GUJARAT TECHNOLOGICAL UNIVERSITY
Centre for Technology Education, Public Policy and Universities of the 21st Century
(GTU-CeTEPU-21)

A Report
On
One Day Induction Training Program for Fresh Teachers (ITP-II)
On
“Active, Interactive & Effective Teaching”

Date: 26th September 2015
Venue: Gujarat Technological University, Chandkheda, Gujarat.
It is very much necessary to develop teaching attributes among our fresh teachers. If our teachers know their objectives, if our teachers are clear about their line of actions and if our teachers are capable of creating excitement and interest in classroom, the learning efficiency will definitely be enhanced. With blessings of Dr. Akshai Aggarwal, honourable Vice Chancellor – GTU and under his inspiration a one day induction training program for fresh teacher is conceived in the mind of Dr. Dilip Ahir, Associate Dean of GTU Zone-4. The idea behind this program is to focus on the mass of fresh untrained teachers. This report is about second programme in this ITP-series. The objective is to cover maximum teachers in coming days.

This program is divided in four modules.

Pedagogy is an art of teaching. Pedagogy involves knowledge and skills which are being able to convey in easier ways that students can understand, remember and apply. The pedagogical skills can be classified into classroom management skills, presentation skills and content-related skills. The other major area of pedagogical skills is that of teaching content effectively. The teacher should have good command on content and should be able to present according to the level of the students. A good teacher will present information in ways that actively engage their Student’s in learning. The Teacher should teach passionately so that their students learn passionately.

It is really pleasant to state here that the first round of Induction Training Program on Active, Interactive & Effective Teaching for fresh teachers (ITP-I) has been successfully completed on 8th August 2015 having registration of 166 fresh teachers out of that 120 have participated. This was very much motivating to resource persons and organisers. Looking to huge interest shown by young teachers second round (ITP-II) of same training has been conducted on 26th September 2015. Total 265 teachers have shown interest to participate. As it was organised on Saturday 80 participants took advantage of this training by remaining present at GTU. Third round of this program will be announced soon so keep watch on GTU website for keeping your seat reserved at ITP-III.

**Module-1** : The focus of module -1 is on understanding Human behaviour. As teacher is dealing with students, it is very much important to understand human behaviour. The three domain of human behaviour i.e. Cognitive, Psychomotor and affective domains are explained with examples. The three personality types with causes and their behavioural pattern are discussed and participants have acquired understanding to assess their own personality type attending an exercise. Understanding of acquisitive and contributive personality with its pros and cons was shown. This module is designed to clear idea among participants about the kind of personality required to be a good teacher and how it can be developed?

**Module-2** : Communication is major activity for a teacher. Teacher must and must be a good and effective communicator. He should be caring and concerned to create interest among students which in turn make his communication interactive and effective. Components of communication, Communication types (like verbal, nonverbal, haptic, paralinguistic, proxemics, written), obstacles in communication process, appearance etc. are to be understood clearly by each teacher. Understanding about How message is getting distorted due to lack of communication skill is created among participants by performance of an
interactive activity. Module-2, i.e. of communication skill which was delivered by Ms. A.R. Rathod, Senior Lecturer by profession in Government Polytechnic for Girls – Ahmedabad. She is holding bachelor degree in Mass communication in addition to M.Sc. in home science. She is also recognized Akashwani announcer having VANI certificate.

Module-3: It was started with self-rating exercise where participant have to assume performance mark out of 10 for himself/herself as a teacher. The teacher should plan, prepare, praises and performs. The Teacher should be Forgiving & Generous, Caring and concerned, Revolutionary & Reformer, Facilitator and friend, Sweet and stunning, Effective communicator, Keeping all at equidistance, Great Learner, Great Listener, Calm & Relaxed. In addition to this actual lecture planning process is described clearly with reference to four parameters as: How long the lecture will be? What is aim of lecture? What is content and who is the audience (meaning what is the level of audience)

Lecture planning should be done lecture wise which should keep in mind all these four parameters. The body part of lecture should be enriched by Examples, demonstrations, activities, Question-answer, animations, charts, models etc. for in depth understanding of the topic among students. It is to be clearly stated in lesson plan in advance so that it can be kept ready ahead of its requirement. Prototype lecture plan is shown to enhance understanding planning and execution of an effective and purposeful lesson plan. Merits and demerits of conventional lecture methods are derived from participants who were observed very interesting. Participants have been convinced to use techniques like Sketch and show, point the pointer, select and say, choral response, think break, storytelling opinion poll, monotony breakers, chart and animations, films and videos and throwing simple questions which they have gone across very first time and observed interesting. How to prepare readable, feasible and eye catchy PPT for their subject is also described in detail. The participants have also gone through activity named “Which is my potato?” They have to select one potato from basket and to observe it in detail for its characteristics for 2 minutes. They have to put it back to basket thereafter. After session of one hour they are asked to go to basket and identify their potato? Surprisingly everyone could identify their potato. The message of this activity is after 1-minute close observation one can identify potato which does not have a big set of
characteristics. Shape, size and color only three different characteristics help to identify its uniqueness. We have class of 60 students where each and every student is different. Hundreds of characteristics are there which is very different making each one a unique fellow. Teacher should spare time to observe his/her students and try to identify characteristics of each one. This is going to help teacher as thereafter he/she can give different treatment to different students which will exactly match to the requirement of students. Morale of this activity is that each teacher should identify each student separately and treat them differently as they all are different.

Module-4 : It started with difference between assessment and evaluation. Assessment types, continuous evaluation, Formulating effective question paper and parameters to be considered while designing fair, authentic, clear, reliable and valid question paper. Verbs for very short answer, short answer and long answer type questions are discussed which was observed very much useful to them as said by one of the participants while giving feedback.

Module- 5 : Q & A and Feedback

Each and every participant found satisfied more than they have expected. In written feedback unanimously everyone rated this training “Excellent!!” . During vocal feedback they shared their feelings. All feedbacks are given herewith their photograph. Some of the participants have found this training so unique and purposeful that they have described it by presenting poetry for this ITP and their resource person’s efforts.

Total 15 lecturers came from Amrut institute-Junagadh. We really appreciate the way sir has presented all sessions since morning without getting tired for a moment even. It shows your concern.

: Mukesh Patel
Amrut Institute -Junagadh

Today is my birthday and before coming here i was thinking that my all plans are going to vanish on this birthday, as I have to join ITP for full day. But after coming to GTU for this program I am feeling that it will be most memorable birthday of my life. As on this day I learnt lot new things as a Teacher.

: Avani Pandya-HJD-ITER

Dr. Dilip Ahir -Chief resource Person and Associate Dean of GTU for Zone-4, interacting with Gaurav Verma during induction training programme

Module – 1, 3 and 4 are presented by Dr.Dilip Ahir, an established resource person on soft skills as well as Associate Dean of Gujarat Technological University for Zone-4. Ms. Hema Rajput and Mrs.Krutika Raval supported and extended facilities to this program.
On behalf of our institute HJD-khera i will only say two words as feedback "Thank You"
: Saumya Rana
HJD-IETR-KERA-Kutch

Everybody said many things but when such a good program which is the brain child of Dr. Dilip Ahir I would like to say something in poetic form.
"Jo dil se dua to bhikhari amir he, Moti de na sake to samundar bhi fakir he, Deta rahega tu sare andhere ko roshni, Jab tak tere vajud me he roshan jamin"
: Het Bhatt , HJD-Kera

My uncle is admitted in SAL hospital so it was not convenient to me. But absence may disqualify me for further program of GTU. So i just came for attendance here. But once I attended this program now i feel that i did right thing as a responsible teacher.
: Ramesh Damania
Sri.N.M.gopani Polytechnic

I always think to deliver my lecture much better way. Until now we were delivering with performance level of just 50% or less. But now after attending this training we will be able to deliver 100% with more enthusiasm and involvement
: Dipak Chaudhary
Alpha College of Engineering & Technology

Before today’s session there were many negativityies in my mind for education system. But now i am feeling that i can make improvement in education system by my efforts. Session is found full of inspiration and motivation. It is excellent!!
: Harshal Chauhan
Alpha College of Engineering & Technology

After i join as a teacher, this is my first learning experience and all credit goes to Dilip Sir. It will be a turning point in my life to be a good teacher.
: Afzal Alad
GHP College of Engg. & Tech.
After my graduation I have experience of two years but I came to know today how differently and effectively teacher can teach.

: Ridhresh Shah
Alpha College of Engineering & Technology

Thank you so much for filling energy within us and directing to be a good and effective teacher. Thank you sir and mam.

: Hardi Sanghvi
B.H.Gardi College Rajkot

We all have been sent by our seniors to participate but after attending this programme, my mind is totally changed. I feel now that it must be compulsory for all to attend this ITP.

: Tanvi Chaudhary
BBIT- V.V.Nagar

You have delivered session for morning to evening. We get tired after some time but sir has given presentation from 10:30 to 5 o'clock which is very difficult. This program is very useful and I hope that GTU will organise this and similar other programs again and again for teachers.

: Gaurav Verma
Laxmi Institute -Sarigam

When I received confirmation letter of this ITP at that time I was on casual leave and was at home. I thought it is going to spoil my Idd this year. But after coming to GTU for ITP I realized and felt that my Idd festival is succeeded this year. It is great experience.

: Agawan Mo Sadik safiahmed
HJD-Kera

I am from HJD institute, I want to give suggestion to you that many teachers from my college have joined this program after travelling from such a long distance from Kutch, we shall be happy if you come there for more than 100 teachers of our college. My college trustees/principals have given open offer to us for inviting experts like you.

: Dipa Aiyyar-HJD -Kera
Participating Teachers at ITP - Module -2 on Communication Skills

Participating Teachers busy with activity titled - “Which is my Potato?”
ITP Participants responding to choral answer type of questions

Very soon we are going to announce for Round –III of same ITP. All respected Trustees, Directors, Principals, and HODs are appealed to motivate and support their fresh and young teachers to participate in forthcoming one day induction Training Program.

Dr. Dilip Ahir - Convener & Chief resource Person ITP & Associate Dean –GTU
ગુજરાત સમાચાર – 28/08/2015

શિક્ષકોને સમય કાતી વિદિયાર્થીઓના વર્તનનું નિરીક્ષણ કરવું લેખ્યો

નાણારાયણ હેડફેલા દ્વારા પ્રોકેસને મેચનને 

ટ૆ના સંભાષણ પ્રોકેસને દૂરી સુંદરના ભૂમિના જય તેના માટે હેડફેલા ઘણા આવ્યા છે. હેડફેલા પ્રોકેસને દૂરી સુંદરના જય તેના માટે હેડફેલા ઘણા આવ્યા છે. હેડફેલા પ્રોકેસને દૂરી સુંદરના જય તેના માટે હેડફેલા ઘણા આવ્યા છે.

નાણારાયણ હેડફેલા દ્વારા પ્રોકેસને મેચન ની વિનાશે વિંદ્યા કેટલી ગણવામાં આવ્યા છે. હેડફેલા પ્રોકેસને દૂરી સુંદરના જય તેના માટે હેડફેલા ઘણા આવ્યા છે. હેડફેલા પ્રોકેસને દૂરી સુંદરના જય તેના માટે હેડફેલા ઘણા આવ્યા છે.

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