



## SREE RAMA ENGINEERING COLLEGE

(Approved by AICTE, New Delhi - Affiliated to JNTUA, Ananthapuramu)  
An ISO 9001:2015 & ISO 14001:2015 certified Institution  
Rami Reddy Nagar, Karakambadi road, Tirupati-517507  
Ph;99634 66669 [www.sreerama.ac.in](http://www.sreerama.ac.in)

# TRAINING POLICY OF TEACHERS

<b>Category</b>	:	Faculty Professional Development
<b>Approved by</b>	:	College Academic Committee
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## **INTRODUCTION:**

With rapidly changing technological scenario in the context of ever-increasing global connectivity as well as competitiveness in modern times, the role of technical education in economic development has become very significant and challenging. Also, as a consequence of intensive technological developments, the concerns of sustainability, environmental degradation, resource depletion and inclusive growth have become more relevant. The need for well-qualified engineers / professionals is more critical with complex problems that affect the quality of life of everyone, everywhere for businesses seeking well-rounded engineers and professionals who face global challenges. Further, the concerns about making the educational curricula and training more conducive to the national needs are becoming a top priority.

Over past decades there is a lot changes InTechnology that has been in cooperated and the education has to be transferred and upgrade the curriculum with current industry needs. The technical institutions provide the technical manpower needed to meet the requirements of the country. In these institutions, the most important component of the information – knowledge transition is facilitated by the teachers. The teaching professionals or teachers join this profession immediately after the completion of their post graduate or research degrees and then progress in their career. As of now, there is no training, which prepares them to take on the role in the teaching profession. Another important issue worth pondering is that the teaching profession in the technical education domain no longer attracts the best academic performers and many times, it becomes the last choice. There is hardly any mechanism and opportunity to motivate academically brilliant candidates to take up the jobs in the teaching profession and groom them for providing quality education. Needless to emphasize that with such a downside trend, a vicious cycle is created that continues to operate, resulting in further degradation of the quality of education.

As per the directions of the AICTE and the Teacher Training policy of 2018 we have designed for the benefit of the students, faculty members and institution and this is submitted and approved in the Governing Council of year 2020 Sree Rama Engineering College, Rami Reddy Nagar, Karakambadi Road, Tirupati - Andhra Pradesh-517507 towards implementation.

The implementation of this policy is monitored by Director and Internal Quality Assurance Cell and by Principal of the institute.

### **Objectives of the Training Policy:**

The following are the broad objectives of the Training Policy for inductee teachers:

- To begin with, clearly demarcate the training needs at different levels of career and for different categories of teachers, keeping in mind their present status, the expectations from a good teacher and the ground reality of technical education in the country. This will naturally characterize the training needs at the time of induction as well as at the successive stages of the academic career.
- To prescribe the structure and the contents of the training program at different levels.
- To propose a feasible mechanism to effectively implement the desired Training Policy on a large scale throughout the country.
- To monitor, facilitate and successively improve the quality of training by proposing to develop suitable resource persons, resource material (both print and online modes) and carrying out action research.
- To recognize the salient implications of the proposed policy and to suggest ways and means to appropriately deal with these to establish a sustainable system for training of technical teachers.
- Continuous updating of technical subject expertise (theory and practice) by making mandatory, the successful completion of at least one subject course offering through technology - based means i.e. Massive Open Online Courses (MOOCs) and / or open online courses every year.

### **TRAINING NEEDS DURING THE FACULTY INDUCTION PROGRAM (FIP):**

In this phase of Faculty Induction Training (FIP), imparting of teaching skills and enhancement of leadership would be required in addition to general academic as well as domain-specific requirements. This will need both instructional inputs as well as guided exposure to good practices and demonstrative situations.

The following requirements to be met in the training:

- General orientation about the present scenario and challenges of technical 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.
- Exposure to relevant ICT tools and aids for effective teaching-learning and resources for life long 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, lab development 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.

### **FRESHER INDUCTION PROGRAM:**

A new faculty member who completes his / her studies in a timely manner from any technical institution and joins in our polytechnic college needs basic training, he / she is required to provide quality outputs in the short run so that they lead to meaningful outcomes for the discipline in the medium duration which in turn a valuable impact for the institutions in the long duration. Therefore, the faculty member is required to plan the efforts and their directions to make the academic carrier meaningful.

- Faculty induction programme (FIP) has to be implemented just after recruitment of fresh teachers.
- He / She has to keep abreast with the latest AICTE syllabus in his subject.
- New faculty members are trained to develop the art of preparing a systematic lesson plan and effective class room 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 for the most important component of the training of fresh

teachers.

- A teacher also has to learn the knack of continuous knowledge updating and life long learning.
- Apply the concepts, principles, and process of instructions and learning to ensure effective implementation of the curriculum.
- Demonstrate ethical and responsible, professional behavior 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 points explained above required the development of a comprehensive training policy for young inductee teachers at different stages of their carrier as well as meeting different needs.
- To prescribe the structure and contents of the training program at different levels.
- To monitor, facilitate and successfully improve the quality of training by proposing to develop suitable resource persons, resource material and carrying out action research.
- Continuous updating of technical subject expertise by making mandatory, the successful completion of at least one subject course offer through technology based means every year from anywhere in the world.
- Basic understanding of the teaching – learning process.
- Training in preparing a systematic lesson plan and effective classroom interaction.
- Guided exposure to good teaching practice and lab development.
- Teaching in miscellaneous expects other than teaching such as administrative procedure, financial procedure and legal implication etc.,
- A fresher is required to attend two seminar / workshop / conferences in an academic year.

### **FDP PROGRAMME FOR ABOVE 1 YEAR - 10 YEARS SERVICE**

- Refresher modules, for knowledge updating newer developments and thrust are as 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 eminent personalities who have achieved some feat in science and technology to take some seminar for our students.
- Participation in the seminar will help them to interact with present and ongoing advancements in the technical field.
- They should attend 4 seminar / workshop / conferences in a academic year.

### **FDP PROGRAMME FOR ABOVE 10 YEARS OF SERVICE**

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- Training on curricular development, research material development and good practices in teaching and research.
- Planning for departmental growth, motivation and efficiency.
- Inviting eminent personalities who have achieved some feat in science and technology to take some seminar for our students.
- Participation in the seminar will help them to interact with present and ongoing advancements in the technical field.
- They should attend 5 seminar / workshop / conferences in a academic year.

### **PEER GUIDANCE:**

At Sree Rama Engineering College we believe in co-learning will be helping any individual to transform the knowledge in order to upgrade themselves for the trending needs of the industry. In the institution the Professors will guide and support the associate professors and in turn the associates will transform their knowledge to the young assistant professors in terms of research, knowledge etc. This process is monitored by Principal / HoDs in the institution.

**PROFESSIONAL MEMBERSHIPS:**

Any Faculty member who joins the Sree Rama Engineering College should be a part of at least one professional body of their concern department, which would help there for professional growth in future.

**CONCLUSION:**

This policy is developed for benefiting both new faculties joining the institute and also the existing faculty in turn which will facilitate the student community of SREE Rama Engineering College.

**PRINCIPAL**