



KRISTU JYOTI COLLEGE OF MANAGEMENT AND TECHNOLOGY

An ISO : 9001 - 2015 Certified Educational Institution
Affiliated to M.G. University, Kottayam
Approved by AICTE, New Delhi

POLICY ON TEACHING FACULTY QUALITY ENHANCEMENT

The policy on teaching faculty quality enhancement outlines the strategies, guidelines, and support mechanisms to encourage continuous professional development, foster an environment of excellence, and support effective teaching practices among the faculty, promoting academic excellence and student success.

1. The policy emphasises the importance of recruiting highly qualified and competent individuals as teaching faculty members who bring varied perspectives and expertise to enrich the learning environment.
2. Newly appointed faculty members should undergo a comprehensive orientation programme, including mentorship and guidance from experienced faculty members, to familiarise themselves with the institution's mission, vision, policies, teaching methodologies, assessment practices, and an overview of available resources and support services.
3. The institution recognises the significance of continuous professional development to enhance teaching effectiveness and provides opportunities for faculty members to engage in workshops, seminars, conferences, FDPs, and other relevant training programmes.
4. The policy emphasises the importance of continuous improvement, encouraging faculty members to pursue advanced degrees, engage in research projects, and participate in scholarly activities like attending MOOCS and NPTEL courses, publishing books, research papers, or seminar proceedings.
5. Regular performance evaluations are conducted based on well-defined criteria to assess faculty members' teaching effectiveness, research contributions, and service to the institution.
6. Feedback mechanisms, such as student evaluations and faculty feedback surveys, are used to collect feedback and identify areas for improvement in teaching practices.



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7. Faculty members who demonstrate excellence in teaching, research, and service are recognised and rewarded, fostering a culture of appreciation and motivation.
8. Financial assistance for professional development will be granted to staff members at the discretion of the manager and on the recommendation of the Principal.
9. The institution provides necessary resources and support, such as teaching materials, technology infrastructure, and administrative assistance, to enhance the teaching capabilities of the faculty members.
10. The institution promotes the effective use of technology in teaching by providing training and resources on educational technology tools. Faculty members can experiment with new approaches to incorporating technology into their teaching practices.
