



AIMS AND OBJECTIVES OF CAPACITY BUILDING PROGRAMMES

PRATIMA ¹

¹ M.SC. IN CHEMISTRY, M.ED. NET IN EDUCATION.

ABSTRACT:

This paper focuses on exploring the concept of capacity building programmes. These training programmes aim to enable teachers to internalize the importance of continual in-service training to regulate update of their knowledge and skills of the teachers and to get an insight into the parameters of quality assurance in training. The main objective of these training programmes are social, academic and cognitive development of students.

KEYWORDS:

CBP (CAPACITY BUILDING PROGRAMMES), QPI (QUALITATIVE PERFORMANCE INDEX).

INTRODUCTION

Capacity building program is an in-service training program provided to the teaching staffs of an academic institution. The philosophy behind the frame work of such in-service staffs training is collective responsibilities, co-operative learning and optimization of resources through sharing ideas and experiences. The capacity building program helps in planning, organizing and monitoring the professional development as well as the performance enhancement of the in service teachers in an academic institution which will eventually culminate in improving the QPI i.e. qualitative Performance Index of the academic institution. Keeping the burning issues like—how to cope up with the fast changing world and how to deal with the unfamiliar problems in view, it is the duty and responsibility of all the teachers to skilfully arouse the curiosity of new learning in the mind of students. Besides, all the teachers must keep it in mind that in today's cut-throat competition, students need to compete with the best brains of the country and outwit them and the one who reaches the zenith height must be better equipped and honed academically, professionally, temperamentally and ethically. The aim of all the teachers must be to inculcate in the students a thrust for knowledge, devotion to duty and the timeless values of honesty, integrity, generosity, concern and respect with a high sense of patriotism.

Nevertheless many educational departments and institutions are committed to the entrusted with the responsibility to design and devise these types of plans, programmes, seminars and workshops to see students excelling in all sorts of competitive examinations proving their mettle in all walks of life and on the top of all blazing a trail somewhere in near future.

DEFINATIONS OF CAPACITY BUILDING

Few definitions of capacity building are as follows-

1. "Capacity building is not defined by the instruments involved in it, not people involved in it but through its targets and goals to enhance capacity of individuals and sustainability of institutions to improve their competence, problem solving abilities". (Low and Davenport, 2002)
2. "Capacity building on the increase of abilities of any enterprise i.e. individual, groups of associations etc. Do core tasks, solve immediate problems and deal current and developmental needs without any bias".(UNESCO ,2006)
3. The capacity concept is very broad and comprehensive that includes building and development of capacity.(Hilderbrand,2014)
4. Capacity building is the way to build up new capabilities. Generally capacity building is related to enhancement, improvement or strengthening of individuals or organisations' capacity to attend their goals. (Lusthaus et. Al., 1999)
5. It the process in which people learn and share their experiences with one another (co-learning), supported by those people who have expertise in the concerned area.(McKenzie 2007)
6. Capacity building is the process where people, society and organization as a whole identify, create, adapt, strengthen and maintain capacity for a long period of time.(OECD/DAC ,2006)
7. In capacity building, activities, strategies, models, approaches and methodologies are applied to help organisations and individuals for the improvement of their recital, generate benefits and achieve objectives. (CIDA, 2014)

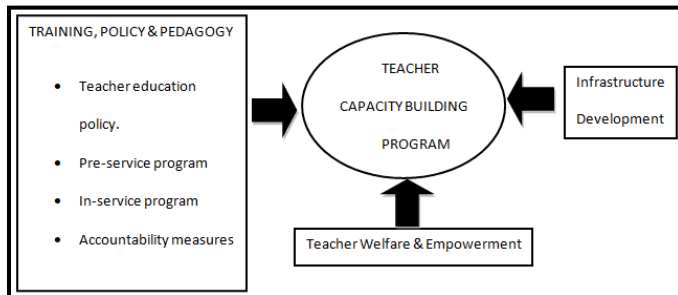
CONCEPTS OF CAPACITY BUILDING PROGRAMMES

The concept of capacity building programmes have become a buzz word in education reform discourse internationally both in developing and developed

economies. However despite its wide range of usage, it is often misunderstood social construct.

Capacity building, at its most basic analysis, has to do with the allocation of, and investment in resources – physically, intellectually or human especially when other intervening variables have failed within a given institutional or social context.

EDUCATION SYSTEM



Capacity building is about transformations that empower individuals, leaders, organisations, and society's. If something does not lead to change that is created, guided and sustained by those, whom it is meant to benefit, then it cannot be said to have enhanced capacity, even if it has served a valid development purpose.

The CBP are launched in various steps in any academic institution. These steps are given below.

STEP 1: Engagement of stakeholders on capacity building programmes.

STEP 2: Assess capacity assets and requirements

STEP 3: Formulating a Capacity development or Building Program

STEP 4: Implementation of Capacity Building Program

STEP 5: Evaluation of Capacity Building Program

AIMS AND OBJECTIVES OF CAPACITY BUILDING PROGRAMMES (CBP)

An academic institution imparts CBP in all subjects. These programmes/trainings are given by resource persons, who are vast experienced, expertise, knowledgeable, competent, skilful, dexterous and master in their own subjects. These resource persons throw light on the challenges of teaching particular subject and their valuable tips and suggestions ultimately culminate in creating efficiency among the students to perform outstandingly and to outshine all their competitors which will eventually ensure their illuminating future. These types of programmes are highly beneficial to all trainee teachers and enable them to guide their students achieve their cherished goals, their desires and to ensure an attractive career option in various fields.

No doubt the goals of these CBP is to enable and empower the teachers to be sufficiently prepared, confident and competent in making the full use of the experience, expertise and erudition of distinguished resource person,

entrusted for this purpose.

It is assumed that the country which wants to remain competitive in the world of economy must be convinced of the notion that planned and technically sound education is the backbone of a country and, hence, is very crucial for economic development and technical progress of that particular country. The output of education must be multidimensional and with full global competitiveness. For creating a super industrial education system, teachers aim at searching for new objectives and methods to shift the focus of education in future tense.

The basic aim and objective of CBP, envisioned by all academic institutions, are to train teachers to develop the socio-emotional skills in children; to focus on wholesome development of their personalities; to acquire appropriate social traits values and adjustments in life and finally to channelize their potentials and energies in the right direction for the future world.

Who can deny the fact that just as a country is as good as its people, so its citizens are only as good as their teachers. Therefore, a great deal depends on teachers who can identify the spark in the child and see a status in the stone block.

In the CBP, trainers are advised not to offer knowledge to children as an arid exercise but as a pleasant and rhythmical drill that will enable students to learn the most difficult subjects in an easy and enjoyable manner. In this connection resource persons impress upon following suggestions-

- Identify the learning difficulties experienced by a large number of students struggling to perform satisfactory in the examinations and get them solved seeking guidance and help from the most skillful resource persons present in training / workshop.
- Discuss and decide on the ideal methodology to present each lesson in the course in a manner that can be easily understood by the students.
- Focus on representing each lesson in learner-friendly-chunks so that students can improve themselves step by step.

Following are the main aims of capacity building programmes in nutshell-

- To facilitate functioning of all the teachers in different subjects as per the directions of framework of In-service Training.
- To sensitize the in-service teachers regarding the type of professional development activities, use of teaching aids, ensuring conducive teaching, learning environment, etc.
- To share strategies and techniques of training, its need, identification, training design, methodology and evaluation.
- To equip the Principals of school with skills of

effective supervision to ensure the transfer of learning to workplaces.

- To design follow up of training for comprehensive and regular professional development of staff.

It is universal truth that professional development of staff is comprehensive undertaking that involves competency assessment, capacity building, monitoring and evaluation of performance of all employees on a regular basis.

PARAMETERS OF QUALITY ASSURANCE IN CBP

I would like to highlight the essential parameters of Quality Assurance in the CBP-

1. TRAINING CONTENT- The most authentic source of training content is the training needs of the teachers. These training needs of teachers must be identified and analysed by the concerned Resource person and Master trainer. Thus, the need –based teacher training must be ensured.

2. TRAINING DESIGN- Based on training needs, training objectives and learning outcomes to be cleared. After this, training curriculum or content and methods should be worked out. Then, all these information to be reflected in a working paper and circulated among the trainee – teacher for transparency in planning, delivery and evaluation of training to ensure that training designs are SMART i.e. Specific, Measurable, Actionable, realistic and Time-bound.

3. MASTER TRAINERS AND RESOURCE PERSONS- They must be knowledgeable, skillful and competent. They must be involved in developing training content.

4. QUALITY OF TRAINING – In these workshops, teachers must get themselves actively engaged in learning to enhance their skills and competencies. The hands of task and stimulations must be provided to the teachers to assess the trainees and to ensure the actual learning outcomes.

There is no doubt that the organisation of CBP has assumed a great significance and new meaning in present scenario. These programmes has brought a new lease of freshness and enthusiasm in teaching learning environment of schools. Not only that, it has also opened up new flood gates of hopes, aspirations and opportunities for the learners, teachers and administrators to display their potentials and credentials in ample measure.

CONCLUSION

It should be kept in mind that to get accustomed to the new and latest system of education, teachers must change their mind set quickly, design and devise new methodology effectively and make a fresh start to cope up the new challenges ahead immediately. Teachers have to be extremely energetic and innovative at each step and must leap at each threshold for achieving their cherished targets and goals. Also, in the wake of paradigms shift of emphasis in education, teachers must harness and integrate all new skills empowered with latest training

facilities, career counselling and technology based education into the curriculum with a view to stand up the test of time, face the future challenges diligently and ignite the mind of future generation for their all around development of character and personality which will eventually determine the destiny of our nation.

Keeping the proverb in mind –“nothing succeed like success” in view, I am rest assured that these training programmes will be successful and the techniques, skills and methodologies suggested by the master trainers are meticulously executed and implemented for the benefit of children.

The main thrust of the discussion is that there is a dire need of CBP in our country in order to improve teacher performance and implicitly, improve student learning and overall academic success. The present situation of our country demands immediate and transformative changes to reverse the culture of students failure and systematic decline.

RECOMMENDATIONS

Following are the recommendations for CBP –

- Capacity building should aim to inculcate and polish individuals in their own areas e.g. capacity building of students, teachers, administrators, bureaucrats, politicians, farmers etc. Its aim should not be limited to one area only.
- The hierarchy of concept building should be to access the available information, help to build human resource capacity to expand operational capacity by ensuring support; and develop sound societal system.
- Government should join hands with private sectors as well as NGOs to build and develop individual capacity to move the nation on developmental track.

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