Teacher Training Policy

At MITSDE we take delivery very seriously and keep on upgrading our delivery mechanisms and keep all our faculties/teachers updated with latest key happenings.

We have this policy implemented in four stages mentioned below:

Measure	→	Analyze	→	Design	→	Implement

Measure Phase:

It's our continuous pursuit to measure and take feedback of all the delivery which happens at MITSDE and for this we take our students feedback/survey for the content delivered to them. Along with this measure we also have a scheme in place where we also take 'Peer Feedback' from other fellow teachers so as to have a different dimension to it and up our ante.

Analyze Phase:

We collate every response/feedback and analyze it thoroughly by having a categorization done by using Green, Amber & Red flags as below:

🟩	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

Design Phase:

After we categorize our teachers/faculty we conduct a 'Training Need Analysis' and then design a robust training plan to cater to various broad areas given below:

1. Technical IT process training to handle ERP, LMS, ZOOM platform, Ticketing System.
2. Domain training
3. Soft Skills training
4. IT Tools training

Implementation Phase:

Once training is designed based on the 'Training Needs Analysis' the training is delivered by internal and external members which include industry domain experts. Post training analysis does

help to understand the effectivity of the training and the teacher is put on the job to understand the effectivity.

Again, feedback is taken and thus this is a continuous process to ensure quality deliverables and complete student satisfaction.

The Training Policy also has various outbound trainings which include team building activities as well as personality development trainings to ensure employee engagement and bonding.

Teacher Trainings conducted in the year 2024 with a refresher training plan

Sr. No.	Training Topic	Training Taken By	Refresher Training Month
1.	Behavioral Skills	L&D	Apr-24
2.	Task Management	L&D	May-24
3.	KPMG - PGCM BA/BI	Academic	Jun-24
4.	CAP - AI in ML	Academic	Jul-24
5.	CAP - AI in DM	Academic	Jul-24
6.	CAP - Data Science	Academic	Aug-24
7.	KPMG- PGDM Domain Analytics	Academic	Sep-24
8.	HRNeeti	HR	Oct-24
9.	Leadership Skills	L&D	Nov-24
10.	Stress Management	L&D	Nov-24
11.	Communication Skills	L&D	Nov-24

It's a continuous endeavor at MITSDE to continuously train all the stakeholders of MITSDE and Teachers/Faculties being one of the most important stakeholders concerning the deliverables, MITSDE takes a very stringent approach to ensure all the teachers are updated with the latest happenings and are abreast with the current trends.

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