

DISHA COLLEGE OF MANAGEMENT AND TECHNOLOGY

Office: RC Church Road, Beside LIC Office, Berhampur – 760001, Odisha

Campus: Biswanathpur Rd, Jagannathpur, Dist.-Ganjam, Odisha, Pin – 761008

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Letter No. DCMT/PG/47/2026

Date. 25/05/2026

TEACHERS TRAINING POLICY

Fresher Induction program (FIP) :

A new faculty member who completes his/ her studies in a timely manner from any technical institution and joins in our college needs basic training, 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.
- He / She has to keep abreast with the latest university syllabus in his subject.
- 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.
- Training in human values through an appropriate process of self-exploration happened to be, by for the most important component of the training of fresh teachers.
- A teacher also has to learn the knack 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.
- The points explained above required the development of a comprehensive training policy for young inductee teachers at different stages of their carrier 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 PROGRAMME FOR ABOVE 1 YEAR- 10 YEARS SERVICE)

Refresher modules, for knowledge updating newer developments and thrust areas in concerned field. 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 an academic year.



Prabulla Kumar Palhu
Principal
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and Technology (389)

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- Refresher modules, for knowledge updating newer developments and thrust areas in concerned field.
- 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 5 seminar / workshop / conferences in a academic year.



Prabulla Kumar Redhi

Principal
Disha College of Management
and Technology (389)