MALLA REDDY (MR)
Deemed to be University
Recognized Under Section 3 of the UGC Act, 1956
Approved by AICTE, New Delhi, Accredited by NAAC with 'A++' Grade (Cycle- III)

TEACHER TRAINING POLICY

(Aligned with NEP 2020, UGC Quality Mandate 2023, and MRDU IDP Pillar 7 – Faculty Quality Improvement)

TEACHER TRAINING POLICY

1.0 POLICY STATEMENT

Malla Reddy (MR) Deemed-to-be University believes that the quality of education is directly linked to the continuous professional growth of its teachers. In accordance with the National Education Policy (NEP) 2020 and UGC Quality Mandate, this Policy establishes a comprehensive framework for systematic teacher training through induction, orientation, and in-service development programmes to enhance pedagogical skills, research competence, and institutional engagement.

2.0 OBJECTIVES

1. To ensure that all faculty members develop updated knowledge of discipline-specific and pedagogical advances.
2. To promote Outcome-Based Education (OBE), experiential learning, and ICT-enabled teaching.
3. To create a culture of research and innovation through training in proposal writing, publishing, and intellectual property.
4. To instil institutional values of ethics, inclusivity, and academic integrity.
5. To align faculty competencies with the University's Strategic Plan and Key Performance Indicators (KPIs).

3.0 SCOPE AND APPLICABILITY

- Applies to all teaching staff of MRDU – regular, contractual, and adjunct.
- Covers Faculty Induction Programmes (FIPs), Orientation, Refresher Courses, Faculty Development Programmes (FDPs), Management Development Programmes (MDPs), and Skill Upgradation Workshops.

4.0 TYPES OF TRAINING PROGRAMMES

4.1 Faculty Induction Programme (FIP)

- Mandatory for all newly recruited faculty members.
- Duration: One to two weeks.
- Focus areas: NEP 2020 framework, MRDU academic systems, OBE structure, CFR (Choice-Based Framework Regulations), ethics, research methodology, and ICT tools.
- Coordinated by the Dean (Academics) and IQAC with support from HR.

4.2 In-Service Training and Continuous Professional Development (CPD)

- Conducted every semester to update faculty on curriculum reforms and pedagogical advancements.
- Includes seminars, MOOCs, industrial internships, research mentorship, and soft-skills workshops.
- Faculty are encouraged to complete minimum two FDPs or equivalent courses every academic year.

5.0 Implementation Mechanism

1. The **Dean (Academics)** shall prepare an annual Teacher Training Calendar in consultation with IQAC and HR.
2. Training needs shall be identified through faculty self-appraisal forms and feedback from HODs.
3. Approved programmes shall be notified in advance and implemented through MRDU's Centres of Excellence or external training partners.
4. Completion certificates and attendance records shall be maintained by HR and IQAC.

6.0 ROLES AND RESPONSIBILITIES

Entity	Responsibilities
Dean (Academics)	Overall implementation, budget proposal, and coordination.
HR Department	Maintain faculty training database, process TA/DA and honoraria.
IQAC	Quality monitoring, impact assessment, and NAAC/NBA evidence maintenance.
HODs / Deans of Schools	Nominate faculty, ensure participation, and follow-up on implementation of learning outcomes.
Finance Department	Manage approved budget allocations.

7.0 MONITORING AND FEEDBACK

- **Feedback Mechanism:** Every training programme shall collect participant feedback and effectiveness scores.
- **Impact Evaluation:** IQAC shall measure training outcomes through post-programme reports and link them with faculty performance indicators.
- **Annual Review:** A comprehensive Teacher Training Report shall be presented to the Vice-Chancellor and Board of Management each year.

8.0 FINANCIAL SUPPORT AND APPROVALS

1. Training expenditure shall be met from the **Faculty Development Fund** under the HR budget.
2. TA/DA and registration fees for external programmes shall be sanctioned as per BoM-approved norms.
3. Faculty undertaking external training shall submit attendance and completion certificates for reimbursement and recording in HRMIS.

9.0 Policy Review and Continuous Improvement

1. The Teacher Training Policy shall be reviewed every **three years** or earlier if required by UGC/AICTE or the Board of Management.
2. Revisions shall be initiated by the Dean (Academics) in consultation with IQAC and approved by the BoM.
3. Updated versions shall be communicated to all Schools and uploaded on the University website.

MALLA REDDY (MR) DEEMED-TO-BE UNIVERSITY

DOCUMENT CONTROL SHEET

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Document Revision History

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1.0	0	01 Nov 2025	First Release	Dean (Academics) / Dean (IQAC)	AC