



Delhi School of Professional Studies and Research
(Approved by AICTE, Ministry of HRD, Govt. of India)

DSPSR/P/B/03

ISSUED DATE: 05/10/09

POLICY FOR STAFF DEVELOPMENT

DSPSR believes that the quality, commitment, and ongoing development of teachers is critical to the quality of the education imparted and always makes a sustained effort to ensure this ongoing basis.

DSPSR shall provide facilities for the development of Knowledge, Skill, Abilities and Other Characteristics (KSAOCs). Director shall identify the training needs for staff members. Such needs shall be identified as per the defined competence level based on the education, training and / or experience for the relevant job.

Staff Members shall be developed by:

- On-the-job training - as per syllabus requirement.
- Sending them on short courses like Faculty Development Programmes (FDPs), Workshops, Conferences, Seminars, etc. In addition to this in-house training sessions should be conducted.

Certificate / Degree of the same shall be maintained in employees file.

DSPSR shall organize an International Conference and International Seminar every year, which shall provide exposure to all the faculties and staffs.

To motivate the faculty member for their academic contribution, the institution shall provide a monetary benefit for every paper or article published, the details of which shall be provided by the Director after due approval from the Governing Body.

Timely (thrice in a semester) feedbacks should be taken from students to monitor the performance of the faculty members which should be further discussed with the faculty members and the institute's expectations from the staff shall be clearly told.

Director/Dean shall be responsible for executing this policy.

Approved By

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