

Best Practices- I

Title of the practice: Updating the content delivery system through Professional Development of Faculty Members

The Context

The real strength of an educational system in general lies in its teachers-their knowledge, skills, resourcefulness and above all dedication to profession. It thus, becomes imperative that educational organizations must focus on the professional development of their teachers. Teachers must update their knowledge and skills on a continuous basis. Training programmes such as long-term courses and short-term courses and other such programmes can not only enrich the knowledge level of our teachers but can also keep them abreast of the latest innovations and trends in the field of teacher education Knowledge about innovations can equip our prospective teachers to teach efficiently by introducing new ideas, techniques and practices in classroom transaction and other curricular and co-curricular activities in this context, Toshniwal Arts, Commerce & Science College, Sengaon shifted its focus towards professional development of the faculty members.

Goals

- a. To provide exposure to the faculty regarding latest trends in the field of education, to improve their subject knowledge, teaching skills and methods.
- b. To develop among the teachers the ability and resourcefulness to use locally available resources for creation and application for material development.
- c. To motivate teachers to participate in Research, Publication and Extension Work

The Practice

To develop among teachers a critical understanding of the added value of learning networks and collaborations within and between countries and communities the practice was institutionalized by the College. They are also encouraged to attend and participate in various professional development programmes. Some of the incentives and support services given to the faculty are:

- a. Faculty member having freedom to purchase Laptop and printer under MRP by their own choice with higher configuration.
- b. Wi-Fi Campus with 5-routers operational for uninterrupted Internet access.

- c. Apart from sending the faculty outside for professional exposure the College also organizes Extension/ Guest Lectures/ Workshops/Seminars, wherein the faculty members from other Colleges also participate.

Impact of the Practice

- a. The faculty members gained diverse experiences. They became more confident, resourceful, ICT habitual and well versed with the area of their respective subjects.
- b. Nearly 101 courses are completed by the faculty members can be summarized as Faculty Development Programme (27) Short Term Course (34) Refresher Course (37) Orientation Programme (03) etc along with National International Conferences attended and presented the research articles in it.

Obstacles faced

- a. Reluctance on the part of teachers to go outside the State for exposure.
- b. Most of the faculty members were interested in attending short term courses only.
- c. Some of programmes were rescheduled/postpone or cancelled by the organizing university.

Strategies adopted to overcome the obstacles

- a. Faculty members were motivated through Orientation and Lectures.
- b. It was decided to allow at least 1 member on rotation basis if program falls during the busy schedules.

Resources Required

- Willingness on the part of the institutional administration and management to deploy faculties for attending courses.
- Computers and other support services.

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