

**JAYAWANT SHIKSHAN PRASARAK MANDAL'S
BHIVARABAI SAWANT INSTITUTE OF TECHNOLOGY & RESEARCH,
WAGHOLI, PUNE**

(Approved by AICTE, New Delhi & DTE Maharashtra Govt. Affiliated to SPPU, Pune)

DTE College Code: 6311



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**CODE OF CONDUCT
FOR
TEACHERS**

**Quality education is the fundamental right of every Indian citizen.
Quality Education lays the good foundation for Individual growth.
Jayawant Shikshan Prasarak Mandal (JSPM) committed to impart
quality education, to create skilled man power to the nation.**



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About Institute:

BSIOTR was established by JSPM in 2009 in Wagholi, Pune with the aim of imparting quality technical education. Institute is well recognized by the stakeholders by its core value which emphasize on human values and professional ethics.

Vision statement:

"To provide, nurture and maintain an environment of high academic excellence, research and entrepreneurship for all aspiring students, which will prepare them to face global challenges maintaining high ethical and moral standards."

Mission statements:

"Satisfy the aspirations of youth force, who want to lead nation towards prosperity through techno-economic development."

Preamble

- Recognising that education should be directed to all round development of human personality.
- Realizing the need for developing faith in the guiding principles of our polity viz. Democracy, social justice and secularism.
- Recognising the need to promote through education, our rich culture heritage, national consciousness, international understanding and world peace.
- Recognising that teacher's, being part and parcel of the social milieu, share the needs and aspirations of the students.
- Recognising the need to organise teaching as a profession for which expert knowledge, specialized skills and dedication are pre-requisites.
- Realising that the community respect and support for the teaching community are dependent on the quality of teaching and teacher's proper attitudes towards teaching profession;
- Realising the need for self-direction and self-discipline among members of the teaching community.

The Code of conduct for Teachers - Purpose

Now a day professional educator strives to create learning environments that nurture the students. The Code of conduct sets out the key principles of good conduct and practice for teachers in Bhivarabai Sawant Institute of Technology and Research, Wagholi, Pune. It is intended to guide teachers' to ethical values and professionalism to create excellent teaching- learning environment.

The Engineering & Technical educator acts with conscientious effort to represent the highest ethical standards. The Code of Conduct has been developed for teaching staff of BSIOTR, Pune; it identifies a set of principles, which describe the professional conduct, personal conduct and professional competence expected of a teacher by their colleagues and the community. It is based on the values set out in the accompanying *Code of Ethics – integrity respect and responsibility* - and draws on the Internationally Professional Standards for Teachers as well as codes of conduct for teachers. The Code is intended to encourage students and newly joined teachers to adopt an informed approach to their teaching and its contexts and to reflect on the good and correct practices as engineering teachers. A teacher shall endeavour to be a role model and shall act within the community in a manner which enhances the prestige of the teaching profession.

Core Values of Code of Conducts for All Teachers of BSIOTR, Wagholi, Pune:

Teachers' core work shall be educate and the following values emphasize the work of the teaching profession in JSPM's BSIOTR, Wagholi, and Pune. Following basic core values are reflected throughout the Codes and may be considered under the headings of:

Commitment

Teachers are committed to the highest standards of professional service in their teaching and understand that their professional obligation is to their students.

Quality of Education

Teachers shall promote and maintain the highest quality of educational experiences for their students. Teachers shall facilitate student progression in their learning and development and their effective engagement with the curriculum.

Student-Centered Learning

Teachers shall seek to create an environment where students are active agents in the teaching and learning process.

Responding to Change

Teachers shall acknowledge the changing nature of society and recognise their role in providing appropriate educational responses to cater for the identified needs of students. It is recognised that this is enhanced through mutual support from all stakeholders in engineering & technical education.

Professional Development

Teachers shall reflect on and continue to improve their own professional practice and are provided with opportunities to engage in professional development and the process of curriculum development.

Holistic Development

Teachers shall committed to a holistic vision of education which includes the aesthetic, cognitive, intellectual, critical, cultural, emotional, imaginative, creative, moral, social, political, spiritual, physical and healthy development of their students.

Cultural Values

Teachers see themselves as providing opportunities for the development of awareness and appreciation of cultural values.

Social Justice, Equality and Inclusion

Teachers in their professional role show commitment to democracy, social justice, equality and inclusion. They encourage active citizenship and support students in thinking critically about significant social issues, in valuing and accommodating diversity and in responding appropriately.

Collegiality

Teachers shall work in collegiality with colleagues in the interests of sharing, promoting, developing and supporting best professional practice.

Collaboration

Teachers shall work collaboratively with students, parents, institute management, teacher educators and other professionals in developing shared goals towards the achievement of high quality education for all.

Respect

Teachers respect students, parents, colleagues, institute management, co-professionals and all in the college community and work to establish and maintain an atmosphere of mutual respect in their institutions.

Care

As well as the legal duty of care which teachers exercise, their role as carer is central to their professional value system. Their practice is motivated by the best interests of the students entrusted to their care.

Co-operation

Teachers engage in a professional manner with the wider community including the partners in education, co-professionals and related educational bodies and agencies, as appropriate, for the benefit of students.

Maintain trust in the profession

1. Base their relationship with students on mutual trust and respect; Have regard to the safety and wellbeing of students under their responsibility;
2. Respect the uniqueness and diversity of the learning community they are part of; /society/industry etc.
3. Work in a collaborative manner with colleagues and other professionals; and develop and maintain good relationships with parents, guardians and mentors;
4. Act with honesty, integrity and fairness; Be sensitive to the need for confidentiality where appropriate;
5. Take responsibility for maintaining the quality of their professional practice;
6. Uphold public trust and confidence in the teaching profession; and Create learning experiences which engage, motivate and challenge students in an inclusive setting with a lifelong learning perspective.

Teacher in Relation to Student

The teachers shall,

- Always be punctual in attending to duties in the (BSIOTR, Wagholi, Pune);
- Always teach the curriculum after making thorough preparation for the theory and practical to be taught;
- Treat all students with love and affection and be just and impartial to all irrespective of caste, creed, sex, status, religion, language and place of birth (region wise);
- Guide the students in their physical, social, intellectual, emotional, moral and spiritual development;
- Take notice of the individual needs and differences among students in their socio-cultural background and adapt his/her teaching ability accordingly;
- Refrain from accepting remuneration for coaching or tutoring his/her own students except for remedial teaching under an approved scheme;
- Refrain from divulging confidential information about students except to those who are legitimately entitled to it;
- Refrain from inciting students against other students, teachers or administration;
- Set a standard of dress, speech and behavior precious of example to the students;

- Respect basic human dignity of all students of BSIOTR while maintaining discipline in the Campus (JSPM'S Campus).

Teacher in Relation to Parents

The teacher shall,

- Seek to establish cordial relations with parents/ guardians;
- Provide information regularly to parents regarding the attainments and shortfalls of the wards;
- Refrain from doing anything which may undermine students confidence in their parents or guardians

Teacher in Relation to Society and the Nation

The teacher shall,

- Strive to develop a community and human resource development centre providing knowledge and information and developing skills and attitudes needed for such development;
- Strive to understand the social problems and take part in such activities as would be conducive to meet the challenges passed by the problems;
- Refrain from taking part in activities having potential to spread feeling of hatred or enmity among different communities, religious or linguistic groups;
- Work actively to strengthen national integration and spirit to togetherness and oneness;

- Respect Indian culture and develop positive attitudes towards it among students;
- Respect and be loyal to the institution, community, state and nation

Teacher in relation to Colleagues and Profession

The teacher shall

- Treat other members of the profession in the same manner as he/ she himself/herself wishes to be treated;
- Refrain from lodging unsubstantiated allegations against colleagues or higher authorities;
- Participate in programmes of professional growth like in -service education and training, seminars, symposia workshops, conferences, self study etc;
- Avoid making derogatory statements about colleagues especially in the presence of pupils, other teachers, official or parents;
- Cooperate with the head of the Institute/Department and colleagues in and outside the institute in both curricular and co-curricular activities.
- Accept as a professional the individual responsibility of reporting to the concerned authorities in an appropriate manner all matters that are considered to be prejudicial to the interests of the students and the development of the institute.

- Be prepared to help junior colleagues and those in training and induction in all possible ways.

Teacher in Relation to Professional Organizations

The teacher shall

- Take membership of professional organizations treating it as a professional responsibility (IEEE, ISTE, IETE, SCI, ASME etc);
- Participate as a matter of right in the formulation of policies and programmes of professional organizations and contribute to their strength, unity and harmony; and
- Always function within the framework of the constitution of the organization Concerned.

Standards of Dress

As a general guide, the appearance and dress of teachers should be in accordance with the standards appropriate to their duties and the people with whom they are dealing.

Teacher in Relation to Management/ Administration

The teacher shall,

- Recognize the management as the prime source of his/her sustainable development;

- Develop mutual respect and trust through his/her professional activities and outputs.

“The mediocre teacher tells, the good teacher explain, superior teacher demonstrates, great teacher inspires”

William Arthur Ward

Observance of the Code

All teaching staff should take upon themselves the moral responsibilities to safeguard all clauses of this code by ensuring their observance by the teachers. They should accept the responsibility to evolve a suitable mechanism for its enforcement