

**A STUDY OF ORGANIZATION AND IMPLEMENTATION
OF IN-SERVICE TRAINING PROGRAMMES
CONDUCTED BY DIETs OF GUJARAT**

ABSTRACT

This research work was designed to study the ongoing in-service training programmes, for primary school teachers, conducted by the DIETs of Gujarat. In school education, there is provision for in-service training programme for school teachers; these are being implemented by DIETs in Gujarat. Every year, the DIETs of Gujarat conduct various types of in-service training programmes for all types of teachers. This research work focused on the in-service teachers' training of primary teachers in terms of training needs, training materials and modules, transactional modalities, planning and implementation of the in-service training programmes and use of information and communication technology. Efforts had been made by the researcher to know the views and reactions of various functionaries and beneficiaries i.e. of DIET principals, Lecturers, resource persons and head teachers. It was observed that after the completion of in-service training programmes, no mechanism is adopted for monitoring and evaluation of these training programmes. This practice leads to wastage of time and resources provided by the government for organization of these training programmes. In this research work, the researcher also made efforts to see the different stages namely planning, implementation, identification of resource persons, problems faced in organizing of the training programs and finally the views and perceptions of the beneficiaries ie the teachers. The Findings revealed that majority of the teacher educators, were deciding the contents of the training on the basis of identified training needs; Primary school teachers responded that the training programs were beneficial in terms of identification of learning difficulties and also beneficial in terms of use of teaching resources. However, to assess the impact of any training program, periodic visits to schools and observation of all aspects of the schooling process should be done. This would give the Functionaries a better understanding of the effectiveness of the training imparted; it would also give them the needed direction for future such programmes.

Key words: in-service training programme, primary teachers, transactional modalities, training needs, monitoring and evaluation.