

Teacher training and teacher development

According to the data obtained by psychologists we learn: 10% of what we read, 20% of what we hear, 80% of what we personally experience, 90% of what we teach to others. The assumption of this fact makes it clear that teachers were not born cleverer than their students but become so while discussing, experiencing and teaching their subject. Teacher training and teacher development can be considered in the following way;

Teacher Training	Teacher Development
Compulsory	Voluntary
Competency based	Holistic
Short term	Long term
One-off	Ongoing
Temporary	Continual
External agenda	Internalagenda

K. Head and P. Taylor consider that it is rather useful to see training and development as two complementary components of teacher education. Teacher training essentially concerns knowledge of the topic to be taught and the methodology for teaching it, i.e. competency. It aims at classroom skills and techniques. Teacher development is concerned with the learning atmosphere, which is created through the effect of the teacher on the learners and their effect on the teacher. Teacher training deals with external knowledge or skill, while teacher development presupposes internal insight. Teacher development means change and growth. It is centered on personal awareness of the possibilities for change. It is a self-reflective process for every teacher as it is based on previous experience. Enthusiastic teachers, having obtained their certificates, would think; 'Now that I am qualified, the door is open to new and exciting period of personal and professional growth.' This on-going process requires enormous effort and dedication on the part of the teacher, but it is really rewarding. As A. Underhill put it: 'Development means keeping myself on the same side of the learning fence as my students.' And Dr. J. Edge of Aston University, Birmingham, emphasizes: 'People can train me and educate me, but no one can develop me: I develop.' Since teacher development is a crucial thing for every enthusiastically minded teacher, it turns out that everything is going on, a lot is done and nothing is finished.