



SHRI VETALESHWAR SHIKSHAN SANSTH'S  
**RAJIV GANDHI INSTITUTE OF POLYTECHNIC  
HASEGAON**

## **TEACHERS TRAINING POLICY**

Teachers Training Policy at the institute is prepared using guidelines given by AICTE and considering practical scenario in Un-aided Professional Technical institutes.

The training need of teachers in their career can be classified under two distinct categories of the training program:

1. Faculty Induction Program to be provided just after joining the institute.
2. In-service training program for specific requirements at various levels of the career.

### **A. 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 provide the quality of training through suitable resource persons and resource material.
- 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.

## **B. TRAINING POLICY**

### **1. Faculty Induction Program:**

- General orientation about the present scenario and challenges of technical education, need of teamwork resulting in feeling of ownership, duties and expectations.
- Basic understanding of the teaching-learning process, outcome based education, details about Academic, R&D and Internship Policies of institute.
- Orientation about relevant ICT tools supporting effective teaching-learning and resources for lifelong learning.
- Exposure to good teaching practices, lab development, Industry Institute Interaction etc.
- Orientation about importance of various feedbacks resulting into appraisal.
- Awareness about role in view of smooth working through hierarchy.
- Awareness about aspects other than teaching and research such as administrative procedures, financial procedures and legal implication etc.

### **2. In-service training program at various levels of teaching career**

#### **2.1 During 1-5 years:**

- Motivation to attend various Refresher Modules, STTPs, FDPs for knowledge updating, newer developments and thrust areas in the concerned fields
- Training for research guidance, sponsored project planning and conduction, consultancy etc.
- Training for lab development
- Training on IPR issues, patenting, technology transfer/dissemination and ethical issues in R & D
- Training on organization of conferences, workshops, symposia etc.

- Training for necessary record keeping work in view of evaluation by various bodies such as NAAC, NBA etc.
- Training to contribute in institute level functioning as member of Functional Committees as per organization chart of the institute.

## **2.2 During 5-10 years**

- Refresher Modules, STTPs, FDPs for knowledge updating, newer developments and thrust areas in the concerned fields
- Training on curricular development, resource material development and good practices in teaching and research
- Training for necessary record keeping work in view of evaluation by various bodies such as NAAC, NBA etc. In a role of some criterion incharge at department or institute level
- Training to contribute in institute level functioning as head of Functional Committees as per organization chart of the institute.

## **2.3 During 10-30 years (Professor/ Associate Professor/ HOD/ Dean)**

- Refresher Modules for knowledge updating, newer developments and thrust areas in the concerned fields
- Training on collaborative research with industry, institutions, government agencies and NGOs
- Planning for departmental growth, institutional growth, motivation and efficiency
- Removal of obsolescence and planning for continuous growth of the departments and the institute.
- Effective interaction with monitoring and collaborating agencies
- Facilitating a value-based ethical environment in the institution
- Handling of disciplinary issues
- Liaison with governmental monitoring/ regulatory bodies

**Principal**