



ANNAI MADHA POLYTECHNIC COLLEGE (814)

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TEACHERS TRAINING POLICY

Fresher Induction program (FIP)

The professional development of the faculty members joining their Technical Institution is a must as per Government norms, training imparted to staff at regular intervals of time, 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 with the latest DOTE syllabus in his subject, a variety of learning procedure are adopted like, Classroom, Teaching conducting, Workshops, Seminars etc.
- 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.
- A teacher also has to learn the art of continuous knowledge updating and lifelong 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.
- Participant get a chance of industrial visit to enrich their knowledge certain courses attended by our staff members also include the research methodology research are identification.
- The points explained above required the development of a comprehensive training policy for young inductee teachers at different stages of their career 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 PROGRAME FOR ABOVE 1 YEAR- 10 YEARS SERVICE

- 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 PROGRAME FOR ABOVE 10 YEARS OF SERVICE

- 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.