,' 'satisfactory' and 'exemplary'. Based on the regular observation by the faculty or mentor the trainees were categorized under the above-mentioned categories. Then, I had divided the 100 no. of PSTE trainees into 10 small groups (10 no. of trainee each) under 10 no. of faculty or mentor of our institute. So under each faculty there were 10 no. of trainees. They were observed for the whole month and at the end of the month the mentor faculty along with his or her group of trainees sat for review meeting where they were updated about their monthly performance in the respective areas of the holistic rubric. Every month they were observed and updated about their status in the rubric by the concerned faculty or mentor and also encouraged them to do better. In this way we had continued the whole approach for 6 months.

Outcome:

- ❖ The PSTE trainees were highly benefited by the regular monitoring and feedback for their performance in the rubric.
- ❖ They were highly motivated to perform better in each successive month.
- ❖ They were highly focussed on rectifying their own drawbacks by taking necessary corrective measures.
- ❖ The continuous & comprehensive evaluation process encouraged the PSTE trainees to inculcate professional values & qualities in them.
- ❖ It enabled them to develop a sense of healthy competition amongst them.
- ❖ It helped the PSTE trainees to focus and strengthen in the areas where they were initially lagging behind.

Sustainability, Scalability and future plan:

Such practice can also be replicated by other teacher training Institutes like DIET, CTE as well as all other educational institutes of the state for bringing quality in the field of teacher education. It can also be expected that, if this type of practice is incorporated in the PSTE teacher training curriculum itself and others, then it can be sustained forever.

At present we have decided to apply the same approach with 100 no. of BED trainees of our Institute for their professional growth. In future this practice will be implemented in all the elementary lab schools of our institute so that the same can be applied with all the school students to inculcate essential values in them.

