

EDITORIAL

TOWARDS QUALITY & EXCELLENCE THROUGH "PADS"

Planned and determined efforts are required for improving the quality of education, for promoting social relevance and contributing effectively to the socio-economic development of the country. The entire educational system, its efficiency and success, hinges around the key element - the teacher. The role of a teacher has assumed great significance and has become crucial in the context of the multiple role of a teacher and the great expectations from the technical Institutions, on account of the fast changing scenario in terms of socio-economic picture, industrial growth, new and emerging technologies, new methods and process of production, and managerial skill of the highest order required today. Not merely teaching, but administration and management, development of learning resource material, consultancy and interaction with industry, research and development including innovations, extension, services to the community and development of expertise in one's chosen field, are the function of a teacher, today. The objective of a technical Institution in the past was only to produce technical manpower - Diploma, Degree holders - needed for the organised sector mainly located in urban areas. Today these institutions are called upon to provide manpower to the urban as well as rural areas, organised as well as the unorganised sector, check and review the social relevance of its programmes, induct new technologies and to act as a catalyst for socio-economic revolution in the rural sector, particularly. In this new context, the key role of the teacher in an educational system has assumed great significance. He is expected to make maximum contribution to the growth and development of Technical Education. To ascertain his contribution, his performance needs appraisal. The old system of appraisal confidential reports etc. - have become obsolete and outdated and needs to be discarded. New methods of appraisal in the light of his multiple functions as a teacher and the new role the technical institutions are called upon to play, are required to be found out.

The performance has also to be linked with the development of the teacher on one hand and the Institution on the other. An integration of the development of plans of the individual teacher, the Dept., the Institution and the education system is to be aimed at. The answer to this problem is PADS i.e. Performance Appraisal and Development System.

The I.S.T.E. should be congratulated for selecting PADS as the main theme for its XX Annual Convention held recently at Birla Vishwa Mahavidyalaya (Engg. College) at Anand, Gujarat. Actually discussions and seminars were held at lower level i.e. at chapters and sections of the I.S.T.E. prior to this Convention. In the Convention itself, this topic was discussed at length, all its ramifications carefully studied by the galaxy of intellectuals - Teachers, Professors, Directors, Vice-Chancellors from various technical Institutions - Engg. Colleges, Polytechnics, R.E.C.'s and I.I.T.'s - and planners, administrators and policy makers from the Central and State Govts. But our common experience in the past is that all such discussions stir the minds momentarily and evaporate. Let this not happen to this convention. Let the message - "PADS for Quality & Excellence" be taken to each Institution and each teacher. This can well be done through the I.S.T.E. Sections and Chapters. Let them arrange further discussion on PADS, enlighten the entire teaching faculty, impress upon them its necessity and thus ensure its implementation in each and every Institution. I.S.T.E. section should form a cell to provide necessary assistance to all Institutions, who undertake to implement PADS, and to monitor the progress of implementation. PADS is not a task to be taken up, finished and set aside. It is a continuous, unending process as it aims at Quality and Excellence which has no limits, no termination. Let every teacher, and every Institution realise the significance of PADS and undertake to implement it with full vigour and enthusiasm. Let 1991-92 be earmarked for implementation of PADS throughout the country and let there be a review of its impact at I.S.T.E. Annual Convention. As a matter of fact, "Towards Quality & Excellence through PADS" should be the main objective of I.S.T.E. for the next few years.

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