

KERALA STATE FACULTY TRAINING ACADEMY

INTRODUCTION

Access and Equity without Quality in education has no meaning and quality teachers with passion for teaching are inevitable in any education system. The prime problem of higher education in Kerala today is dearth of quality teachers in adequate numbers. Majority of the teaching staff in higher education do not receive any formal training in teaching. Further, the rapid application and evolution of new teaching technologies present challenges for teaching staff to stay abreast of developments while also pursuing their professional and research responsibilities. To address this problem interventions are required to ensure that the new incumbents who enter teaching service meet their capacity building and skill development through in service training. Professional development programmes are key tools that help faculty to learn the current issues in education better respond to cultural and systemic changes to delivery formats and refine their performance.

The task of attracting more and more students to higher education has become formidable it is a challenging task to induct them into higher education in a meaningful and fruitful manner. In order to address these challenges we need not only more and more educational infrastructure, but also more importantly, human resources both in terms of number and quality.

NEED AND RELEVANCE

The destiny of a country is shaped in its classrooms. Teachers play a pivotal role in this activity. Therefore they must keep abreast of the latest methods of curriculum transaction in class. Accordingly, teachers' training during service is required for the following reasons:

- a. To keep abreast of the latest trends in Higher Education.
- b. To help teachers recognize the differential capabilities of students and modifying the method of teaching, accordingly.
- c. To recognize and master the use of modern teaching aids so as to make the teaching learning process more lively and useful.

d. To incorporate constructivist approach to teaching - learning process.

Teachers in both primary and secondary education sectors have structured pre-service and in-service training obligations and interventions, but this is lacking in the field of higher education. In higher education, the teachers are selected on the basis of proficiency in the subject and are not trained in teaching skills before getting inducted into teaching.

The proposed Academy of Higher Education is expected to fulfill the need for imparting professional training to all teachers of higher education at the induction level itself. Follow up programmes for senior teachers at well-spaced intervals are also to be taken up by the Academy.

Therefore there is a need for establishing a full-fledged Academy to impart comprehensive training for instilling professionalism, competency and humanism in every teacher of Higher Education in the State.

OBJECTIVES

1. To ensure quality improvement in higher education by setting high standards for teaching career – enhancement of teachers' competencies in terms of academic excellence, research orientation and teaching skill - with rigorous training.
2. To impart professional training at the induction level so as generate professionalism which would remain in the individual throughout the service, and
3. Equip the teachers with necessary competencies, skills and attitudes which will enable them to face the international challenges effectively.

ESTABLISHMENT OF KERALA STATE FACULTY TRAINING ACADEMY

The Kerala State Faculty Training Academy with a capacity to train 2000 teachers annually through diverse programmes of varying duration is proposed during 12th Five Year Plan. The training will strictly be residential. The ideal location for the campus will be Thiruvananthapuram District. An area of 50 acres of land would be required in a location preferably having air and other transport connectivity in naturally serene environments.

The Academy will function under the guidance of the Kerala State Higher Education Council as its Professional Training Wing.

The Higher Education Council shall make provisions in its annual budget for the finances required for the functioning of the Academy.

The Higher Education Council shall nominate required number of members to the Governing Body of the Academy and guide the Academy from time to time in organizing the programmes.

The Executive Committee of the Higher Education Council shall appoint the Director, Administrative Officer, Finance Officer and other officers and other administrative staff required for the Academy.

Components of the Academy of Higher Education

The Proposed Academy of Higher Education shall have the following physical infrastructure and facilities:

- A campus of about 50 acres having a serene academic environment.
- SEVEN discipline with labs and classrooms. Following are the proposed disciplines:
 - I. Communicative Skills
 - II. Governance and Leadership
 - III. ICT
 - IV. Pedagogic Skills
 - V. Personality Development
 - VI. Professional Ethics and Values
 - VII. Research Methodology
- All time accessible library (both physical and digital with broad band connectivity) on par with the libraries of National Institutes like IITs & IIMs.
- State of the art equipment and ICT facilities.
- Indoor and outdoor stadia and sports facilities and tracks with all necessary sportswear.

- Entertainment Park, facilities for adventure sports, swimming pool, trekking facilities, gymnasium and health centre.
- Tele-training, Edusat studio, Virtual class rooms and animation centers.
- Amphitheatres, Convention centers and conference halls.

Training to be imparted for capacity building and skill development

The training will be imparted to both newly recruited and senior teachers at higher education level. The newly recruited teachers will undergo induction training for three months and the senior teachers will be trained in different modules of varying duration.

The curriculum includes:

i. Effective communication skills, pedagogy, use of teaching aids and techniques, value education, mentoring, leadership, ICT applications, statistical analysis, research orientation and instrument handling, preparation of project proposals & evaluation, concept papers, question paper setting and evaluation curriculum development, environmental awareness, organizing seminars, conferences and workshops etc. The course content will be framed on the above lines.

ii. The teachers will be trained for hard work, commitment, positive attitudes, analytical skills, communication skills, entrepreneurial skills, motivation, inspiration, facilitation, competitiveness, honesty integrity, dedication, punctuality, discipline, human rights, gender sensitization and commitment to social justice.

The induction training shall be mandatory for the faculty of all teachers in University department, affiliated/recognized colleges at the Assistant Professor or equivalent level and the duration of training shall be part of their probation period. The probation period of the candidates shall not be declared unless they successfully complete the training.

Management of the Academy

Governing Body:

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| a) Vice Chairman, KSHEC | Chairman |
| b) One Vice chancellor of a state university
Nominated by KSHEC by rotation for one year | Member |
| c) Secretary, Higher Education | Member |
| d) Director, Technical Education | Member |
| e) Director, Collegiate Education | Member |
| f) Six eminent educationists nominated by the
EC of the KSHEC | Member |
| g) Member Secretary, KSHEC | Member |
| h) The Director | Member Secretary |

The Governing Body shall meet at least once in three months. The Governing Body shall manage the day-to-day affairs of the Academy under the overall guidance of the Higher Education Council. The Governing Body shall prepare the course contents, duration etc. of the various training programmes and implement the same. The term of office of Governing Body shall be five years.

Core Faculty/Staff

There shall be a **Director** equivalent to the post of *Pro Vice Chancellor of a State University*

Qualifications:

He/She should be a Senior Professor of a University /Institute of teaching and research/college principal

He/She should have at least 20 years of teaching experience including five years of experience in academic administration in a University department/research institutions / college. He/She should possess a doctorate degree and should have contributed some research publications in refereed journals.

He/she should not be more than 65 years of age on the date of appointment.

Tenure: five years

Core faculty: Core faculty may be recruited as per the norms prescribed by the Executive Council of the Kerala State Higher Education Council.

Administrative Officer

The Director shall be assisted by the Administrative Officer and Finance Officer(FO). The Administrative Officer shall be of the rank of an Additional Secretary to the Government / Registrar of a university / Principal of a college or a person holding equivalent position appointed on deputation for a period not exceeding three years.

The Finance officer

The FO shall be equivalent to the rank of Joint Secretary to the state Government or recognized financial institutions for a period not exceeding three years.

Supporting Staff

There shall be required number of ministerial and technical staff for the academy drawn from other institutions/ Universities on deputation or recruited directly or on contract. For all purposes the “University” means a State University established under the Act of State Legislature.

Visiting Faculty

There shall be visiting faculty for the academy to offer programmes to the trainees. They shall be drawn from well known established education, research and management institutions including the senior faculty from the reputed Central and State Universities, institutes of Management, Institutes of Information and Technology etc. They shall be invited to offer programs and paid honorariums for their service. The terms and conditions of the visiting faculty shall be fixed by the Governing Body.

Budgetary Requirement

i. Non Recurring

- a. **Land:** 50 acres of land in Kerala

b. Infrastructure:

Particulars	Approximate (Rs.in Crores)
• Building, furniture & equipments for Academic block	50
• Library and Information Centre	50
• Computer Centre and other ICT facilities	25
• Stadium and Sports facilities (Indoor & Outdoor)	25
• Ecopark	10
• Convention Centers and Mini Conference halls	20
• Administrative Block, Guest House, Faculty Hostels, Quarters for faculty and staff and Hostels for participants	100
• Water and power supply	10
• Vehicles	2
	Total - 292

ii. Recurring

- Salaries of the Director, Administrative Officer, Finance Officer and the staff
- Remuneration of Visiting faculty
- Maintenance of Building, Infrastructure and Miscellaneous Expenditure

FINANCIAL RESOURCES MANAGEMENT

i. Non Recurring:

- The Required land of almost 50 acres to be granted free of cost by the Government of Kerala
- For the development of infrastructure, a one-time grant shall be given by the Ministry of H.R.D/U.G.C in the 12th plan period.

ii. Recurring

- The Salary of core faculty and staff, institutional expenses etc. may be provided in the annual budget of the Kerala State Higher Education Council.
- Training fee shall be as prescribed by the Executive Council, KSHCEC levied on each participant.
- The Academy may seek funds from UGC under its faculty development programme.

Expected outcome

- Availability of motivated, committed and passionate professional teachers in tertiary education in adequate numbers.
- Better learning ecosystem and increased learning efficiency of students.
- Reduced dropouts, increased student satisfaction and enhanced GER.
- Better academic environment resulting in employable graduates and post graduates.
- Research and learning become integrated in tertiary education with more and more articles published and patents secured.
- Healthy academic environment and quality teaching and learning resulting in higher grades and pass percent.
- Quality teacher equipped with skills in pedagogy ICT, organization and leadership. They will be enriched with scientific attitude and research culture

- Better teacher student relationships, mentorships, facilitation and overall quality improvement in tertiary education.
- Strengthening of basis of vibrant knowledge economy in the state.