

DILEMMA OF REACHING THE TOP-BARRIERS FOR PROFESSIONAL GROWTH

by:

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A college degree is just the beginning of a teaching career. Teachers must keep their practice and knowledge current with the most recent developments in their field to ensure the quality of teacher education (Hadar & Brody, 2016). Teachers are fully aware of their professional goals, but several obstacles prevent them from achieving them (OECD, 2009; Eroglu & Kaya, 2017). These obstacles include schedule conflicts, family responsibilities, the cost of professional development activities, and a lack of employer support.

Schedule Conflicts

Extensive workloads and lack of free time are pervasive problems in teachers' professional growth (Eroglu & Kaya, 2017). The overwhelming workload of teachers prevents them from taking time off for professional growth. Teachers are also in charge of handling paperwork and ensuring student safety. Because of this, teachers don't have adequate time for professional development.

Family Responsibilities

Teachers struggled greatly in balancing their professional obligations and family responsibilities. They balanced progress while maintaining their jobs and taking care of their families. They manage circumstances that are of the utmost importance. Additionally, female teachers work hard to start families, raise kids, and pursue careers while simultaneously performing multiple tasks (Sharma & Venkateswaran, 2020).

Cost of professional development

Teachers' remuneration concerning their cost of living prevents them from participating in professional development. In addition, they invest their resources in instructional materials and classroom decorations that are essential but are underfunded.

Lack of employer support

Teachers can be encouraged to participate in professional development through monetary and non-monetary incentives (Yüner, 2022). However, some employers chose to load employees with additional duties that prevented them from attending professional development instead of motivating them. Teachers are having issues with the attitudes and professional development strategies of administrators. Some do not provide opportunities for professional development for teachers, nor do they encourage them to do so (Eroglu & Kaya, 2017).

The hiring of additional staff members may help teachers to lessen their workload. It is important to schedule professional development activities to ensure teachers' attendance.

Salary increases will encourage teachers to put in more effort. It's important to avoid taking these individuals' accomplishments for granted or to overlook them. It's vital to acknowledge individuals who are working on graduate studies and research projects.

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