

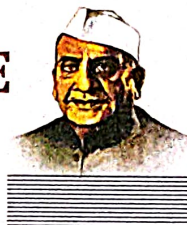


Shri Shivaji Education Society, Amravati's

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Ref. No. PDNI/ /20

DATE : / /20

IQAC initiates
Dr. Panjabrao Deshmukh Nursing Institute, Amravati

**POLICY DOCUMENT ON FACULTY DEVELOPMENT PROGRAMS (FDP)
TO BE ATTENDED BY THE TEACHERS**

1. Introduction:

Faculty Development is the continuous professional development through programmes so that faculty have a sound knowledge and associated skills of the subject, career growth, leadership for academic excellence etc. FDP are structured initiatives designed to enhance teachers' skills, knowledge, and competencies, ultimately improving their performance and career progression. The FDP go beyond basic mandatory training, and offer a variety of learning opportunities, including orientation / induction programs, refresher courses, short term courses, and many other courses including online programs.

The aim of FDP is to attain sustainable development and achieving excellence in nursing education which could be enabled through creation, transmission and dissemination of knowledge through well experienced nursing teachers. With the aim of equipping nursing teachers to attain required skill & knowledge, the Dr. PDNI has brought policy protocols to pursue the FDP by the teachers.

2. Aim: To improve job performance, career progression, and more engaged workforce of teaching staff.

3. Title: This policy shall be called as "FDP to be attended by the teachers".

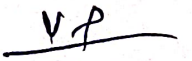
4. Implementation: This policy shall come into force with effect from 02/06/2025.

5. Applicability of the policy: This policy shall be applicable to all the teachers employed in PDNI Amravati.

6. Policy on FDP to be attended by the teachers

It is responsibility of the individual teacher to attend FDPs to enhance professional skills, knowledge, and competencies. The policy to attend FDP briefed hereunder:

- a. The FDPs viz., orientation/induction programs, refresher courses, short term courses, and many other courses including online programs shall be minimum one day or more, as time duration is concerned.
- b. Every individual teacher shall attend minimum one (01) FDP.
- c. The specified time period to attend FDP shall be between 1st day of August to 31st day of December every year.
- d. The last date of submission of certificate shall be up to 31st day of December every year.
- e. In case, if a teacher attends more than one FDP, he/she need to submit the certificate immediately to the concerned for record purpose. However, such additional FDP will not be carried forward to next year, or taken in to account to adjust to the next session for concession.
- f. Prior approval shall be obtained by the head of institution to attend FDP.
- g. Attending FDP through online admissible. However, such online programs to be attended in the college campus.
- h. Every individual teacher entitled special leave (SL) to attend FDP, if the event is at other destination.
- i. TA / DA shall be borne by the teacher to attend such FDP.
- j. Non-compliance to this policy may lead to major penalties like withholding the salary or increment, promotion, etc.



(Dr. Veda Vivek)

Principal, Dr. PDNI Amravati