

# B N COLLEGE, DHUBRI, ASSAM



## STAFF DEVELOPMENT POLICY



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OFFICE OF THE PRINCIPAL  
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**Principal**

No. B. N. C/ .....

Date .....

**DECLARATION**

**I hereby declare that all the information given and documents submitted are true to the best of my knowledge and belief.**



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## **STAFF DEVELOPMENT POLICY**

### **B N COLLEGE, DHUBRI**

#### **Introduction**

The vision of B. N. College is to provide quality higher education with an attempt to inspire, prepare, and empower students of its catchment area to succeed in a changing world. The key to achieve these is in providing excellence in teaching and learning by implanting innovation, quality, equality and diversity into our student life. However, this can only be achieved by employing and retaining highly qualified, innovative and inspirational academic and professional services staff who all share and work for the benefit of the students. Staff development is a way in which the college can enable and engage staff in efforts to contribute to the implementation of effectiveness and excellence.

#### **Objective**

The basic objectives are as follows,

- Provides a range of professional development opportunities which support and encourage the staff to acquire and develop the relevant knowledge, skills and competencies to enhance their performance
- Stimulate an environment that encourages the staff to collaborate on research and development projects, and other scholarly activities
- Provides a range of teaching and learning enhancement opportunities for all staff who support the students' learning experiences
- Organises professional development and administrative training programme time to time (both in-house and collaborative)
- To extend financial support and sanction leave to participate in faculty development and other staff development programme.
- Encourages teachers to participate in Refresher Course/Orientation Course/ Short Term Course organised by HRDC-UGC and other organisations.
- Takes necessary initiative for sanctioning Teacher Fellowship.
- Provides facility to publish the research works of the teachers through Research and Publication cell
- Provides Library Facility to all staff where they access to all online/offline study materials.

- Organises regular faculty seminars to discuss the research works among the peers.
- Provides adequate infrastructural facilities for teaching, learning, research, co-curricular activities and others.

### **Conclusion**

The Staff Development Policy of B N College plays important role in ensuring that the workforce of the college, which is adequately equipped with knowledge, skill and competencies, perform well in their current work role and in the future. It is important that access to the development is fair, equitable and beneficial to the department and the organisation as a whole.