



## IMPLEMENTATION OF TEACHERS TRAINING POLICY

- The institute formulates its teachers training policy in accordance with AICTE rules and with the actual realities of unaided professional technical institutes in mind.
- The career-long training requirements of educators can be categorised into two discrete classifications within the training programme:
- Faculty will be supplied with an induction programme as soon as they enrol at the institute.
- Program of in-service training tailored to the needs of employees at different stages of their careers.

## OBJECTIVES

To identify the training needs at different levels of career and for different categories of teachers, considering the expectations from a good teacher and technical education scenario.

- To prescribe the structure and contents of the training program at different levels.
- To monitor, facilitate and successively imp industry, institutions, government agencies and NGOs.
- Improve the quality of training through suitable resource persons and resource material.
- Continuous updating of technical subject expertise by successful completion of at least one subject course offered through technology-based means every year.
- To know latest trends in technology through Industry Institute Interaction.
- To develop healthy, technology oriented academic and research culture in the institute which will be eventually percolated up to students.

## TRAINING POLICY

### Faculty Induction Program:

- Overview of the current state of technical education and its issues, including the need of teamwork in fostering a sense of ownership, responsibilities, and expectations.
- A fundamental comprehension of the teaching-learning process, outcome-based education, and the academic, research and development, and internship policies of the institution.
- Orientation regarding pertinent ICT tools that facilitate successful teaching and learning, as well as lifetime learning resources.
- Good teaching approaches, lab development, interaction with industry institutes, and more.
- Orientation regarding the significance of diverse feedbacks that culminate in appraisal.
- A cognizance of one's job in order to facilitate efficient operation in accordance with the institute's organisational chart's vertical hierarchy (departments reporting to the heads of departments) and horizontal hierarchy (functional committees reporting to deans).

- Proficiency in areas outside instruction and research, including but not limited to financial operations, administrative protocols, and legal ramifications.

## **IN-SERVICE TRAINING PROGRAM AT VARIOUS LEVELS OF TEACHING CAREER**

### **DURING 1-5 YEARS:**

- Inspiration to participate in a variety of Refresher Modules, STTPs, and FDPs in order to become current on the most recent advancements and focal points in the respective fields
- Consulting, training in sponsored project design and execution, research guidance, and more.
- Instruction for lab advancement
- Instruction on intellectual property rights, patenting, technological transfer/dissemination, and ethical concerns in R&D
- Instruction in the coordination of symposia, workshops, and conferences.

### **TRAINING POLICY**

- Providing the essential record-keeping training in anticipation of evaluations by organisations such as NAAC, NBA, and others.
- Instruction to contribute to institute-level operations as a member of functional committees reporting to deans in accordance with the institute's organisational chart.

### **DURING 5-10 YEARS**

- Refresher Modules, STTPs, and FDPs to update knowledge of recent advancements and focal points in the respective fields
- Instruction in curricular planning, resource material creation, and research and teaching best practises
- Providing the essential record-keeping training in anticipation of evaluations by organisations such as NAAC, NBA, and others. In a position of authority at the department or institute level, provide training to facilitate participation in institution-level operations as the chair of functional committees reporting to the deans, in accordance with the institute's organisational structure.

### **DURING 10-30 YEARS (PROFESSOR/ ASSOCIATE PROFESSOR/ HOD/ DEAN)**

- Refresher Modules for the Current State of Knowledge, Emerging Developments, and Key Areas of Focus in the Relevant Fields
- Collaborative research training involving universities, organisations, government agencies, and NGOs
- Strategic planning for the expansion of departments, institutions, motivation, and efficiency
- Elimination of obsolete materials and strategic development for ongoing expansion of departments and the institute.
- Effective communication with partnering and monitoring agencies
- Encouraging an ethical climate grounded in values within the institution
- Management of disciplinary matters
- Interaction with regulatory and monitoring bodies of the government

