



# **FACULTY DEVELOPMENT**

**GOVERNMENT COLLEGE JAITHARI,  
DISTRICT- ANUPPUR (M.P.) INDIA**

# **POLICY**

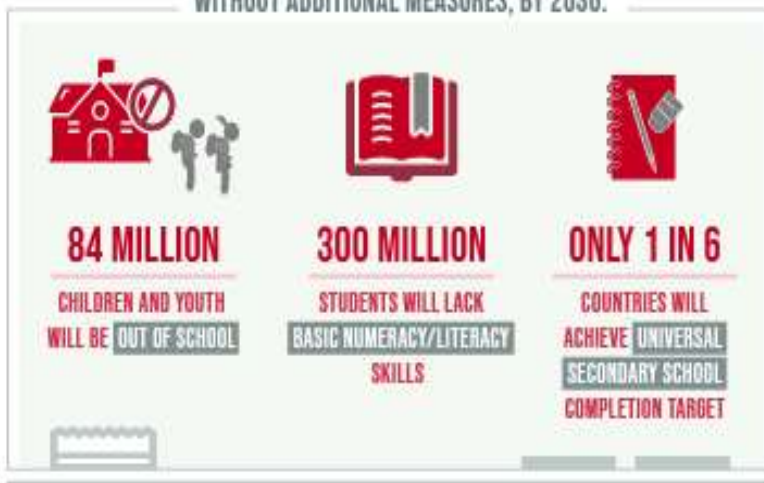


# ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL

DESPITE SLOW PROGRESS,

## THE WORLD IS FALLING FAR BEHIND IN ACHIEVING QUALITY EDUCATION

WITHOUT ADDITIONAL MEASURES, BY 2030:

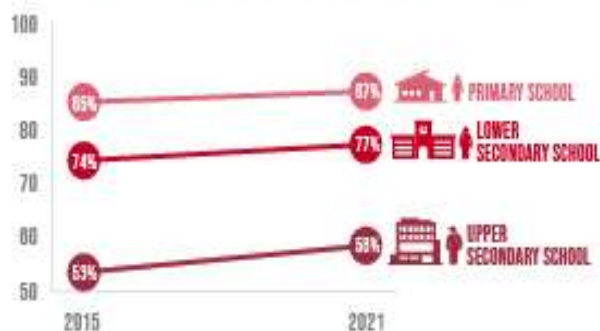


THE PANDEMIC

CAUSED LEARNING LOSSES IN **4 IN 5** OF 104 COUNTRIES STUDIED

## PRIMARY AND SECONDARY SCHOOL COMPLETION RATES ARE **RIISING**, BUT THE PACE IS SLOW AND UNEVEN

COMPLETION RATES



LOW- AND LOWER-MIDDLE-INCOME COUNTRIES FACE A NEARLY

**\$100 BILLION**

**ANNUAL FINANCING GAP**

TO REACH THEIR EDUCATION TARGETS



**Mr. Ashok Kumar Rathour**

Adhyaksh

Janbhagidari Samiti Govt. College Jaithari, Anuppur (M.P.)

**Forward**



**Dear Esteemed Members of Government College Jaithari,**

As the Adhyaksh of the Janbhagidari Samiti of Government College Jaithari, District Anuppur, Madhya Pradesh, it gives me immense pleasure to present this foreword to our comprehensive College Policy. Since our institution's establishment in 2012, we have been on a journey of growth, learning, and community engagement. This policy document marks another significant milestone in our college's development.

The Janbhagidari Samiti, or Public Participation Committee, plays a crucial role in bridging the gap between the college and the community. Our committee's vision aligns perfectly with the college's mission to provide quality education while fostering a sense of social responsibility among our students.

This College Policy is a testament to our collective efforts to create an institution that not only excels in academics but also prepares students to be responsible citizens. It encompasses various aspects of college life, from academic standards to community outreach programs, reflecting our commitment to holistic education.

I urge all stakeholders - students, faculty, staff, and community members - to embrace this policy wholeheartedly. It is through your active participation and adherence to these guidelines that we can truly realize the potential of our institution.

As we move forward, let us remember that the strength of our college lies in the spirit of 'Janbhagidari' - public participation. This policy is not just a document, but a shared vision for our college's future. Together, we can build an educational institution that serves as a beacon of knowledge and social progress in our region.

I look forward to your continued support and cooperation in implementing this policy and in furthering the growth of Government College Jaithari.

**Sincerely,**

**Mr. Ashok Kumar Rathour  
Adhyaksh- Janbhagidari Samiti  
Govt. College Jaithari  
District Anuppur, (M.P.)**



**Dr. Ramesh Singh Wate**

Principal

Govt. College Jaithari, Anuppur (M.P.)

## Forward



**Dear Students, Faculty, and Staff,**

As the Principal of Government College Jaithari, District Anuppur, Madhya Pradesh, it is my privilege to present our comprehensive College Policy. This document serves as a cornerstone for our institution, outlining our vision, mission, and the guiding principles that shape our academic environment.

Our college policy is designed to foster an atmosphere of academic excellence, personal growth, and social responsibility. It reflects our commitment to providing quality education while nurturing the diverse talents of our students. The policy encompasses various aspects of college life, including academic standards, code of conduct, extracurricular activities, and community engagement.

I encourage all members of our college community to familiarize themselves with this policy. It is not merely a set of rules, but a roadmap for our collective success. By adhering to these guidelines, we create a harmonious and productive learning environment that benefits everyone.

As we move forward, let us embrace these policies with enthusiasm and dedication. Together, we can build a college that not only imparts knowledge but also shapes responsible citizens who will contribute positively to society.

I look forward to working with all of you in upholding the high standards set forth in this policy and in continually striving for excellence in all our endeavors.

**Sincerely,**

**Dr. Ramesh Singh Wate**  
**Principal**  
**Govt. College Jaithari**  
**District-Anuppur (M.P.)**

# **Govt. College Jaithari, Anuppur M.P.**

## **Department of Higher Education M.P.**

### **Faculty Development Policy**

#### **Introduction**

The triumph of a college hinges on the proficiency, skills, knowledge, and drive of its faculty. Therefore, it is imperative to implement ongoing and structured development and training programs to cultivate a sense of professionalism, excellence, motivation, and job fulfillment among teachers. A faculty development program is essential in realizing the college's long-term objectives, and the IQAC cell has created a policy to foster and support the growth of the college's faculty members.

#### **Aim**

The aim of the faculty development policy is to enhance the knowledge and skills of faculty members through various training programs, workshops, and educational activities to improve the quality and relevance of academic and research programs, ensure equitable access to education, and promote the overall professional and personal development of faculty. The policy also aims to maintain relevant data and records of faculty activities and conduct audits to assess the effectiveness of the faculty development activities.

#### **Objectives**

1. The objective is to improve the quality of faculty members by providing them with in-service faculty development training that is tailored to their role as teachers.
2. Teachers will be made aware of new concepts in teaching and assessment methods through sensitivity training.
3. A conducive environment will be established to help teachers acquire the knowledge and skills required to perform competently and effectively in their roles as teachers, administrators, researchers, and mentors.
4. Opportunities will be created for faculty members to represent the Institute at various academic and non-academic platforms.
5. Various incentive schemes for faculty development will be developed, implemented, and strengthened.
6. A research culture will be developed in the Institute to motivate teachers to engage in educational research and publications.

## **Strategies**

IQAC shall evolve mechanisms and procedures for:-

- Timely, efficient, and progressive performance of academic, administrative, and financial tasks must be ensured.
- The academic and research programs must maintain their relevance and quality.
- Equitable access to academic programs must be provided to all sections of society, and the programs must be made affordable.
- Modern teaching and learning methods (Bloomstaxonomi) must be optimized and integrated into the curriculum.
- The credibility of evaluation procedures must be maintained.
- The support structure and services must be adequate, maintained, and functional.
- Collaboration with other institutions in India and abroad must be promoted for research sharing and networking.

## **Practices**

- The IQAC cell, in consultation with Institute level sub-committees, will be accountable for ensuring the efficient functioning of faculty development activities to attain the aforementioned objectives.
- The IQAC will improve the education technology expertise of faculty members and supervise departments to regularly conduct teacher training programs.
- The IQAC will invite and engage internal and/or external experts/specialists in faculty development.
- The IQAC will also conduct training sessions focused on enhancing the overall professional and personal development of faculty interpersonal communication skills.
- The IQAC will encourage faculties from each constituent unit to participate in various seminars, conferences, workshops, fellowships, educational programs, etc., both within and outside the Institute.

- The IQAC will promote and motivate faculties to pursue advanced educational courses/fellowships.
- The IQAC will guide and encourage departments to arrange academic and educational oriented programs and workshops for Post Graduate students.
- The IQAC will maintain all relevant data, records, and documentation related to faculty activities.
- The IQAC will conduct an audit, prepare the report, analyze the same, and submit the analyzed report once a year, at the end of the academic year.

**Prepared By:-** Shri Devendra Dhurve

**Verified By:-** Dr. Jeeterndra Singh Dhurve

**Coordinator IQAC**  
**Govt. College Jaithari**

**Principal**  
**Govt. College Jaithari**  
**Anuppur (M.P.) 484330**