

Teacher Training Policy

At MITSDE, we place the utmost importance on delivery excellence and ensure our faculty members remain updated with the latest developments in their respective domains. To achieve this, we follow a structured and continuous teacher training framework implemented across four major phases: Measure, Analyze, Design, and Implement.

1. Measure Phase

We consistently measure and evaluate the quality of delivery for all sessions conducted at MITSDE. This is achieved through:



a. Student Feedback/Surveys




Feedback is collected from students regarding the content delivered to them. Their responses form a key input to assess session effectiveness.

b. Peer Feedback

Faculty members also receive feedback from fellow teachers, enabling a broader perspective and helping enhance delivery quality through collaborative evaluation.

2. Analyze Phase

All feedback collected is thoroughly collated, categorized, and analyzed using the following CSAT-based color-coded system:

	Faculty's feedback is good with CSAT >4.4
	Faculty's feedback is average with CSAT in between 3.8 to 4.2
	Faculty's feedback is poor with CSAT <3.8

This systematic categorization enables targeted interventions and focused improvements.



3. Design Phase

Based on categorized feedback, a Training Need Analysis (TNA) is conducted. A customized and robust training plan is then designed to address the relevant improvement areas. Broad training categories include:

1. Technical IT Process Training
(ERP, LMS, Zoom platform, Ticketing System)
2. Domain Training
3. Soft Skills Training
4. IT Tools Training

4. Implementation Phase

Upon finalizing the training strategy through the TNA, the training is delivered by a mix of internal experts and external industry professionals. Post-training feedback is again collected to evaluate training effectiveness. Faculty members are then placed back on the job to observe improvement outcomes.

This cycle repeats continuously to ensure consistent enhancement of delivery standards and complete student satisfaction.

Outbound Training Initiatives

The training policy also includes outbound programs focusing on:

- Team building activities
- Personality development

These initiatives strengthen employee engagement, collaboration, and bonding.

Teacher Trainings Conducted in 2025 (with Refresher Plan)

Sr. No.	Training Topic	Training Conducted By	Refresher Training Month
1	Behavioral Skills	L&D	24-Apr 25
2	Task Management	L&D	24-May 25
3	KPMG – PGCM BA/BI	Academic	24-Jun 25
4	CAP – AI in ML	Academic	24-Jul 25
5	CAP – AI in DM	Academic	24-Jul 25
6	CAP – Data Science	Academic	24-Aug 25
7	KPMG – PGDM Domain Analytics	Academic	24-Sep 25
8	HR Neeti	HR	24-Oct 25

Conclusion

At MITSDE, we are committed to continuously training and developing all stakeholders, with teachers being among the most crucial contributors to academic excellence. We thus adopt a stringent and structured approach to ensure all faculty members remain updated, competent, and aligned with evolving industry and academic trends.

