

DON BOSCO INSTITUTE OF TECHNOLOGY

The Staff Development Program

The Quest to Learn, Create and Evolve

7/12/2013



The Staff Development program was held from the 1st to the 12th of July 2013. It is our annual initiative to begin the academic year in the spirit of learning for the staff members.

DBIT Staff Development Programme in progress 1st July 2013, Mumbai

The Staff Development Program was designed in the quest for setting new standards of excellence in teaching and in the holistic development of the student and institution. The program began with an inaugural address by the Rector, Fr. Adolph Furtado.

Fr. Adolph Furtado congratulated the faculty for the results achieved in the FE. He emphasized the importance of putting in place robust systems like objective setting to facilitate DBIT, in obtaining accreditation.

DBIT - Staff Development Program 2013				
Date	Day	Time	Subject	Faculty
1- 7- 2013	Monday	0900hrs to 1300hrs	Objective Setting & Self Appraisal	Dr. S Krishnamoorthy & Conrad Saldanha
1- 7- 2013	Monday	1400hrs to 16.30hrs	Science & Religion	Prof Aleksander Zecevic, Prof Santa Clara University
2- 7- 2013	Tuesday	0900hrs to 1300hrs	Cooperative learning, Self learning beyond syllabus, objective setting PDC Cycle, Performance Review, Time Sheet	Dr. S Krishnamoorthy
3-7- 2013	Wednesday	0900hrs to 1300hrs	Do the actual Objective setting for the staff members	HODs of the Department
4- 7- 2013	Thursday	0900hrs to 1300hrs	Making Lectures Effective	Dr. P Nambiar
5- 7- 2013	Friday	0900hrs to 1300hrs	Sample Presentation of Objective Settings two per department	Conrad Saldanha
6- 7- 2013	Saturday	0900hrs to 1300hrs	Grooming & Etiquettes	Sanjit Keskar
8- 7- 2013	Monday	0900hrs to 1300hrs	NBA Preparation	Imran Ali Mirza & Prasad Padalkar
8- 7- 2013	Monday	0900hrs to 1300hrs	Effective Communication Inputs	Conrad Saldanha
9- 7- 2013	Tuesday	0900hrs to 1300hrs	Changing Attitudes	Dr. N.G. Joag
9- 7-2013	Tuesday	11.15hrs to 1300hrs	Effective Use of E-journal	Dr. Amitya Tripathi
10-7- 2013	Wednesday	0900hrs to 1300hrs	How to handle difficult students	Dr. Kersi
11-7-2013	Thursday	0900hrs to 1300hrs	Moodle for the New Staff Members	Moodle group discussion
11-7-2013	Thursday	1400hrs to 16.30hrs	Best use of Moodle	Departmental Presentation
12-7-2013	Friday	0900hrs to 1300hrs	Don Bosco Way	Fr. Adolph

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About the program

Our Staff development program is conducted each year to facilitate the open exchange of ideas amongst staff members and to develop the areas of opportunity whilst gearing up for the year ahead. In our endeavor to publish our best practices and staff experience, listed below is a short report.

The overall experience at the Staff Development Program:

“Tell me and I forget, teach me and I remember, involve me and I learn.” The session was that of involvement towards the betterment of the individual students, department and the institute was indeed effective and informative. – As quoted by Asst Professor Kadambari Deherkar.

Program highlights and speakers:

The Staff Development program was sacrosanct in its methodology, approach and delivery. Professor Conrad Saldanha began the first session by sharing the need for DBIT, to focus on creating competent, employable engineers, as well as good citizens. These three areas could be the KRAs for setting the Faculty objectives. He also mentioned different roles played by the faculty viz. teacher, academician, guide, mentor, et al. These roles could further facilitate the process of setting objectives this year. The Goal Setting session was followed by a focus group with the respective Department Heads. Clear and measureable professional standards make the connection between an individual employee's work, departments and institutional goals. Performance goals help expectation setting and allow professionals to chart an immediate course of action, followed by a long term career plan.

‘Changing Attitudes’ by Dr. Joag and ‘Making Lectures Effective’ by Dr. Prasanna Nambiar were concepts of prime importance. Dr. S Krishnamoorthy spoke at length about taking the initiative in going beyond the syllabus and provided solutions such as co-operative learning. E-journal - the practice of documenting processes, information and knowledge was shared by Dr. Amiya Tripathi. The grooming and etiquette session by Mr. Sanjit Keskar, the erstwhile Vice Principal at Rizvi College - Bandra, was also received with a positive response.

It was a pleasure to host Professor Aleksander Zecevic from Santa Clara University located in the Silicon Valley. He facilitated the process of igniting minds with the artful weaving of science and religion. Professor Alex as he is fondly called employed the Socratic style of teaching and by doing so, stimulated a debate on science versus religion. He spoke about the Chaos Theory, Metamathematics, proclaiming the beauty in suffering and re engineering perspectives on religion.

In an educational institution, operational delivery can be smooth and consistent when standardized. The strongest link that connects people to the process and conformity is a software tool, an enabler that displays the best practices, the communicator that consistently spreads the word. At Don Bosco, Moodle is our internal communication expert, a learning tool that acts as an interface between students' and Faculty; an initiative towards a paperless approach at DBIT. While the existing employees are aware and familiar with Moodle, each year brings with it fresh talent to contribute to young minds.

The Head of the computer Department Imran Ali Mirza spoke about outcome based education in context to adding value and thereby raising the bar for quality education. The Staff Development Program concluded by inculcating the Don Bosco Way - a mantra to jumpstart the academic year. What began with insightful frugal best practices moved on to brainstorming solutions for the institution was facilitated and orchestrated by Father Adolph Furtado. While the rains poured down in Mumbai, the Staff members had poured out effective solutions blending the riches of the mind with warm hearts and the pure essence of spirit. Nurturing the attribute of a holistic approach, the DBIT Staff are rejuvenated and better equipped to sail with an unsullied reengineered mindset in their quest to rediscovering themselves and creating good citizens this year.