

All India Council for Technical Education National Initiative for Training of Technical Teachers (for Inductee Teachers) Scheme, 2020

Under the authority conferred upon AICTE under clause (h) of Section 10 of the AICTE Act 1987, following Scheme is hereby notified.

1. Short Title, Application and Commencement

1.1 Short Title

This scheme shall be called “National Initiative for Training of Technical Teachers (for Inductee Teacher) (NITTT) 2020.

1.2 Applicability

This shall apply to all the teachers working in technical institutions (as defined in Section 2(h) of AICTE Act 1987) whose programmes have been given recognition by AICTE and also universities (including deemed to be universities) imparting technical education (as defined in Section 2(g) of AICTE Act 1987) for such of their programmes which have been approved by All India Council for Technical Education (AICTE), New Delhi.

1.3 Commencement: This Scheme is effective from calendar year 2020.

2. Definitions

- (a) AICTE: All India Council for Technical Education, New Delhi
- (b) Coordinating Institute: NITTTR Chennai
- (c) Coordinator (NITTT): Head of the Coordinating Institute.
- (d) Core committee: A committee constituted by AICTE to oversee the smooth functioning of NITTT.
- (e) Course: Within a Programme (e.g. Engineering, Applied Art, Craft & Design, Management etc as indicated in Section 2(g) of AICTE Act 1987), Course is the sub-category consisting of a set of specific subjects / papers, resulting in awarding of a degree / diploma in that Course (e.g. B.Tech is a course within the programme of Engineering).
- (f) Inductee Teacher: Newly recruited teachers and teachers having less than 5 years of experience in AICTE recognized technical Institutions and in Universities (including deemed to be Universities) for such of their programmes which have been approved by AICTE.

- (g) Institution: Technical Institution recognized by AICTE and universities (including deemed to be universities) for such of their programmes which have been approved by AICTE.
- (h) Mentor: Identified faculty member for mentoring the Inductee Teacher
- (i) Module: A course of study designed with specific content for training.
- (j) MOOCs: Massive Open Online Courses.
- (k) NITTT: National Initiative for Training of Technical Teachers (for Inductee Teachers)
- (l) NITTTR: National Institute of Technical Teachers Training and Research.
- (m) SWAYAM: Study Webs of Active–Learning for Young Aspiring Minds. It is an IT platform developed and made functional by the Ministry of Human Resource Development, Government of India for the purpose of offering online learning courses.

3. Purpose:

The purpose of this scheme is to provide a framework for training of Inductee Teachers in AICTE approved institutions.

4. National Initiative for Training of Technical Teachers (for Inductee Teachers)

In order to train the Inductee Teachers in AICTE approved / recognised institutions, this National Initiative for Technical Teachers Training (for Inductee Teachers) has been launched. It imparts training to the Inductee Teachers in three phases. The first phase of the training programme for the Inductee Teachers shall be conducted in Massive Open Online Courses (MOOCs) mode for eight modules on the SWAYAM platform through the NITTT portal www.nittt.ac.in followed by one-month industrial internship (second phase) and then mentor based training (third phase). The third phase will focus on implementation of learning from earlier two phases. For mentor based training, a senior faculty member shall be allocated as mentor for mentoring the Inductee Teacher. The mentor will certify whether in the third phase, the performance of Inductee Teacher has been satisfactory or not. An Inductee Teacher can also undergo all required training simultaneously. However, Inductee Teacher has to successfully complete the program within three years of the registration at www.nittt.ac.in. If the time limit exceeds beyond three years then the Inductee Teacher has to re-register and has to go through the remaining training process until he/she successfully completes the program. The probation of a newly recruited teacher in AICTE approved / recognised institutions shall not be confirmed until he/she successfully completes the three phases of training. However, all service benefits will accrue from the date of joining. For teachers who are already confirmed as Assistant Professor or Lecturer but with experience (as Assistant Professor or Lecturer or combined) of less than 5 years, completion of these three phases will be a necessary pre-condition for their promotion to or selection for the next grade pay (or level as per 7th CPC).

4.1 Registration

The Inductee Teacher will have to mandatorily register on www.nitt.ac.in. On successful registration, a unique ID will be generated and same shall be used for the certification process.

4.2 First phase training

An Inductee Teacher has to undergo online training of following eight modules (as suitably modified from time to time) in the first phase of training:

1. Orientation towards Technical Education & Curriculum Aspects.
2. Professional Ethics & Sustainability.
3. Communication Skills, Modes and Knowledge Dissemination.
4. Instructional Planning and Delivery.
5. Technology Enabled Learning and Life-long Self-learning.
6. Student Assessment and Evaluation.
7. Creative Problem Solving, Innovation and Meaningful R&D.
8. Institutional Management & Administrative Procedures.

Detailed contents of each module shall be notified from time to time by the Coordinating Institute. This phase of training shall be governed by the following:

- (a) All eight modules as mentioned in 4.2 shall be offered as per schedule of SWAYAM.
- (b) The Inductee Teacher may register for any number of modules in each semester of a calendar year. Hence, there is no restriction on maximum number of modules an Inductee Teacher can register on SWAYAM platform to undergo first phase training.
- (c) The Inductee Teacher has to successfully complete all the eight modules (specified in section 4.2)
- (d) Evaluation of each module is based on the two components- Assignment Score and Examination Score. Final score will have weightages of Assignment Score and Examination Score as 30% and 70% respectively.
- (e) Inductee Teacher shall be eligible for a module completion certificate only if he/she scores at least 50% in each of the two weightages, i.e. Assignment Score $\geq 15/30$ (Criteria 1) and Examination Score $\geq 35/70$ (Criteria 2).
- (f) If one of the two criteria's mentioned above is not met, the Inductee Teacher shall not get the successful certificate even if the Final Score which is sum of Assignment Score and Examination is ≥ 50 .

- (g) All related notifications for this phase will be issued by the Coordinating Institute.

4.3 Fee

- (a) **Registration Fee**

One-time registration fee as notified from time to time (currently, it is Rs 2,000/-) is to be paid to the Coordinating Institute while registering at www.nittt.ac.in. This registration fee is valid for three years. The fee payment is to be made online.

- (b) **Certification Fee**

The module based certification fee as notified from time to time (currently Rs 1,000/- per module) is required to be paid to the Coordinating Institute for each module.

4.4 First Phase Training: Certification

First phase completion certificate will only be issued to an Inductee Teacher who successfully completes all the eight modules.

- (a) Certificate shall have the name, photograph of successful Inductee Teacher, names of all eight modules and a security code with relevant details. No certificates will be issued to the unsuccessful candidates. Issued e-certificates shall be e-verifiable at www.nittt.ac.in.
- (b) Final certificate pertaining to the completion of first phase of training will be issued only through www.nittt.ac.in.

4.5 Second Phase Training: Industry / Research laboratory / Field training

The Inductee Teacher will also be required to spend 4 weeks as part of the training in an industry / research laboratory / field training / professional training as decided by the mentor in consultation with the head of the institute depending on the background of the Inductee Teacher.

- (a) The Inductee Teacher may undergo this training preferably during summer/winter break.
- (b) The industry/research laboratory/ field training / professional training certificate will jointly be issued by the respective mentor and the coordinator.

4.6 Third Phase Training: Putting Learning to Practice

In the third phase of the training, the Inductee Teacher of the institution is expected to work under a mentor at the Institute. The Inductee Teacher

will be taking theory classes and also take laboratory courses under the guidance of a mentor. In this phase, the Inductee Teacher will practically implement the learning acquired during the previous phase. This phase of training shall be governed by the following rules:

- (a) The mentor of the Inductee Teacher will be decided by the head of the institute in consultation with respective Head of Department (not below the rank of associate professor in case of degree level institution).
- (b) In case of diploma level institutions, mentor of the Inductee Teacher will be decided by the Principal of the institute in consultation with respective Head of Department.
- (c) The mentor will assist the Inductee Teacher in his/ her endeavour to pick up the right practices on curriculum implementation and evaluation etc.
- (d) In the laboratory course, the Inductee Teacher will have to understand the laboratory class handling and also develop new experiments to understand the working of laboratory equipment, process of conduct of laboratory experiments and student assessment method under the guidance of the mentor.
- (e) In this phase, the Inductee Teacher will also be required to practice communication skills by preparing and presenting a paper on the state-of-the-art of a subject chosen under the guidance of the mentor.
- (f) The Inductee Teacher will also be expected to prepare funding proposal for a research project to be submitted to a funding agency.
- (g) The mentor has to submit copy of report (rubric based assessment) to the head of the institute about the work allotted to the Inductee Teacher.
- (h) The report (rubric based assessment) will reflect the task assigned by the mentor and the outcomes.
- (i) The standard format of report will be provided by the coordinating NITTTTR and will be displayed on the www.nittt.ac.in in portal.
- (j) The report will carry the remarks i.e. satisfactory or unsatisfactory.

If the report is found satisfactory the inductee will get the mentor training certificate through the 3rd phase through www.nittt.ac.in.

4.7 Final Certification

Only after successful completion of all the three phases, a final training completion certificate shall be issued to the Inductee Teacher through www.nittt.ac.in.

5. Redressal of Grievances

Any grievance with relation to application of this scheme shall be addressed by the core-committee. In case of any grievances relating to examination / evaluation/ mentor based training / industrial / research training a redressal mechanism shall be made available by Coordinator (NITTT).

6. Interpretation

Any issue regarding the interpretation of this scheme shall be referred to the AICTE and decision of the AICTE shall be final and binding on all concerned.

7. Jurisdiction

As this scheme is applicable nationwide, the jurisdiction shall extend to all parts of India.