ENGLISH LANGUAGE TEACHING (ELT) TECHNOLOGY FOR TEACHER DEVELOPMENT

Dr. T. R. Shashipriya
Assistant Professor & Head
Department of Humanities & Social Sciences
Dr. Ambedkar Institute of Technology
Bangalore-560056

The promise of technology in education is significant. Technology offers the potential of individualized instruction for every student as students become actively engaged in and responsible for their own learning. The capability to develop every student into a life-long learner is now even more achievable with developments in technology. Technology indicates educators with more opportunities for learning and increases in student achievement.

In fact, technology is the new dynamic in the traditional student-teacher relationship. While technology advances the promise of improved learning instruction, technology-focused professional development for teachers is critical if technology is truly to be used to promote learning for all students. As teachers develop their core technology skills, they need on-going support through a professional development environment that is consistently interwoven with hands-on use of technology to reinforce their efforts and learning.

Professional development programs focus on changing teaching methods and making teachers facilitators and mentors in the learning process using a multi-dimensional approach, rather than the more traditional, one dimensional methods of instruction relying on just text books and teachers. Educators are needed to apply and integrate technology with the curriculum, and engage students in different learning projects aligned with their learning goals.

To make the professional development thriving, teacher incentives, development of curriculum resources and resource allocation must be looked into. This component is seen as a key way to ensure continued use of the technology and the teacher's mastery of their new skills. Having an intranet becomes an invaluable strategy for sharing activity ideas and successes in an institution. It encourages collaboration and the proliferation of the technology culture. There should also be long-term planning to re-skill teachers and to ultimately improve the quality of learning through technology.

Technology is a tool, just like books, paper and pencil. Technology serves to enhance the effectiveness of teaching but cannot replace the role of the teacher. Therefore, educators — administrators and teachers alike — must be completely comfortable with all the uses of the tool in order to improve classroom instruction. Teachers are the backbone of any teaching system. Investing in their "professionalization" is pivotal to enrich the learning experience of students, in the short term, and for the long term — preparing them to become productive members of society.

As new technologies pervade our society, they have received a tremendous importance in today's classrooms. The promise of technology in education is significant. Technology offers the

possibility for every student to become actively engaged in their own learning. On the other hand the capability to develop every student into a life-long learner is now even more achievable with developments in technology. Technology indicates to educators with more opportunities for learning and increases in student achievement. Therefore the attempt of incorporating technology in education is quite human. This further is a great challenge to both teachers to improve their professional development and for students to promote learning. A major component of effective technology implementation to professional development is the long-term commitments as one-shot trainings and workshops are not effective. As teachers develop their core technology skills, they need on-going support through a professional development environment that is consistently interwoven with hands-on use of technology to reinforce their efforts and learning. This involves a clear definition of what the learning goals are, including specific logistical and tactical strategies for implementing technology into the classroom.

Some of the most effective practices for finding ways to teach teachers are:

Show, don't tell - Here one has to create three-minute video podcasts that show teachers in action using the new technology at the front of their classrooms. We also include pictures of the lesson plan and students' work at the end and link it to the state standards so that new teachers can easily refer to these ideas.

Teach with TV - Tech trainers produce an in-depth, 20-minute tech show which features new technologies being used in the classrooms. These shows are broadcast on TV stations, but are also on-demand. So teachers, parents and students can also watch them to adopt better ways.

 Be "liked."- A Facebook account, TeachTechPSD, is created where weekly updates on new technology are posted along with pictures of classes using tech and other fun things to learn about.

Chirp about your accomplishments – One can Twitter @TeachTechPSD, and this is for the timely information that teachers need. This helps to get immediate response for use.

Blog about it - Using Word press, a blog is created, which has become the storage vault for all content creation. Twice a week, a short post is written and this presents a tech tip to teachers who can learn in under five minutes. It has helped most teachers who want to keep abreast on what is happening in technology

Along with all these grade learning brings exposure to variety of tech tools to be used, create a place where teachers will get the opportunity to meet off campus and play with a variety of tech tools, organize tech field trips under the leadership of experienced technology coach that expose teachers to different ways of learning students can be familiar with. After returning it should be noticed that use of new tech tool is to create a presentation or description, and then present to the whole group. Teachers learn not only about how to use a new tech tool, but also more about the activities where students can participate in their community. Thus teachers must be allowed to share their experiences when time is allotted. Teachers can go online to check out the new web tools that are pre-screened for them to incorporate in the teaching. Effective professional development programs utilize modeling and peer-coaching methods to help teachers integrate technology and become coaches and facilitators of learning with technology as the tool. Again, collaboration requires time during the day and the week to share ideas and experiences, successes and challenges.

We need to increase both the quantity and the quality of Professional Development offered to teachers, particularly those who are entering the profession. A new era is here indeed. We just need to ensure we maximize the opportunities, transform good ideas into great policies,

and ensure we are having a real, measurable impact. And training programs must be made compulsive to accomplish the following:

1. Empower teachers to develop their knowledge and skills actively and experientially, in a variety of learning environments, both individual and collaborative.
2. Include a variety of learning strategies, encompassing direct instruction, deduction, discussion, drill and practice, induction, and sharing.
3. Aim at higher-order thinking skills.
4. Provide an authentic learning environment so that teachers engage in concrete tasks within realistic scenarios.
5. Emphasize ways that technology can facilitate and enhance teachers' professional lives.
6. Encourage teachers to be mentors, tutors, and guides of the students' learning process (rather than simple presenters of knowledge and information).
7. Develop teachers' skills in learning how to learn (define learning objectives, plan and evaluate learning strategies, monitor progress, and adjust as needed).
8. Promote cooperative and collaborative learning.
9. Be sensitive to the culture and diversity of teachers as learners, using a multifaceted approach to respond to different learning styles, opportunities, environments, and starting points.
10. Enable learning independent of time and place (any-time, anywhere learning)

Yet there are a number of strategies and approaches to maintain participant motivation:

1. Don't overload the course. Comprehensive coverage of every topic may not be possible or desirable. Focus on quality not quantity.
2. Whenever possible, include materials and assignments that can be used in the classroom.
3. Look for ways to involve trainees in course assignments.
4. Encourage group work and discussion among teachers.
5. Take advantage of the fact that your audience is composed of fellow educators.
6. Endeavor to involve teachers in the latest research.
7. Expose teachers to new educational products and teaching methods.
8. Always keep teachers informed about grades, assignments, etc.
9. Use teaching assistants extensively to increase personal contact.
10. Clarify course requirements and grading policies.
11. Expect diversity among participants in terms of both mastery of subject matter and familiarity with technology.
12. Keep online conversations active and lively.
13. Grade and return assignments promptly.
14. Help teachers to set and adhere to a study schedule.
15. Use short, open-ended responses to promote online discussion.
16. Force teachers to stay together and keep up with all readings and assignments.

To improve teaching and learning with the help of technology in the case of Teacher professional development one needs to be:

1. Multifaceted,
2. Modular,
3. Authentic,

4. Collaborative,
5. Incentivized,
6. Iterative and ongoing,
7. Allocated sufficient time and financial resources,
8. Cost-effective, and
9. Evaluated and revised.

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