



Educating The Educators: A Conceptual Framework for Enhancing Teachers' Digital, Inclusive, And Ethical Competences

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Abstract

The fast growth of digital learning and the changing needs of today's classrooms show that teachers need strong support and training. This paper introduces a professional development model titled "Integrated Teacher Competence (ITC) Model" created to help teachers build skills in three main areas: (1) digital teaching skills, such as using online tools, learning platforms, and digital assessments; (2) inclusive lesson design, which includes strategies for meeting different learning needs and making materials more accessible; and (3) ethical teaching in contemporary classrooms, focusing on clear communication and effective collaboration with students from different backgrounds. Instead of looking only at student results, this model focuses on giving teachers the practical knowledge and confidence they need. The proposed model includes hands-on learning activities, short focused training sessions, guided practice with digital tools, and opportunities for teachers to reflect and learn from each other. These activities are offered through a mix of online and in-person workshops, mentoring, and digital portfolios. The aim of this proposed model is for teachers to feel more confident using technology, design lessons that better support different types of learners, and feel more prepared to teach in digital and multilevel settings. The expected result is showing the importance of ongoing, flexible teacher professional development to improve teaching quality and support innovation in modern education.

Keywords: Teacher Professional Development, Instructional Innovation, Digital Competence, Inclusive Education, Ethical Teaching