



VIGNAN'S LARA **INSTITUTE OF TECHNOLOGY & SCIENCE**

Approved by AICTE New Delhi & Affiliated to JNTUK Kakinada
Vadlamudi - 522 213, Guntur District

BEST PRACTICE-2

Title : Faculty Orientation and Development Programs

Introduction:

Human resources play a vital role to fulfill the vision of the academic institutions. The institution strongly believes this fact and recruits the qualified teaching and non-teaching staff. Although, they are qualified and experienced, they need training to handle the class work where these faculty orientation development programmes help. The objectives of faculty orientation and development program are

- To provide the skills and techniques in the art of teaching.
- To identify various levels of understanding capabilities of students and train them according to their potential levels.
- To understand the student's psychology, their social and cultural status.
- To inculcate the habit of learning and impart the latest technical advancements for students.
- To impart the philosophy and work culture of the institution.
- To train the faculty for involvement in effective student counseling and mentoring.
- To provide hands-on experience in the preparation and usage of advanced teaching learning methods.

Context:

The knowledge levels of fresh and young teachers may be extremely well in their domains, and they may be lagging in the skills of transferring knowledge through teaching to the students. Hence, such teachers need training in all respects before being involved in the teaching learning process. To implement this process, the institution organizes a well-designed and planned Faculty Development Program every year.

The Practice:

After recruitment, the faculty members report to the duties. They are asked to attend a two week well-designed in-house faculty development program. The resource persons are from Vignan's Group of Institutions and distinguished academicians from other reputed organizations. In this program, they shall be addressed to know

1. Their duties.
2. The significance of good communication skills, Blackboard management and Dias manners.
3. Preparation of lecture notes, models, and teaching aids.
4. Optimal usage of ICT facility in classroom teaching.
5. Method of introducing the topic and connectivity of the fundamental concepts from root level approaches.
6. The need of a counseling system and the methodology for effective counseling to explore the students' issues and provide suggestions and solutions in an effective manner.
7. Inculcating the culture of Research and development.

Dr. K. Phaneendra Kumar

M.Tech;Ph.D.,

PRINCIPAL

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VADLAMUDI-522 213, Guntur, A.P., India

8. Educating for the right work culture and emphasizing the significance of human relations and ethical practices.
9. Evaluation of answer scripts and method of organizing viva voce examination in laboratory courses.
10. Conduction of laboratory sessions and effective demonstration during the experimentation.
11. Question paper setting as per Bloom's Taxonomy.
12. Significance of outcome-based education and implementation.
13. Model teaching and review on their teaching skills.

Refresher courses for Senior faculty Members

Technology is changing rapidly day-to-day. The faculty cannot prepare the students for global requirements unless they are updated and trained for new technologies. To fulfill this activity, the institution encourages faculty to complete NPTEL, Coursera and other certification courses in advanced technologies. The institution reimburses registration fees. Cash incentives are given to the faculty who receive certificates in gold and silver categories.

Faculty are also encouraged to participate in One or Two-week faculty development programs organized by the reputed institutions. Special invited lectures are arranged to train the faculty towards technical writing and methodology for submitting projects and patents.

Evidence of success:

- Good academic results were achieved continuously, and the institution stood in first five positions for the last one decade among JNTUK Kakinada affiliated colleges.
- 85% of the faculty are getting very good feedback.
- More than 80% of the students got placed through campus recruitment in Multinational companies.

Problems Encountered and Resources required:

Availability of competent resource persons for long durations to the rural location

Impact:

Due to well-designed training programs, the newly joined faculty have shown very good academic performance on par with the experienced faculty.

Dr. K. Phaneendra Kumar

M.Tech;Ph.D.,

PRINCIPAL

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BEST PRACTICE-1

Title: DIGITAL LEARNING METHODOLOGY

Digital learning is the latest emerging technology in the knowledge-gaining process. The institution uses this learning process along with the traditional learning process to make the students with future readiness and build them to face all the real-world problems.

Objectives are:

- To increase the students' understanding capability.
- To motivate the students as self-learners.
- To formulate the learning process anywhere and anytime
- To create the opportunity to learn from pioneer institutions through online guest lectures and webinars
- To build a research-oriented environment for the students

The Context:

The institution aims to improve and generate a culture of innovation and development of a self-support spirit among the students, encouraging budding engineers to learn through the digital resource. It also attempts to train and equip them with the knowledge and connect them to the real world's problems. Due to the digital learning initiatives, an increased number of students choosing the right career is observed post their course completion.

The Practice:

Online Learning

- Students are learning through online platforms like NPTEL, Coursera, etc.
- The faculty members also do online courses to improve the teaching-learning process.
- Their learning skills will be enhanced.
- The aspirants become globally competitive.

Blended Learning

- Blended Learning is an integrated online education to imbibe conventional and virtual learning methods.
- It provides access to global resources and materials that meet the students' level of knowledge and interest.
- Self-pacing for slow or quick learners reduces stress and increases satisfaction and information retention.

E-learning

- Lecture notes, course material, PPTs and videos used in the classroom are kept available in moodle domain for student reference.

ICT Facility

- To make the teaching-learning process simple and more effective through audio visuals.
- The realization of the course content is straightforward.
- Classroom dynamics got improved and learning rate improved.

Evidence of Success:

Dr. K. Phaneendra Kumar
M.Tech;Ph.D.,

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- 735 students and staff members completed their NPTEL courses in various domains in the last two academic years.
- Faculty developed 3,000 hours of quality video lectures for 75 subjects.
- 727 students qualified in competitive exams (GRE/GMAT/GATE etc.,) out of 796 appeared.
- 3105 students have got placement/progressed to higher out of 3845 students completed graduation in last five years.
- **Problems Encountered and Resources Required:**

Problems Encountered:

- Faculty took extra hours to prepare digital content beyond conventional notes preparation.
- Students stayed beyond working hours.

Resources Required:

- High-speed Wi-Fi facility.
- Transport facility beyond working hours.

Dr. K. Phaneendra Kumar

M.Tech;Ph.D.,

PRINCIPAL

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