



RV COLLEGE OF ENGINEERING®

(Autonomous Institution affiliated to Visvesvaraya Technological University, Belagavi)

INTERNAL QUALITY ASSURANCE CELL



IMPLEMENTATION OF TEACHER TRAINING POLICY AT RVCE

Implementing a comprehensive teachers training policy involves several key steps and considerations to ensure its effectiveness. RVCE through IQAC, has implemented the following main components and steps.

1. **Need Assessment:** Conduct a thorough needs assessment to identify the specific training needs of teachers. This can include surveys, interviews, and analysis of student performance data to pinpoint areas requiring improvement.
2. **Goal Setting:** Clearly define the goals and objectives of the training program. Goals should be aligned with the overall educational objectives of the institution or school district. This has been implemented through SAP.
3. **Curriculum Development:** Develop a structured training curriculum based on identified needs and goals. Include a mix of **pedagogical techniques, subject-specific content, classroom management strategies, and technology integration** as needed.
4. **Resource Allocation:** From the Institute IQAC cell, allocate necessary resources such as funding, time, personnel, and materials for the training programme. This may involve hiring
 - a. external trainers,
 - b. developing internal training teams, or
 - c. utilizing online learning platforms.
5. **Delivery Methods:** Determine the most effective delivery methods for training sessions. Options include
 - a. workshops,
 - b. seminars,
 - c. online courses,
 - d. peer mentoring,
 - e. coaching, and
 - f. on-the-job training.
6. **Assessment and Feedback:** Implement assessments to measure the effectiveness of the training program. Use pre-and post-training evaluations, classroom observations, student feedback, and teacher self-assessments to gauge progress.
7. **Continuous Improvement:** Regularly review and update the training program based on feedback and evolving educational needs. Incorporate best practices, new research findings, and feedback from teachers and administrators.
8. **Incentives and Recognition:** Provide incentives and recognition for teachers who actively participate and excel in training programs. This can include certificates, awards, career advancement opportunities, and stipends for further education.
9. **Collaboration and Networking:** Encourage collaboration and networking among teachers to share best practices, strategies, and resources. Foster a culture of continuous learning and professional development within the school or district.
10. **Monitoring and Evaluation:** Establish mechanisms for ongoing monitoring and evaluation of teacher performance post-training. Track key performance indicators such as student achievement, classroom engagement, and teacher satisfaction to assess the impact of training efforts.

By following these steps and considerations, RVCE has effectively implemented a teachers training policy that enhances **faculty effectiveness, improves student outcomes, and supports overall success of the Institution.**

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