



Notification No. 040-A

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## POLICY – FACULTY DEVELOPMENT PROGRAM

1. This Faculty Development Programme (FDP) has been designed and implemented since 2018 for capacity enhancement of the LGU Faculty. The purpose of the FDP is to encourage and reward existing faculty for developing their teaching skills in key areas of their expertise. It caters for enhancement of the educational level and professionally add a sound knowledge by familiarizing them with cutting-edge interactive techniques and teaching methodologies.

2. It also encourages the young non-PhD faculty members to contribute in nation building with their creative ideas and innovative thinking.

3. The programme focuses on strengthening of university academic programmes through a specially designed framework, enhancing effectiveness of teaching and learning. It also brings opportunities to develop research projects and simultaneously build capacity in the education system of Lahore Garrison University.

### 4. Objectives

a. Faculty Development Program (FDP) aims to:

- (1) Train the teachers to use modern teaching and learning strategies/ approaches in their classrooms.
- (2) Create a collaborative environment to enable the students to become independent learners and critical thinkers.

### 5. Faculty Development Program Framework

#### a. Planning

Planning entails the process of thinking ahead of teaching strategies, classroom activities and tasks which are required to achieve desired learning outcomes. It involves the creation and maintenance of a plan, scheduling learning activities, tasks and assessment criteria.

#### b. Management of Teaching Learning

Management of teaching learning involves the actions and strategies teachers use in delivering lessons including solving problems of order in classroom.

#### c. Student Centered Learning (SCL)

Student Centered Learning involves all the teaching strategies that focus on SCL more than TCL (Teachers Centered Learning) to minimize TTT (Teacher Talking Time) and maximize STT (Student Talking Time).

d. **Use of Variety of Resources**

Use of Variety of Resources involves all the resources such as texts, PPT slides, Realia (Real life objects) videos, software, multi-media, lesson plans and other materials that teachers use to assist students to meet the expectations for achieving set learning outcomes.

e. **Assessment of Learning**

Assessment of Learning involves basically assessment of learning that has taken place including the criteria of assessing teaching and learning strategies to improve teachers' and students' performance.

f. **Monitoring and Evaluation**

Monitoring and evaluation involves techniques to enhance the performance of the system that includes Planning, Management, Curriculum, Students Centered Learning, Review and assessment the gaps in the system lead to replanning and improvement.

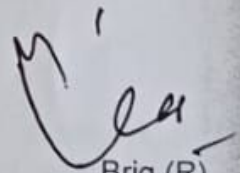
g. **CQI (Continuous Quality Improvement)**

Continuous Quality Improvement (CQI involves all the strategies to ensure continuous quality improvement in teaching and learning. It involves the practices to stay current and continually improve teachers' mastery of academic field, their excellence in pedagogy, and their active participation in the teaching and learning mission.

h. **Replan**

Removing previous observed deficiencies and adding all the good points to ensure CQI.

6. The Faculty Development Program (FDP) helps to enhance the teaching and learning skills of faculty members. This FDP aims to improve the quality of teaching as directed by HEC. This training provides faculty members updated knowledge, advanced teaching strategies, research and pedagogical awareness, to meet the educational needs of learners effectively. This FDP not only improves the teaching and learning skills of the faculty but also polishes their abilities to work more efficiently.



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