



Don Bosco College

Co-Ed ♦ Affiliated to Thiruvalluvar University ♦ Accredited by NAAC with "A" Grade in Cycle 1
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IMPLEMENTATION OF TEACHER TRAINING POLICY

New faculty members joining Don Bosco College are expected to transition smoothly into their academic roles and contribute meaningfully to the institution's mission of quality education. A structured training policy ensures that faculty develop the necessary pedagogical, technical, and professional competencies from the outset and continue to grow throughout their careers.


GUIDING PRINCIPLES:

- Faculty Induction Programme (FIP) is mandatory for all newly recruited teachers.
- Training focuses on lesson planning, classroom engagement, communication skills, and discipline-specific pedagogical methods.
- Emphasis is placed on human values, self-reflection, and ethical professional conduct.
- Continuous professional development and lifelong learning are integral to faculty roles.
- Faculty are encouraged to align their teaching with curriculum goals, institutional values, and emerging educational trends.

TRAINING FRAMEWORK FOR NEW FACULTY (0–2 YEARS):

- **Induction Training:**
Introduction to institutional culture, policies, teaching tools, and academic expectations.
- **Pedagogical Skills:**
Training in systematic lesson planning, effective classroom interaction, and student engagement strategies.
- **Value-Based Education:**
Workshops on integrating human values, ethics, and inclusive teaching practices.




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- Technical & Administrative Orientation:
Familiarization with LMS, administrative procedures, financial norms, and legal frameworks.
- Professional Development:
Mandatory attendance at two seminars/workshops/conferences per academic year.


MID-CAREER FACULTY DEVELOPMENT (2–5 YEARS):

- Refresher Modules:
Updating knowledge in emerging fields, research methodologies, and interdisciplinary approaches.
- Curriculum & Research Training:
Workshops on curriculum design, material development, and innovative teaching practices.
- Departmental Leadership:
Training in academic leadership, departmental planning, and mentoring junior faculty.
- Guest Lectures & Exposure:
Inviting experts for seminars and encouraging faculty to present at national/international forums.
- Conference Participation:
Mandatory attendance at four seminars/workshops/conferences per academic year.

ONGOING PROFESSIONAL DEVELOPMENT (5+ YEARS):

- Advanced Pedagogy & Innovation:
Training in advanced instructional design, blended learning, and educational technology.
- Institutional Development:
Involvement in policy formulation, accreditation processes, and strategic planning.
- Research & Publication Support:
Guidance on research projects, publication ethics, and grant writing.
- Mentorship Training:
Equipping senior faculty to mentor early-career teachers and researchers.




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IMPLEMENTATION & MONITORING:

- The Academic Development Cell (ADC) oversees training schedules, resource persons, and material development.
- Annual training calendars are published at the beginning of each academic year.
- Feedback mechanisms ensure continuous improvement of training programs.
- Participation records are maintained for appraisal and promotion considerations.




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