

## Teacher's Training Policy

**Introduction:** A new faculty member who completes his/her studies in a timely manner from any Business Institute needs basic training, before he/she is required to provide quality outputs to students. This will enable them to provide meaningful outcomes for the discipline in the medium duration which in turn provides a valuable impact for the institution in the long duration. Therefore the faculty member is required to plan the efforts and their directions to make the academic carrier meaningful.

1. **Faculty induction programme (FIP):** New faculty members are trained to develop the art of preparing a systematic lesson plan and effective classroom interaction developing competence in communication skill in various models relevant to technical problems. Training in human values through an appropriate process of self-exploration happened to be, by far the most important component of the training of fresh teachers. A teacher also has to learn the knack of continuous knowledge updating and lifelong learning. Apply the concepts, principles, and process of instructions and learning to ensure effective implementation of the curriculum. They should also demonstrate ethical and responsible, professional behaviour in the performance of his duties and rules. Also at successive stages of teaching career, training inputs about curricular development, infrastructure development, Institutional development, disciplinary and other important aspects of educational administration and policy formulation etc., will also be needed. The objectives of the FIP is to:
  - ✓ Present scenario and challenges of Management education and the spectrum of duties and expectations.
  - ✓ Basic understanding of the teaching-learning process, the psychology of learning and effective pedagogical techniques.
  - ✓ Training for preparing lesson plans and effective instructional process and initiatives for developing competence in communication skills in various modes relevant to the technical profession.
  - ✓ Inculcation of a holistic perception, professional values and ethical attitudes.

- ✓ Exposure to relevant ICT tools and aids for effective teaching-learning and resources for lifelong self-learning.
- ✓ Training in the appropriate use of various modes of student evaluation.
- ✓ Training in creative problem-solving; research methodology; conducting guidance for R&D projects etc.
- ✓ Guided exposure to good teaching practices, learning methods, and organization of practical classes etc.
- ✓ Training in miscellaneous aspects other than teaching and research, such as administrative procedures, financial procedures and legal implication etc.

This phase of the Training Program for the inductee teachers, is one-year probation period of the teachers, just after their selection. The training can be conducted through Massive Open Online Courses (MOOCs) mode followed by contact programs.

## 2. FDP Program For Above 1 Year:

- ✓ Refresher modules, for knowledge updating newer developments and thrust areas in concerned field.
- ✓ Training on curricular development, research material development and good practices in teaching and research.
- ✓ Planning for departmental growth, motivation and efficiency.
- ✓ Inviting well known speaker's eminent personalities who have achieved some feat in management education.
- ✓ Participation in the seminar will help them to interact with present and ongoing advancements in the management field.
- ✓ They should attend 4 seminar / workshop / conferences in an academic year.

More information about training is available on: [https://www.aicte-india.org/sites/default/files/TRAINING%20POLICY%20FOR%20TECHNICAL%20TEACHERS\\_BOOK%20%2812%29.pdf](https://www.aicte-india.org/sites/default/files/TRAINING%20POLICY%20FOR%20TECHNICAL%20TEACHERS_BOOK%20%2812%29.pdf)



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