PARADIGM SHIFT: CHANGING CAREER PATH

by:
Rica E. Obispo
Teacher III Sto.Nino Elementary School

In this modern times, people are indeed insatiable for they always look forward and strive for the betterment of their careers. This instance is no longer new with the many types of workers around the world that even bosses themselves also seek for greater position and authority. The unending and persistent drives of these workers, perhaps, gave birth to what we are calling nowadays as “career pathing”.

Changing career path is considered a constant mindset and always be an option among those who want to challenge theirselves in connection with their current jobs or work status. But what do we really mean by “career pathing” or by that of “paradigm shift”? Moreover, for what any reasons it is related with teachers?

According to the article of Heathfield (2018) entitled “You Owe Yourself A Clear Path and Plan for Success”, she asserted that career pathing is the process by which a worker systematically plan or chart a specific course within his department or organization for the advancement or development of his career. It also involves the understanding of what are the required knowledge, qualities, skills, aptitudes, and experiences for the target position. On the other hand, the term paradigm shift was a term coined by an American philosopher Thomas Kuhn. According to Kuhn (1922), paradigm shift happens when a specific paradigm theory is replaced by another or when your previous scheme is being change. In simple terms, paradigm shift is a change course of action. How then this become related to teachers or how it affected teachers in terms of their work? The answer is simple, because teachers are in the constant quest of improving their work status and trying to venture new opportunities as form of promotion and career development.
Nowadays, many teachers have embraced career pathing as seen to those who are shifting from classroom teachers to school heads. Teachers believe that they become more influential and authoritative when they have the position of being a school head. Indeed, many of these teachers have innate leadership characters and so they can only maximize this by changing career path.

Indeed the Department of Education (DepEd) supports the initiatives of every teacher to change career from being a classroom teacher to becoming full pledge school leaders. But since being school head is extremely a demanding position, aspiring teachers undergo rigid ranking process and examination. In the Philippines, teachers who aspire to become school principals need to pass the very challenging National Qualifying Examination for School Heads (NQESH). This examination is a mechanism of the DepEd in hiring school principals nationwide.

With the eagerness of teachers to advance their careers and grow professionally, career pathing will always remain on the edge. The good thing is, this is part of personal and professional development.

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