



EDUCATIONAL SUPERVISION

by

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Supervision is the name given to the activities that contribute to the achievement of the goals of the plan prepared by the administration. It is a function of the organization. It operates in an organizational structure. Theoretically, the concept of educational supervision has undergone much change in the past two to three decades in all the major countries of the world, particularly like the USA. However, the newer developments have not been uniformly translated into practice in these countries. Same is the case with our country also.

Supervision is an essential and an important aspect of the administration in every field. It is one of the functions of administration. When the administration has prepared a plan, it has got to be implemented. When the plan is in operation, a number of people are engaged in its execution at different stages, playing different roles. At this stage, the administration is required to see that the work is being done by everyone as desired and planned. In this purpose, the administration does everything to address, motivate and help the personnel engaged in the execution of the plan.

Supervision has several meanings. People extract its meaning according to their "past experience, their needs and purposes". Supervision for a supervisor is a positive force for programme improvement for a teacher it is either a threat to his/her individuality or an assistance and support to his/her profession.

Commonly the term supervision means "to superintend" or to guide and to stimulate the activities of others with a view to their improvement. In education, supervision carries the same general concept, but is usually applied to the activities of teaching - the supervision of institution.



Definitions of Supervision:

- View of Barr & Burton - Supervision is the foundation upon which all programmes for the improvement of teaching must be built.
- View of Adams & Dicky - Supervision is a planned programme for the development of instruction.
- View of Flyer - Atleast best supervision is the most noble and dynamic of all endeavours.
- View of Briggs & Justman - To supervise means to coordinate, stimulate and direct the growth of teachers.
- View of Moorar - Supervision is directly concerned with studying and improving the condition which surround the learning and growth of pupils and teachers.
- Harold Spears - Supervision has gradually moved from the improvement of institution to the improvement of learning.

Scope of Supervision:

The educational institution is assured to be a sub-system of a group of interdependent parts which exist for the purpose of contributing to the overall goals of the organization. The organization of a particular school is the major factor in determining the special characteristics of supervision. This organization involves both human and material elements for the improvement of the quality of learning for the students. This is done through the following functions which come under the scope of supervision.

- Technological and psychological support system for teachers.
- Supervision of curriculum design.
- Continuing professional development of the staff.
- Evaluation of teaching & learning process.
- Selection, allocation and development of materials and equipment of institution.
- Research programme.
- Dissemination of knowledge.
- Supervision of Co-curricular activities.
- Supervision of school records.



Objectives of Supervision:

- Helping teacher to use modern methods of teaching.
- Helping teachers to plan for instruction.
- Helping teachers with curriculum development.
- Helping teachers with classroom management.
- Helping teachers to evaluate the curriculum.
- Helping teachers to work together.
- Helping teachers through inservice programmes.
- Helping teachers in providing them with researchable workload.

Characteristics of Supervision:

- It provides leadership with extra knowledge and supervision.
- It gives coordination, direction and guidance to teacher's activities.
- It is a creative and dynamic expert technical service.
- It promotes cooperative educational aims and objectives.
- It stimulates the continuous growth of teachers and development of pupils.
- It improves instruction and the teaching-learning situation and the process.

Functions of Educational Supervision:

- Providing leadership
- Studying the teaching-learning situation
- Improving the teaching-learning situation
- Formulating policies
- Improving group interaction
- Improving the persona
- Improving human relations
- Generating favourable learning climate
- Improving the product of education
- Improving supervision



Types of Educational Supervision:

- Democratic supervision
- Corrective supervision
- Preventive supervision
- Creative supervision
- Coercive supervision
- Laissez-Faire supervision

Methods or Procedures of Supervision:

- School visits
- Teachers meetings and conferences
- Issuing orders and circulars
- Demonstration teaching
- Evaluative criterion
- Planned intraschool and interschool activities.

Principles of Supervision:

- Supervision should be functionally related to administration.
- Supervision should be based on philosophy.
- Supervision should be scientific.
- Supervision should be democratic.
- Supervision should be creative.
- Supervision should be progressive.
- Supervision should be professional.

Supervision in education system is a very important component. A keen observer who examines or inspects the talent and skill in students and teachers as well in a microscopic manner with an eagle eye can guide them to finetune their talents and skills. Because teaching is a creative art of a teacher and learning is an inherent characteristic of the student. Guidance in the right way goes a long way in the life of a student. Teacher is a sculptor who chisels the student into an attractive persona. Both of them play a crucial role in nation building under the able educational supervisors.



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