



Proposal

Teacher Training & Professional Development

(According to Islamic Commands & Modern Education
Framework)





Index

Executive Summary.....	4
Introduction.....	4
Significance Teacher Training & Professional Development.....	5
Qualities of a Teachers - (According to Islamic Commands).....	5
1. Faith:.....	6
2. Tohead.....	6
3. Repenting (Kushoo O Malal).....	6
4. Humble.....	7
5. Fear of God.....	7
Qualities of a Teachers - (According to Modern Education Framework).....	8
1. Adaptability.....	8
2. Confidence.....	8
3. Communication.....	8
4. Team Player.....	8
5. Continuous Learner.....	9
6. Imaginative.....	9
7. Leadership.....	9
8. Organization.....	9
9. Innovative.....	9
10. Commitment.....	9
11. Ability to Manage Online Reputation.....	9
12. Ability to Engage.....	10
13. Understanding of Technology.....	10
14. Know When to Unplug.....	10
15. Ability to Empower.....	10

Combined duties and manners of the teacher and the student.....	10
1. Sincerity:.....	10
2. Knowledge and practice:.....	11
3. Trust:.....	11
4. Good manners:.....	11
5. Self-respect :.....	12
Training Detail.....	12
Duration of training.....	12
Center Capacity.....	12
Resources required.....	12
Proposed Training.....	13

Executive Summary

The booklet under review covers all the topics that should be included in the training of a teacher according to the Islamic spirit. The proposed training system is based on six basic factors.

1. Cultivating certain qualities in the teacher in the light of the injunctions of Qur'an and Sunnah. If these qualities, which are not impossible, are inculcated in teachers, then we can produce teachers whose hearts will be enlightened and whose tongues will be fountains of wisdom.
2. According to modern research, to equip the teacher with all the basic skills that are essential for an integrated education system. List of proposed tracings is attached at the end.
3. Implementation of ethics and morals compiled by ethics scholars in the institution.
4. Establish a strong relationship among the entire stake holders e.g. institution, teachers, students and the parents so that the set goals can be achieved.
5. Provision of trainings and workshops for each segment of the stake holder.
6. Develop a very robust **Monitoring and Evaluation Mechanism** so that no one's negligence hinders the achievement of the set goals.

The support of these individuals will be needed to make all of these goals work.

1. Religious scholars who are well versed in Sufism and spirituality. They will provide guidance on SUBJECT related to **Essential Qualities for Teachers**.
2. Highly qualified educational professional those will work full time. These educationalists must be equipped and aware of all the experience and expertise related to teacher training, including research, training modules development, preparation of training materials, conducting training, screening, etc.
3. Management will play a key role in constantly **Monitoring and Evaluation Mechanism**.

Achieving the set goals is a long journey. This will require hiring some people who are always busy preparing the required material. Without it, the goals cannot be achieved, within a specific time.

Introduction

Teacher training and professional development is a continuous never-ending process which promotes the skills required by teachers in the classroom to deliver the most effective and highest standard of teaching possible to their students.

Teacher training and professional development can be delivered in different formats and styles such as formal classes, seminars, workshops, coursework or via online remote learning. Teacher Training and Professional development can be either mandatory at the school, made so by the Educational Body or Government Body, or voluntarily in which the teacher themselves takes on personal responsibility to seek out the training and undergoes these to enhance and further develop their skills.

Most commonly, the focus of professional development for teachers involves learning new teaching techniques and methodology as the world around us adapts and changes, as well as strategies for implementation of the new methods of teaching imparted on them.

At the Academy of International Science and Research, our training is completely bespoke, therefore the schedule can be tailored to your school's/organization's needs to ensure that this professional training will be the best fit model for your school.

Significance Teacher Training & Professional Development

Teachers are the central part of the educational system and have a massive impact on student performance and achievement. A great teacher can guide a student through their studies and help them to develop and grow, not only in specific subject matters but also in learning crucial life lessons, communicative skills and confidence. In order for a teacher to provide this for their students effectively they themselves have to develop better or more up to date proficiency skills, master subject knowledge and understand the many different types of learners who could potentially be in one classroom.

Classroom management is an integral part of teacher training and professional development as a teacher who can effectively and efficiently manage a class will have students who show more interest and engagement in classes and in turn will achieve better knowledge, grades and outcomes from their lessons.

Teacher training addresses challenges that teachers may be facing within the classroom and gives the teachers the skills or training required to overcome these. For example, if a teacher can't explain clearly what they know to their students, or encourage student engagement or grasp their attention then the teacher is ineffectively running the classroom. The students will slowly begin to lose interest and rather than enjoying the class or taking anything away from it, they end up being disheartened or dreading the class.

Teaching is not solely about taking notes, giving lectures or setting homework and deadlines, it is about understanding that within a classroom of up to 20 or 30 students you are going to have many different types of personalities and learning types. Not all students respond to the same style of teaching or at the same pace of others and it is the duty of the teacher to recognise this and adapt for the benefit of their students. The training sessions are needed to help the teachers learn or create new teaching strategies for all their students which will bring back and sustain their interest in the classrooms and encourage effective learning.

Qualities of a Teachers - (According to Islamic Commands)

Islam is so convinced about the importance of knowledge and education that even the first blessing mentioned in the Qur'an is the blessing of knowledge as the first revelation was revealed to the Holy Prophet (SWA).

عَلَّمَ الْإِنْسَانَ مَا لَمْ يَعْلَمْ- سورہ علق آیت ۵

اور انسان کو وہ باتیں سکھائیں جس کا اس کو علم نہ تھا۔)

(And teach man what he did not know).

As important as this work is, it requires special etiquette to perform teaching obligation properly so that no human being commits any negligence in doing its role as a teacher. The more a person is protected from negligence in the performance of this task, the more successful he/she will be in achieving the goal of this task. Therefore, whoever wants to step into the valley of knowledge, education, teaching and cognition, he/she must be aware of its etiquette and duties before performing this great task. In order to guide the people concerned, some of the etiquettes and duties mentioned by the Quran O Hadees and Aimas, have been pointed out.

According to the teachings of the Qur'an, there should be five characteristics in a teacher.

1. Faith:

وَالرَّاسِخُونَ فِي الْعِلْمِ يَقُولُونَ ءَامَنَّا بِهِ كُلٌّ مِّنْ عِندِ رَبِّنَا. سورہ آل عمران آیت 7

ترجمہ: اور علم میں راسخ مقام رکھنے والے ہی جانتے ہیں جو کہتے ہیں: ہم اس پر ایمان لے آئے ہیں، یہ سب کچھ ہمارے رب کی طرف سے ہے

And only those who are steadfast in knowledge know who say: We believe in it, all this is from our Lord.

2. Tohead

اشْهَدَ اللَّهُ أَنَّهُ لَا إِلَهَ إِلَّا هُوَ وَ الْمَلَائِكَةُ وَ أُولُوا الْعِلْمِ. سورہ آل عمران آیت 18

ترجمہ: اللہ نے خود شہادت دی ہے کہ اس کے سوا کوئی معبود نہیں اور فرشتوں اور اہل علم نے بھی یہی شہادت دی۔

Allah Himself has testified that there is no god but He and the angels and the scholars have also borne witness.

3. Repenting (Kushoo O Malal)

إِنَّ الَّذِينَ أُوتُوا الْعِلْمَ مِن قَبْلِهِ إِذَا يُتْلَى عَلَيْهِمْ يَخِرُّونَ لِلْأَذْقَانِ سُجَّدًا. وَ يَقُولُونَ سُبْحَانَ رَبَّنَا إِن كَانِ وَعْدُ رَبِّنَا لَمَفْعُولًا. وَ يَخِرُّونَ لِلْأَذْقَانِ يَبْكُونَ وَ يَزِيدُهُمْ خُشُوعًا. سورہ اسراء آیت 107 - 109

ترجمہ: اس سے پہلے جنہیں علم دیا گیا ہے جب یہ پڑھ کر انہیں سنا یا جاتا ہے تو یقیناً وہ ٹھوڑیوں کے بل سجدے میں گر پڑتے ہیں۔ اور کہتے ہیں: پاک ہے ہمارا پروردگار اور ہمارے پروردگار کا وعدہ پورا ہوا۔ اور وہ ٹھوڑیوں کے بل گرتے ہیں اور روتے جاتے ہیں اور ان کا خشوع مزید بڑھ جاتا ہے۔

Those who have been given knowledge before this, when it is not recited, surely they fall on their chins in prostration. And they say: Glory be to our Lord and the promise of our Lord has been fulfilled. And they fall on their chins and cry and their humility increases.

4. Humble

وَيَخْرُونَ لِلْأَذْقَانِ يَبْكُونَ وَيَزِيدُهُمْ خُشُوعًا سورة اسراء آیت 107 - 109

ترجمہ : اور وہ ٹھوڑیوں کے بل گرتے ہیں اور روتے جاتے ہیں اور ان کا خشوع مزید بڑھ جاتا ہے۔

And they fall on their chins and weep, and their humility increases.

5. Fear of God

إِنَّمَا يَخْشَى اللَّهَ مِنْ عِبَادِهِ الْعُلَمَاءُ۔ سورة فاطر آیت 28

ترجمہ : اللہ کے بندوں میں سے صرف اہل علم ہی اس سے ڈرتے ہیں۔

Only the learned among the servants of Allah fear Him.

The Qualities of a Teacher in the light of the Prophetic Hadith:

Declaring Tafqah fi al-Din and knowledge of religion as a good deed from Allah, the Holy Prophet says:

مَنْ يُرِدِ اللَّهُ بِهِ خَيْرًا يُفَقِّهْهُ فِي الدِّينِ۔ منية المريد ص ۹۹

God Almighty gives the understanding of religion to the one for whom He wants goodness.

Elsewhere, Prophet (SAW) states that seeking knowledge is an obligation on all Muslims:

طَلَبُ الْعِلْمِ فَرِيضَةٌ عَلَى كُلِّ مُسْلِمٍ۔ منية المريد ص ۹۹

It is the duty of every Muslim to acquire knowledge.

In another place he (SAW) says:

مَنْ طَلَبَ الْعِلْمَ فَهُوَ كَالصَّائِمِ نَهَارَهُ الْقَائِمِ لَيْلَهُ وَإِنَّ أَبَا مَنْ الْعِلْمِ يَتَعَلَّمُهُ الرَّجُلُ خَيْرٌ لَهُ مِنْ أَنْ يَكُونَ

أَبُو قُبَيْسٍ ذَهَبًا فَأَنْفَقَهُ فِي سَبِيلِ اللَّهِ۔ منية المريد ص ۱۰۰

A person who acquires knowledge is like a person who fasts all day and spends the whole night in prayer and acquires a chapter of knowledge, then by spending gold in the way of God equal to Mount Abu Qabees. is better.

After being aware of the features and virtues of knowledge and education, we can easily point out the etiquettes, duties and responsibilities that must be adopted during the process of teaching and education, which may be,

Qualities of a Teachers - (According to Modern Education Framework)

When schools are looking to hire a teacher, there are a few basic requirements: a college degree, experience working with children, and, of course, patience. Teachers need a variety of professional development skills along with knowledge of their subject matter and experience in order to be an effective teacher.

Likewise, as rapid developments in technology integrate into our day-to-day lives, they affect the way students learn and teachers teach. Modern teachers need to be competent in not only basic skills but new skill sets.

Here are 15 [21st century professional development skills](#), or as we like to call them, “modern skills,” that today’s teachers should possess.

1. Adaptability

In this modern, digital age, teachers need to be flexible and able to adapt to whatever is thrown their way. Likewise, administrators are changing and updating expectations and learning standards. Whether it’s to the way students learn, the behavior their classroom exhibits, or their lesson plans, being able to adapt is a skill that every modern teacher must have.

2. Confidence

Every teacher needs to have confidence, not only in themselves but in their students and their colleagues as well. A confident person inspires others to be confident, and a teacher’s confidence can help influence others to be a better person.

3. Communication

Being able to communicate with not only your students but with parents and staff is an essential skill. Think about it: almost all of a teacher’s day is spent communicating with students and colleagues, so it is crucial to be able to talk clearly and concisely in order to get your point across.

4. Team Player

Part of being a teacher is being able to work together as part of a team or a group. When you work together as a team, it provides students with a better chance to learn and have fun. Networking with other teachers (even virtually) and solving problems together will only lead to success. Doing so fosters a sense of community, not only in your own classroom but school-wide as well.

5. Continuous Learner

Teaching is a lifelong learning process. The world is always changing, along with the curriculum and educational technology, so it's up to you, the teacher, to keep up with it. A teacher who is always willing to go that extra mile to learn will always be an effective, successful teacher.

6. Imaginative

The most effective tool a teacher can use is their imagination. Teachers need to be creative and think of unique ways to keep their students engaged in learning, especially now that many states have implemented the [Common Core Learning Standards](#) into their curriculum. Many teachers are of the opinion that these standards are taking all of the creativity and fun out of learning, so teachers are finding imaginative ways to make learning fun again.

7. Leadership

An effective teacher is a mentor and knows how to guide their students in the right direction. They lead by example and are a good role model. They encourage students and lead them to a place of success.

8. Organization

Modern teachers have the ability to organize and prepare for the unknown. They are always ready for anything that is thrown their way. Need to go home sick? No problem, they have a substitute folder all ready to go. Studies show that organized teachers foster more effective learning environments. So it is even more imperative to be organized if you want higher-achieving students.

9. Innovative

A modern teacher is willing to try new things, from new educational apps to teaching skills and electronic devices. Being innovative means not only trying new things, but questioning your students, making real-world connections, and cultivating a creative mindset. It's getting your students to take risks and learn to collaborate with others.

10. Commitment

While being committed to your job is a traditional teaching skill, it is also a modern one. A modern teacher needs to always be engaged in their profession. [The students need to see](#) that their teacher is present and dedicated to being there for them.

11. Ability to Manage Online Reputation

This 21st century, modern teaching skill is definitely a new one. In this digital age, most, if not all, teachers are online, which means they have an "[online reputation](#)." Modern teachers need to know how to manage their online reputation and which social networks are okay for them to use. LinkedIn is a professional social network to connect

with colleagues, but other social networking site profiles, such as Instagram or Facebook, should remain private and separate from students.

12. Ability to Engage

Modern teachers know how to find engaging resources. Nowadays, it is essential to find materials and resources for students that will keep them interested. This means keeping up-to-date on new learning technologies and apps, and browsing the web and connecting to fellow teachers. Anyway that you can engage students and keep things interesting is a must.

13. Understanding of Technology

Technology is growing at a rapid pace. In the past five years alone we have seen huge advancements, and we will continue to see them grow. While these developments may be hard to keep up with, it is something that all modern teachers need to do. Not only do you need to understand the latest in technology, but you must also know [which digital tools are right for your students](#). It's a process that may take time but will be greatly influential in the success of your students.

14. Know When to Unplug

Modern teachers know when it's time to unplug from social media and just relax. They also understand that the teacher burnout rate is high, so it's even more critical for them to take the time to slow down and care for themselves. They also know when it's time to tell their students to unplug and slow down. They give their students time each day for a brain break and let them unwind.

15. Ability to Empower

Teachers inspire; that's just one of the qualities that come along with the title. Modern educators have the ability to empower students to be critical thinkers, innovative, creative, adaptable, passionate, and flexible. They empower them to solve problems, self-direct, self-reflect, and lead. They give them the tools to succeed, not only in school but in life.

Combined duties and manners of the teacher and the student

Although the scholars have described many common etiquettes and duties of teacher and student, I just recommend a few etiquettes here for brevity.

1. Sincerity:

Islam urges Muslims to do every good deed of life with sincerity and with the intention of nearness to Allah. If the intention is pure, its effect lasts forever. As the famous hadith of the Prophet said:

إِنَّمَا الْأَعْمَالُ بِالنِّيَّاتِ وَ إِنَّمَا لِكُلِّ امْرِئٍ مَا نَوَى فَمَنْ كَانَتْ هِجْرَتُهُ إِلَى اللَّهِ وَ رَسُولِهِ فَهَاجَرَتْهُ إِلَى اللَّهِ وَ رَسُولِهِ وَ مَنْ كَانَتْ هِجْرَتُهُ إِلَى دُنْيَا يُصِيبُهَا أَوْ امْرَأَةٍ يَنْكِحُهَا فَهَاجَرَتْهُ إِلَى مَا هَاجَرَ إِلَيْهِ. منية المرید ص ۱۰۰

ترجمہ : بے شک اعمال کا دارو مدار نیتوں پر ہے۔ اور ہر شخص کے لئے وہی کچھ حاصل ہوگا جس کا وہ نیت کرے۔ پس جو کوئی اللہ اور اس کے رسول کی طرف ہجرت کرے تو اس کی ہجرت اللہ اور اس کے رسول ہی کی طرف ہے۔ اور جو کوئی دنیا کی طرف ہجرت کرے تاکہ اسے حاصل کرے اور کسی عورت کی طرف ہجرت کرے تاکہ اس سے شادی کرلے تو اس کی ہجرت اسی چیز کی طرف ہے جس کی طرف وہ ہجرت کرتا ہے۔

Indeed, the deed depends on intentions. And everyone will get what he intends. So whoever emigrates to Allah and His Messenger, his emigration is to Allah and His Messenger. And whoever migrates to this world to acquire it and migrates to a woman in order to marry her, then his migration is towards that to which he migrates.

2. Knowledge and practice:

Whatever he/she teaches or acquires knowledge, he/she must first act on it himself. In the eyes of Islam, education alone has no value. Rather, the purpose of education is to be a practical world. As Imam Sadiq (AS) likened the advice of an inactive scholar to a drop of rain on a hard rock:

إِنَّ الْعَالِمَ إِذَا لَمْ يَعْمَلْ بِعِلْمِهِ زَلَّتْ مَوْعِظَتُهُ عَنِ الْقُلُوبِ كَمَا يَزِلُّ الْمَطَرُ عَنِ الصَّفَا. منية المرید

ص ۱۸۱

ترجمہ : بے عالم جب اپنے علم پر عمل نہیں کرتا تو اس کی نصیحتیں دلوں سے اس طرح پھسل جاتی ہیں جس طرح سخت چٹان سے بارش کے قطرے پھسل جاتے ہیں۔

When the ignorant person does not act on his knowledge, his advice slips from the hearts in the same way that raindrops slip from a hard rock.

3. Trust:

For anyone who teaches or acquires knowledge, trust should be his/her goal and he/she should have all kinds of trust and confidence in God Almighty. The beloved Prophet (SAW) said:

أَنَّ اللَّهَ تَعَالَى قَدْ تَكَفَّلَ لِطَالِبِ الْعِلْمِ بِرِزْقِهِ خَاصَّةً عَمَّا ضَمِنَهُ لِغَيْرِهِ. كنز العمال ج ۱۰/ص ۱۳۹

ترجمہ : بے شک اللہ تعالیٰ نے طالب علم کے لئے دوسروں کو رزق کی جو ضمانت دی ہے اس سے بڑھ کر ایک خاص کفالت کی ذمہ داری اٹھائی ہے۔

Indeed, Allah Almighty has taken on the responsibility of a special sponsor for the student beyond the guarantee he has given to others.

4. Good manners:

Because the responsibility of leading and guiding the people rests on the shoulders of the teachers, their morals should be such that people can easily meet them. There is a great need for humility, modesty and good morals for the scholars. Imam Sadiq (AS) says:

اَطْلُبُوا الْعِلْمَ، وَتَرَيُّنَا مَعَهُ بِالْجِلْمِ وَالْوَقَارِ، وَتَوَاضَعُوا لِمَنْ تُعَلِّمُونَهُ الْعِلْمَ، وَتَوَاضَعُوا لِمَنْ طَلَبْتُمْ مِنْهُ الْعِلْمَ، وَلَا تَكُونُوا عُلَمَاءَ جَبَّارِينَ؛ فَيَذْهَبَ بَاطِلُكُمْ بِحَقِّكُمْ.
اصول کافی ج ۱/ص ۳۶

ترجمہ : علم حاصل کرو، اور علم کے ساتھ بردباری اور وقار کے ذریعے زینت دو، جسے تم علم سکھاؤ اور جس سے تم علم حاصل کرو اس کے سامنے انکساری اور تواضع اختیار کرو اور جابر و متکبر علماء میں سے نہ ہو جاؤ، کہیں تمہارا باطل تمہارے حق کو اپنے ساتھ نہ لے جائے۔

Acquire knowledge, and adorn it with knowledge through patience and dignity, and humble yourself before the one whom you teach knowledge, and the one from whom you acquire knowledge, and do not be one of the arrogant and arrogant scholars. Don't take your right with you.

5. Self-respect :

Because religion and guidance lies upon the shoulders of scholars and students, both should be free from any financial burden. Both these segments of the society should live among the people in such a way that they are respected and no one looks down on them.

In addition to the above-mentioned etiquette and ethics, it is important for a teacher and a student to take care of all the things that are the identity of a student and a religious scholar and it is worthy of him, such as attending congregational prayers, praying first time. Kindness, kindness to people, respect for rights, care for the sick, compassion for the poor and oppressed, compassion for the needy and treating all people with love and regard. In the same way, one should be careful in every aspect of dress, manners and mannerisms.

Training Detail

Duration of training

The duration of teacher training should be between 1 to 5 days. A maximum of two topics should be covered in a day.

Center Capacity

The training center can provide training facilities over 100 to 120 teachers every month. A minimum of twenty five and a maximum of thirty persons will be able to benefit from each training program.

Resources required

The following resources are essential in the training center.

1. Training hall with a seating capacity of 25 to 30 people. This room should be equipped with all kinds of modern audio and visual equipments.
2. Arrangements for accommodation and meals for the training participants.
3. Required stationery such as white board, marker, writing notebook, photocopies of training material, CD for presentation and video etc.
4. If resource persons are hired, their lecture fee or free pick and drop facility
5. Staff costs required to run the training center

Proposed Training

1. Workshops for Professional Teaching Skills
2. Multiple Intelligences - Using MI to make classes more interactive & interesting
3. Learning Styles - Understanding Learning styles and how we can maximize learning using this understanding
4. Thinking Skills - What are they and how we can use them inculcate them through our classroom
5. Active Learning - Methodologies to make teaching more interactive, involving & more meaningful
6. Cooperative Learning - How to get the best out of peer to peer interactions and to multiply learning using groups
7. Organizing Learning -What to use where - to enable effective understanding and recall.
8. If they're laughing-they're learning - Effective strategies towards Using humor in classroom
9. Understanding and working with Higher order thinking skills
10. Developing and using Creativity in learning
11. Using Art, color, clay & sand for effective learning
12. Using Theater for effective Learning
13. Using Music for learning
14. Language Development in Early Childhood / Middle School
15. Making Mathematics more meaningful
16. Brain based learning & Study Skills
17. Using Story telling / doing in learning
18. Understanding Activity Design
19. Using Experiential and Integrated design
20. Workshops for Understanding Child
21. Understanding Emotional needs of a child
22. Working with acceptance and Intentions
23. Understanding and Developing high Self esteem
24. Developing Life skills or success skills
25. Workshops for Effective Classroom Management

26. Cooperation - Effective Methods to solicit cooperation from children in the classroom
27. Disciplining in the classroom - Alternative to punishment that work
28. Communicating to motivate children: Bring the best out of students by simple changes in our communication
29. Circle Time - using group dynamics for learning
30. Creating stimulating yet enjoyable physical, Mental and Emotional environment in the classroom
31. Subject Specific Workshops
32. Spellings - Strategies to enable children to learn write and remember spellings correctly
33. Science is looking, doing, concluding - Let each Science class be an active exciting journey for children.
Experience science all around you through activity based workshop.
34. Language Development – the natural way – Joy of knowing and using a language is the key to learning the language. Geniekids approach is to simply follow the natural way in which we use the language and learn it on the go.
35. Make Maths a pleasure to teach and exciting to learn - Activities that connect Maths to real life.
36. Unravel the Mystery of History - If History is exciting is what you want the children to say, this workshops shows you simple but extremely effective way to make history fun.
37. Geography is all around us - A workshop which shows teachers how geography is best learned through events, landmarks and experiences all around us.
38. Teacher (Self) Development Workshops
39. Discovering one's potential as a teacher
40. Developing effective Facilitating Skills
41. Conducting Effective Sessions
42. Developing and Adding MY creativity to my teaching
43. Developing communication skills that make teachers more effective
44. Frameworks of my mind - helping me relax, enjoy and give the best to children.
45. Becoming the favorite teacher of children