



Junior Faculty Development Programme

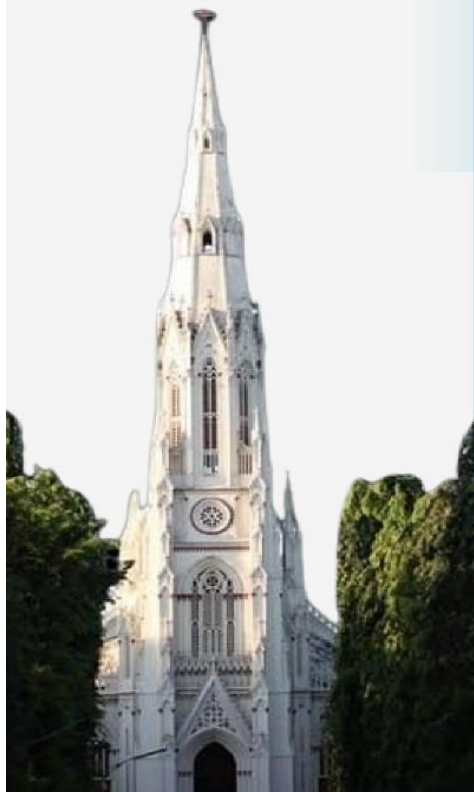
On

**“FOSTERING EXCELLENCE: MAPPING THE PATHWAYS OF
TEACHING AND PROFESSIONAL DEVELOPMENT”**

11, 12 & 13 JUNE, 2024

Report

**Internal Quality Assurance Cell (IQAC)
Loyola College (Autonomous)
Chennai - 34**



About FDP

The three-day FDP aims to enhance faculty skills in teaching, assessment and evaluation strategies, professional ethics, digital content creation, AI-driven pedagogy and inclusive education..

Patrons

Rev. Dr. Antony Robinson, SJ., Rector
 Rev. Dr. B. Jeyaraj, SJ., Secretary
 Rev. Dr. A. Louis Arockiaraj, SJ., Principal
 Dr. J. A. Charles, Deputy Principal

Conveners

Prof. D. Francis Xavier, IQAC Coordinator
 Dr. Dorothy Pushparani
 Asst. IQAC Coordinator

Organising Committee

Dr. A. Amala Arokiaraj, Coordinator, LET
 Dr Anton Pushparaj
 Dr. A. Lincy Linnette
 Prof. A. Sharmila Rani

IQAC Staff

Mr. A. Anthonysamy
 Mr. Backianathan
 Mr. V. Joseph Xavier

Junior Faculty Development Programme

Fostering Excellence: Mapping the Pathways of Teaching and Professional Development

11, 12 & 13 June, 2024



Internal Quality Assurance Cell
 (IQAC)
 Loyola College (Autonomous)
 Chennai – 34

Day 1

08.30 a.m. – 09.30 a.m.

Inauguration

Felicitations:

Fr. Rector, Fr. Secretary, Fr. Principal
Keynote Address:
Dr. J.A. Charles, Deputy Principal

09:30 a.m. – 10:30 a.m.

Session – I: The Joy of Teaching at Loyola in the Centenary Year

Dr. S.J.A. Packiaraj, Former Head,
 Department of English, Loyola College

11:00 a.m. – 12:15 p.m.

Session – II: Mastering Classroom Communication: The Essential Skillset for Educators

Dr. J. Jesudoss, Psychotherapist cum
 Language Consultant Chennai

12:15 a.m. – 01:00 p.m.

Session – III: Values in Action: Aligning Code of Conduct with Professional Ethics

Dr. Jeyamani Divya Christudoss
 Vice-Principal (Administration), Shift II,
 Loyola College

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Day 2

08:30 a.m. – Recap

08:35 a.m. – 10:30 a.m.

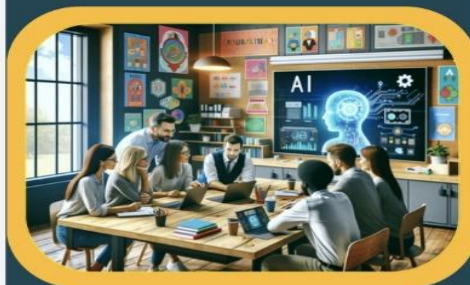
Session-I: Online Learning Opportunities, E-Content Creation and Open Educational Resources for Professional Development

Dr. Vanitha N, Department of
 Information Technology, Women's
 Christian College, Chennai

11:00 a.m. – 01:00 p.m.

Session-II: Leveraging AI Technology for Engaged Learning and Research

Dr. Jakulin Divya Mary, Centre for Rural
 and Entrepreneurship Development,
 NITTTR, Chennai



Day 3

08:30 a.m. – Recap

08:35 a.m. – 09:00 a.m.

Session – I: Strategies and Facilities for a Divyangjan-Friendly Environment

Dr. D. Kavitha Mary
 Coordinator, RCDA, Loyola College

09:00 a.m. – 10:00 a.m.

Session – II: Enhancing the Holistic Implementation of LOCF

Dr. M.C. John Milton,
 LOCF Committee, Loyola College

10:30 a.m. – 12:00 p.m.

Session – III: Mastering Outcome-Based Assessment: Crafting Powerful Evaluation Strategies

Dr. Vimala Ernest Punitha Kumar,
 Former Principal, St. Christopher's
 College of Education, Chennai

12:00 p.m. – 12:30 p.m.

Session – IV: Best Practices in Evaluation

Rev. Dr. A. Irudaya Raj, SJ, Controller of
 Examinations, Loyola College

12.30 p.m. – 01.00 p.m.

Feedback & Reflection – IQAC

Report on Junior Faculty Development Programme

FOSTERING EXCELLENCE: MAPPING THE PATHWAYS OF TEACHING AND PROFESSIONAL DEVELOPMENT

11, 12 & 13, June 2024

Day 1

Inauguration

The event began with the prayer and the lighting of the kuthuvilakku by our beloved fathers, deputy principal and the IQAC coordinators. Prof Francis Xavier, Co-ordinator, IQAC welcomed the august gathering and presented the layout of the FDP stressing on the need for professional excellence. He motivated the young faculty to attend with due diligence and ensure to grasp experts' thoughts into our regular classes.

Felicitation by Fr. Secretary

Fr Boniface Jeyaraj, Secretary, began with a lighter note and instilled the idea of having the opportunity to embark our teaching journey during this centenary year and carry forward this temple's legacy. Father recalled the past glory of this esteemed institution and the great minds that walked through this portal of knowledge. Father also stressed on the need for learning as faculties and imbibe the nuances from experts to mould ourselves into this profession with joy.

Fr. Principal's address

Rev Dr Louis Arockiaraj, Principal welcomed everyone into this new academic and centenary year. Father Principal stressed on the priority in this campus which is Jesuit education - holistic development of students. Father shared 3 pointers - a) Shared vision - stressing on holistic formation both academically and extra and co-curricular activities b) passion -success does not depend on percentile but by the values we cherish which is the key in Jesuit education and the passion we create towards our work c) perseverance - where we as teachers and learners and students should never falter and achieving our goal is central point.

Keynote address by Dr. Charles, Deputy Principal

The keynote address for the inauguration was delivered by Dr A Charles, Deputy Principal on teaching skills to empower different learning styles. He introduced and broke the ice using the pros and cons of lecture based teaching and the need to understand the heterogeneous groups in a class and the calibre of the students before beginning any session. He introduced the various methods of teaching that the young faculty can employ while delivering a lecture viz. Group learning, Individual learning, inquiry based learning, kinaesthetic learning, game based learning,

expeditionary learning, technology based learning, Blended teaching, peer teaching, problem solving, VARK learning strategies, Research grants, IPR - Patents.



Session I (9.30 - 10.30 am): The Joy of Teaching at Loyola in the Centenary Year
Resource Person: Dr SJA Packiaraj, Former Head, Department of English, Loyola College.

The speaker began the session by discussing the motto of Loyola College, "Let your light shine" and threw light on the portals of Loyola from ages down since 1925. He walked us through the milestones achieved by various Rev Frs., stalwart Professors, the lives of exemplary students and his intervention in making them glorious. He shared the ABCD model for teaching and learning where accuracy, brevity, clarity and discourse becomes the key. He evoked nostalgic memories by sharing the lives of students and the heights they reached after entering this great temple of learning. He stressed on the fact that legacy is not just in publications and accolades you create but also by the way you touch lives.



Session II (11.00 am - 12.15 pm): Mastering Classroom Communication: The Essential Skillset for Educators

Resource Person: Dr. Jesudoss, Psychotherapist cum Language Consultant, Chennai.

The speaker began by explaining the importance of effective communication which is indeed a cornerstone of successful teaching, enabling educators to connect with students, convey information clearly, and foster a positive learning environment. He introduced various aspects of communication, such as verbal and nonverbal cues, active listening, feedback techniques, and strategies for managing classroom dynamics that could be particularly beneficial for both new and experienced teachers seeking to refine their communication skills to better engage and support their students. With a focus on fostering meaningful connections with students and conveying information clearly, he empowered teachers to navigate diverse classroom settings with confidence and proficiency. Whether seasoned educators seeking to refine their skills or novices embarking on their teaching journey, he offered invaluable insights to optimise teaching practices and maximise student learning outcomes.



Session III (12.15 - 1.00 pm): Values in Action: Aligning Code of Conduct with Professional Ethics

Resource Person: Dr Jeyamani Divya Christudoss, Vice Principal Admin (Shift II), Loyola College, Chennai.

The session explored the critical intersection between the institution's code of conduct and the ethical principles guiding professional behaviour. Ma'am stressed that the need for ethics in teaching are essential for fostering trust, integrity, and respect in the classroom, promoting equitable learning opportunities, and nurturing the ethical development of both educators and students. By upholding ethical standards, teachers not only fulfil their professional responsibilities but also contribute to the cultivation of a more ethical and just society. Ma'am shared the key principles of Professional ethics for teachers: Commitment to students, Commitment to the Profession, Commitment to Colleagues, and Commitment to Community. Ma'am also stressed the need to follow ABC model of Professional Ethics:

Aspire to be a role model by setting a standard for behaviour and performance and for students

Building Trust between teachers and students, among colleagues and with other stakeholders like parents and community members

Create a conducive learning environment by encouraging academic honesty and integrity and safe and respectful learning space.



Day 2

Recap

The second day of the junior Faculty Development Programme commenced with an elaborate recap of Day 1 compiled by Prof. Sharmila Rani A.

Session I (8.35 -10.30 am): Online Learning Opportunities, E- Content creation and Open Educational Resources for Professional Development

Resource Person: Dr Vanitha N, Department of Information Technology, Women's Christian College, Chennai.

The speaker, being an expert in educational technology, provided a comprehensive overview of the various online learning platforms and resources available to educators. She stressed upon the flux seen in the pedagogical approaches and created awareness on the learner diversity. The session was interesting, featuring numerous live demonstrations of various online learning platforms such as SWAYAM, NPTEL, Duolingo Etc., She highlighted the benefits of online learning as it promises flexibility, Accessibility and variety. She then trained us in incorporating Open Educational Resources into our Teaching practices and further elaborated on E-content creation by showcasing numerous interactive modules and practical tools such as Canvas, story bird, Slides Go, CoSpace Edu, etc. Overall, the speaker emphasised the importance of employing open educational resources to enhance teaching practices and ensure equitable access to learning materials for students.



Session II (11.00 am - 1.00 pm): Leveraging AI Technology for Engaged Learning and Research
Resource Person: Dr. Jakulin Divya Mary, Centre for Rural and Entrepreneurship Development, NITTTR, Chennai.

This session highlighted the transformative potential of artificial intelligence in education. The speaker introduced AI, strictly as an aiding tool and underlined its core benefits in education such as personalised learning, intelligent tutoring and automated grading. She then explained the four phases of a lesson plan namely Introduction, development, consolidation and conclusion where she systematically presented the ways in which AI tools could be employed in every step with a

live demonstration of various tools such as Gemini, Answer Garden, Padlet, Kahoot, Socrative, etc. She also suggested the SMART technique to be used while probing the AI tools. The session delved into AI's role in research, showcasing tools that assist in Literature review, data analysis, argument generation, etc.. The insights provided sparked lively discussions among us about the future integration of AI in our own educational practices.



Day 3

Recap

The final day of the junior Faculty Development Programme commenced with a recap of Day 2 compiled by Dr. Lincy Linette A.

Session I (8.35 - 9.00 am): Strategies and Facilities for a Divyangjan - Friendly Environment
Resource Person: Dr. M. Maria Joseph, Coordinator, RCDA.

The session began with a short video presentation on RCDA elaboration on its functions and features. Dr. Maria Joseph spoke about the needs and wants of the differently abled students present in our college. He gave clarity on the difference between physically challenged and intellectually challenged students. He further insisted the staff to be attentive to their individual needs and to deal with utmost empathy. He requested them to provide customised teaching and testing methods in order to make Loyola an inclusive environment.



Session II (9.00 - 10.30 am): Mastering Outcome-Based Assessment: Crafting Powerful Evaluation Strategies

Resource Person: Dr. Vimala Ernest Punitha Kumar, Former Principal, St. Christopher's College of Education, Chennai.

Madam introduced Bloom's Taxonomy and its relevance in teaching and testing. She explained the three key domains of teaching i.e., Cognitive, Affective and Psychomotor. She listed out the Knowledge (K) values and the verbs associated with them. She further illustrated the ways to formulate and design question templates for effective assessment. She insisted on splitting and allocating marks, creating a blueprint and finally set the question paper. The session was concluded with a quiz and a Q&A session.



Session III (11.00 am - 12.00 pm): Enhancing the Holistic Implementation of LOCF

Resource Person: M C John Milton, LOCF Committee, Loyola College, Chennai.

The session spelled out the purpose of LOCF i.e. to maintain academic standards, facilitate student mobility, designing teaching-learning strategies, assessing student learning levels and periodic reviews of programmes and academic standards. Sir, highlighted the success of Loyola's restructured LOCF model that was altered based on the constructive feedback received. LOCF was suggested as a tool to test personal development of a teacher along with the students' outcome. Further, he explained about the difference between Assessment and Attainment. He then moved on to explain the UGC's model of curriculum that focuses on graduate's attributes. He elaborated on the LOCF blueprint that consists of three parts. Part 1: LOCF based curriculum design, Part 2: LOCF based assessment and Part 3: LOCF attainment calculation. He insisted on incorporating the three domains of learning i.e., cognitive, affective and psychomotor to be taken into account during teaching and learning. He listed out the priorities considered in OBE based curriculum designing (PEOs, POs, PSOs and COs). Further he explained the formulation of Dynamic Lesson Plan (DLP) and PEO, PO, PSO mappings. The session ended with a brief Q&A session.

Session IV (12.00 - 12.30pm): Best Practices in Education

Resource Person: Rev. Dr. A. Irudaya Raj, SJ, Controller of Examinations, Loyola College, Chennai.

Father insisted the newly recruited staff to imbibe the working of the Loyola System and develop a right mind set to conduct assessments. He began the session by illustrating the evaluation system that consists of internal and external assessment patterns and the allocation of marks. He stressed upon the need for rigorous accompaniment of the students in order to help them complete the course successfully. He further moved on to explain the single and double evaluation pattern and strict rechecking and retotalling of semester marks. He concluded the season by insisting the staff to be diligent and objective while setting balanced question papers and evaluating answer scripts.



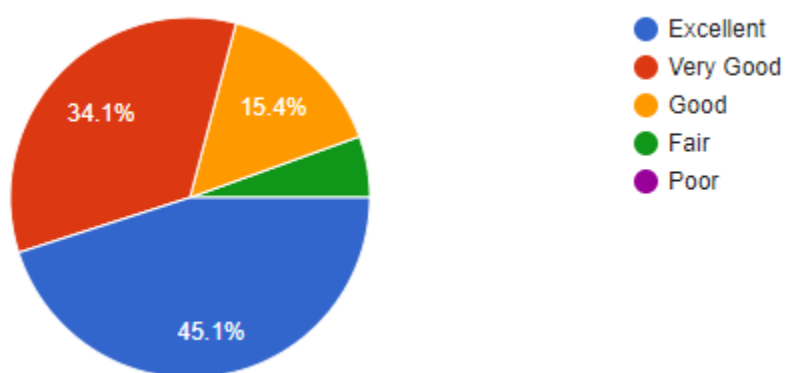
Feedback and Reflection (12.30 - 1.00 pm):

A Google Form was shared to gather the feedback of the staff. A wrap up of the entire programme was done by the Assistant IQAC Coordinator, emphasising on the importance of documentation of all the academic activities of each faculty through this year. The programme concluded with a brief discussion on the learnings, with several staff members sharing their appreciations, opinion and suggestions.

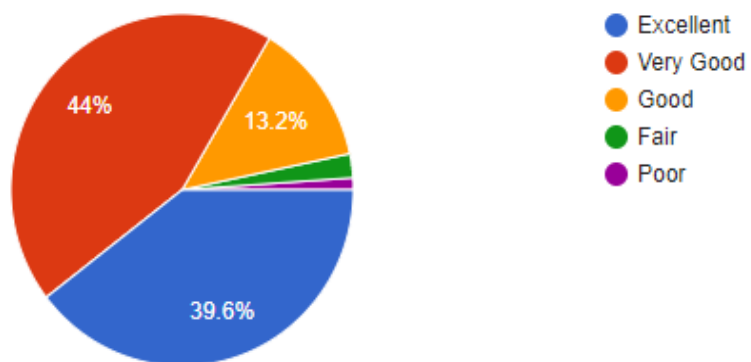


Feedback from the participants

Overall learning experience during the FDP



Usefulness of this FDP for your professional development



LOYOLA COLLEGE (AUTONOMOUS), CHENNAI- 600034

MANAGEMENT TEACHING STAFF LIST - 2024-2025 - REGULAR

S.NO	DEPARTMENT	NAME	Signature		
			11-06-2024	12-06-2024	13-06-2024
1	Visual Communication	Ms. Divine Rizia R V			
2	Visual Communication	Mr. Arjun M			
3	Visual Communication	Ms. Sanjana M			
4	Sociology	Mr. Dhiyanesh R			
5	Physics	Dr. Keerthana B			
6	Physics	Dr. Maria Vinoseel V			
7	French	Ms. Jayajulee S			
8	French	Ms. Thenmozhi S			
9	Social Work	Ms. Jeevanthi M			
10	Social Work	Ms. Sakthidevi S			
11	History	Mr. Naresh B			
12	History	Mr. Dhanush Kumar K S			
13	History	Ms. Kavya M			
14	Counselling Psychology	Ms. Lavanya G	 11/06/24	 12/06/2024	 13/06/24
15	Counselling Psychology	Mr. Varshith P K			
16	Counselling Psychology	Ms. Haripriya B	 11/6/24	 12/6/2024	 13/6/2024
17	Computer Science	Dr. Kanageswari S			
18	Commerce	Mr. Yuvaraj R			
19	Commerce	Ms. Sahana R			
20	Commerce	Dr. Princy J			
21	Corporate Secretaryship	Ms. Agnes Maria Amudharasi F			
22	Economics	Ms. Jyothis Susan George			
23	Economics	Ms. Aarthi M	 11/6/24		
24	Digital Journalism	Ms. Uma Parvathy N			
25	Digital Journalism	Ms. Srimathi J			

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MANAGEMENT TEACHING STAFF LIST - 2023-2024 - REGULAR

S.NO	DEPARTMENT	NAME	Signature		
			11-06-2024	12-06-2024	13-06-2024
1	Biotechnology	Dr. Navinraj T I			
2	Business Administration	Dr. Siji Joseph			
3	COMMERCE	Dr. Mathan Kumar P			
4	COMMERCE	Ms. Renuka V			
5	Commerce Computer Applications	Dr. Sheneela G C			
6	Computer Science	Dr. Stella A			
7	Corporate Secretaryship	Ms. Arockia Shiny S			
8	Corporate Secretaryship	Mr. Karthikeyan V R			
9	English	Ms. Melina J			
10	English	Ms. Renit Kanivu J R			
11	Food Chemistry	Dr. Mary Anne Preetha K			
12	HINDI	Dr. Mahalakshmi K			
13	HISTORY	Ms. Monicka B			
14	Digital Journalism (kaushal)	Ms. Rijitha R			
15	OUTREACH	Ms. Amala Anandhi D			
16	SHE	Mr. Venkatesan S			
17	SHE	Ms. Vinu V			
18	Social Work	Mr. Martin Mahimaidoss. J			
19	SOCIOLOGY	Mr. Venkata Narayana M B			
20	TAMIL	Dr. Annaiyappan S A			
21	TAMIL	Dr. Iyappan V			
22	VISCOM	Ms. Roseline Stella Rani G			
23	VISCOM	Mr. Samson Durai S			

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TEACHING STAFF LIST - 2024-2025 - Grant in Aid

S.NO	DEPARTMENT	NAME	Signature		
			11-06-2024	12-06-2024	13-06-2024
1	English	Ms. Sharmila Rani. A			
2	English	Dr. Lincy Linnette. A			
3	Mathematics	Dr. Iruthaya Raj. S			
4	Hindi	Dr. Beena Kumari Nair V G			
5	Sociology	Ms. Theboral. P			
6	Physics	Dr Ms. Joselene Suzan Jennifer P			
7	Statistics	Dr. Radhalakshmi K N			

TEACHING STAFF LIST - 2023-2024 - Grant in Aid

1	English	Dr.M. Anton Pushparaja			
2	English	Mr.A. Antoine Dominic Gnanasudhan			
3	Zoology	Dr.P. Nallamuthu			
4	Statistics	Dr.V. Chandar			
5	Commerce	Dr.S. Emaldarani			
6	Commerce	Dr.P. Bastin Arockia Raj			
7	Chemistry	Dr.P. Leema Sophie			
8	Social Work	Mr.S.R. Vincent Vijayaraj			
9	Tamil	Dr.L. Soosai Sagayaraja			

TEACHING STAFF LIST - 2022-2023 - Grant in Aid

1	Mathematics	Dr. S. Roseline Mary			
2	Physics	Dr. K. Pugazhendhi			
3	Physics	Dr. M. Dinesh Raja			

1. statistics Dr.V.SUMATHY

LOYOLA COLLEGE (AUTONOMOUS), CHENNAI- 600034
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S.NO	DEPARTMENT	NAME	Signature		
			11-06-2024	12/06/2024	13-06-2024
1	Biotechnology	Dr. Tamil Selvan. C			
2	Business Administration	Dr. Martin. N.C.			
3	Business Administration	Dr. Balaji. K.C.			
4	Commerce	Dr. Sridevi Saravanan			
5	Commerce	Mr. Abdul Mazhar. R			
6	Commerce	Dr. Anthony Rahul Golden. S			
7	Commerce Computer Applications	Mr. Shankar Subbiah. R. M			
8	Commerce Accounting & Finance	Dr. Margaret Selvi. R			
9	Commerce Accounting & Finance	Dr. Samuel. J			
10	Computer Science	Dr. Edison. M			
11	Counselling Psychology	Ms. Anitha Yazhini D			
12	English	Mr. Manoj. R			
13	English	Mr. Prabakaran. T			
14	English	Ms. Ferdinand Fernando			
15	English	Mr. Aravind Raj. P			
16	French	Mr. Velarasan. K			
17	International Relations	Dr. Nansi. P			
18	International Relations	Mr. Nand Kishore Yadav			
19	International Relations	Mr. Guru. K			
20	Social Work	Mr. Ravikumar. S			
21	Social Work	Ms. Nivetha S R			
22	Social Work	Mr. Joseph Eric Dunston. E			
23	Visual Communication	Mr. Jesly Anto. J			
24	Visual Communication	Mr. Harry J Margan			

25 Tamil M. Jayakodi

26	Digital Journalism	Mr. Sukumar T			
27	Digital Journalism	Mr. Senthil M			
28	3D Animation	Ms. Jenifer P			
29	3D Animation	Mr. Murugan T			
30	3D Animation	Mr. Kavin T I			
31	3D Animation	Mr. Alexander A			
32	Chemistry	Dr. Michael Raj F			
33	BBA	Mr. Prabhuraj J			
34	BBA	Mr. Thamizhselvan R			
35	English	Ms. Shermin Oviya Jegath JS			
36	English	Mr. Anderson Vijaya Singh E			
37	PHYSICS	Dr. Maria Lumina Sonia			
38	Sociology	Ms. Judith J			

39. COMMERCE DR. S. MAHALAKSHMI
40. Tamil Prof. J. Michael Ray
41. Economics Nithya Jeejo
42. Economics Nivithin NV
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