



OFFICE OF THE PRINCIPAL
MANGALDAI COLLEGE

"AUTONOMOUS"

(Accredited with 'A' Grade by NAAC)

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TEACHER TRAINING & FACULTY DEVELOPMENT POLICY
(As per AICTE Guidelines)

1.Introduction:

Mangaldai College (Autonomous) recognizes that continuous professional development of teachers is essential for maintaining academic excellence and quality education. In accordance with the guidelines of the All India Council for Technical Education (AICTE), the institution has formulated a Teacher Training Policy to enhance the teaching, research, and professional competencies of faculty members.

This policy aims to ensure continuous upgradation of knowledge, skills, pedagogy, and technological competence of faculty members in line with emerging academic and industry requirements.

2. Objectives of the Policy

The objectives of the Teacher Training Policy are:

- To enhance teaching effectiveness and classroom delivery.
- To promote continuous professional development of faculty members.
- To encourage participation in Faculty Development Programmes (FDPs), workshops, seminars, and conferences.
- To improve research orientation and academic output.
- To promote the use of ICT, digital tools, and innovative teaching methods.
- To align faculty competencies with AICTE and NEP guidelines.

3. Policy Framework

3.1 Orientation Programme

- Newly appointed faculty members shall undergo an orientation programme.
- The programme will cover AICTE norms, institutional policies, academic responsibilities, and teaching methodologies.

3.2 Faculty Development Programmes (FDPs)

- Faculty members are encouraged to participate in:
- AICTE-approved FDPs
- Refresher and Orientation Programmes
- Workshops, seminars, and conferences
- At least one FDP per academic year is encouraged for every faculty member.

3.3 Digital & Pedagogical Training

- Regular training on:
- Learning Management Systems (LMS)
- Online teaching tools
- ICT-enabled teaching
- Outcome-Based Education (OBE)
- Emphasis on innovative teaching and assessment methods.

3.4 Research & Publication

- Faculty members are encouraged to:
- Publish research papers in reputed journals
- Present papers in national and international conferences
- Participate in research projects and collaborations

4. Implementation of the Policy

- ✓ The College Academic Committee shall oversee the implementation of the policy.
- ✓ A Faculty Development Coordinator shall be appointed to:
- ✓ Maintain training records
- ✓ Monitor participation
- ✓ Prepare annual training reports

Necessary financial and administrative support shall be provided by the institution.

5. Monitoring and Review

- ✓ Faculty performance will be reviewed annually based on:
- ✓ Participation in training programs
- ✓ Academic contribution
- ✓ Teaching effectiveness
- ✓ Feedback from students and stakeholders will be considered.

The policy shall be reviewed periodically to align with AICTE norms and institutional requirements.

6. Financial Support & Incentives

- ✓ The institution may provide:
- ✓ Duty leave for attending FDPs
- ✓ Financial assistance for approved programs
- ✓ Recognition for academic and research achievements

7. Commencement of Policy

This Teacher Training Policy shall come into force with immediate effect and shall remain valid until revised as per AICTE guidelines or institutional requirements.

Principal
Mangaldai College (Autonomous)
Mangaldai, Assam