



Marri Laxman Reddy Institute of Technology and Management
(UGC Autonomous)

Dundigal, Hyderabad – 500043

Teaching Policy

With effect from 08th November 2016

Teaching Policy

To excel as an educator, faculty members must possess deep subject knowledge, practical proficiency, and strong pedagogical skills. Effective teaching requires strategic instructional planning and the ability to engage students, inspiring them to acquire knowledge and develop skills that will empower them as professionals. The role of a teacher extends beyond the classroom, contributing to societal development and national progress over the course of an academic career spanning 30-35 years.

To ensure continuous professional growth and the delivery of high-quality education, MLRITM has formulated this Teacher Training Policy in alignment with AICTE guidelines and the specific needs of unaided professional technical institutes. The training programs are categorized into two main stages:

1. Faculty Induction Program – Conducted immediately upon joining the institute.
2. In-Service Training Program – Designed to address evolving professional requirements at different career stages.

Objectives:

1. Identify faculty training needs at various career stages to ensure alignment with industry advancements and educational best practices.
2. Establish a structured training framework and curriculum tailored to different professional levels.
3. Strengthen collaborations with industries, educational institutions, and government bodies to enhance training effectiveness.
4. Ensure continuous professional development by requiring faculty members to complete at least one technology-based course annually.
5. Promote Industry-Institute Interaction to keep faculty updated on the latest technological trends.
6. Foster a culture of research and innovation, integrating technological advancements into the academic ecosystem for the benefit of both students and faculty.

I. Faculty Induction Program

The Faculty Induction Program is designed to help newly recruited faculty members transition effectively into their teaching roles. The key components of this program include:

- Exposure to latest curriculum developments and instructional best practices.
- Training in structured lesson planning, classroom interaction, and communication strategies for teaching technical subjects.
- Emphasis on ethical values, social responsibility, and environmental awareness within the teaching profession.
- Encouragement of a mindset geared towards continuous learning and professional development.
- Requirement to attend at least two seminars, workshops, or conferences annually to enhance subject expertise.

II. In-Service Training Program:

The In-Service Training Program is designed to ensure continuous professional development throughout a faculty member's career. The training focuses on:

Pedagogical and Professional Development

- Curriculum enhancement and the development of innovative teaching methods.
- Training on educational administration, policy formulation, and institutional management.
- Participation in leadership programs emphasizing vision and strategy development.
- Guidance on collaborative research with industry and academia.

Technical and Research Advancements

- Annual technology-based coursework to stay updated with industry advancements.
- Training on research methodologies, publication ethics, and grant proposal writing.
- Interaction with renowned experts and industry leaders to stay informed about cutting-edge developments.

Institutional Growth and Quality Enhancement

- Seminars and workshops on departmental development, faculty motivation, and institutional efficiency.
- Strengthening industry-institute collaborations to bridge the gap between academia and industry needs.
- Encouraging entrepreneurship development and innovation-driven learning.

- Cultivating a value-based ethical environment to maintain discipline and professionalism within the institution.

Expected Outcomes

1. Improved teaching quality and student learning experiences, enhancing the overall standard of technical education.
2. Strengthened student-teacher relationships, fostering mentorship and professional guidance beyond the classroom.
3. A more disciplined, motivated, and research-oriented academic environment.
4. Enhanced faculty expertise, aligning teaching methods with industry trends and technological advancements.
5. A culture of collaboration, teamwork, and continuous learning, benefiting both faculty members and students.

