

DARJEELING HILL INSTITUTE OF TECHNOLOGY AND MANAGEMENT

Ref no: DHITM/NOTICE/ 2025/26

Date: 19/12/2025

NOTICE

All teaching faculty are hereby informed that, the competent authority has framed the Teacher Training Policy of the institute with immediate effect for effective implementation from the ongoing academic year with the purpose to promote continuous professional development to enhance teaching effectiveness, research capability, industry relevance, and compliance with regulatory bodies. This policy applies to all full-time and contractual faculty members, including Professors, Associate Professors, Assistant Professors, and Teaching Assistants across all departments of the college with the following objectives.

Objectives:

- Enhance pedagogical skills and outcome-based education (OBE) practices as per NEP
- Promote research, innovation, and consultancy
- Strengthen industry–academia collaboration
- Update faculty with emerging technologies and interdisciplinary knowledge
- Ensure compliance with AICTE/UGC/NBA requirements
- Encourage use of ICT tools, MOOCs, and blended learning

Types of Faculty Training

Induction Training (Mandatory): For newly appointed faculty within the first year of joining

Duration: Minimum 2 weeks (online/offline/blended)

Coverage:

- Teaching–learning processes
- Outcome-Based Education (OBE)
- Assessment & evaluation methods
- Academic regulations and ethics
- Institutional policies and culture

Pedagogical Training

- Active learning strategies
- Bloom’s Taxonomy & Course Outcome (CO) mapping
- Continuous assessment techniques

- Student mentoring and counseling
- Inclusive and experiential learning practices

Research & Innovation Training

- Research methodology and ethics
- Intellectual Property Rights (IPR)
- Sponsored research and project proposal writing
- Publications in indexed journals
- Startup, incubation, and entrepreneurship development
- Industry Exposure & Skill Upgradation

Faculty Development Programmes (FDPs)

Industrial training / internships (minimum 1–2 weeks every 3 years)

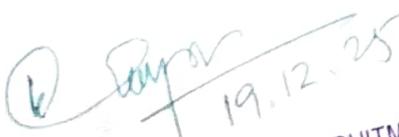
Certification courses from industry partners/ NPTEL/ Coursera

Emerging technologies (AI, ML, IoT, Cybersecurity, Renewable Energy, etc.)

Leadership & Administrative Training

- Academic leadership and governance
- Accreditation (NBA/NAAC) processes
- Quality assurance and institutional ranking frameworks

Each faculty member must complete a minimum of 01 training programs per academic year.


19.12.25
Principal
DHITM, Darjeeling, W.B.

Prof. (Dr.) Mithun Chakraborty

Principal

DHITM