

## **1.Title of the Practice : Supporting the Professional Development of Teachers.**

### **2.Objectives of the Practice**

To keep the teachers update with current trends in their fields, Internal Quality Assurance Cell (IQAC) of the college prepares annual plan and organizes various teacher training programs accordingly. The Objectives of the activities are as per the following:

- 1) To improve the occupational and personal knowledge and skills of the staff.
- 2) To enhance and improves the skills, competencies and overall performance of the staff.
- 3) To motivate employees and to increase the productivity and quality of the work.

### **3.The Context-**

Due to the changing nature of learning and teaching in higher education, there is a growing need for professional development for lecturers teaching in various disciplines. It seems that teachers are under great pressure to develop and strengthen their research profile while also achieving excellence in teaching and fulfilling the expectations of their learners and the stakeholder. To support academic staff, to update them to cope up with the new and improved ways of teaching is a challenge for educational institute everywhere. The role of Institute is very much important .To promote and support professional development of the teachers, our college has conducted various activities and training programs for the enrichment of the teachers.

### **3.The Practice-**

The purpose of this practice is to describe the professional development activities of the college to promote professional development. To strengthen

the professional development of the teachers, institute supports teachers in the following way:

**1) Assistance to participate in Seminar and Conferences:**

To upgrade the teachers with recent trends in their subject research committee of the college decided to provide incentive in the form of registration fees and other expenditure of the teacher who were participated and presented their papers in seminars and workshops. Incentive was also given to the teachers who attended training program ,curriculum related workshops.

**2) Organization of Workshops, Seminar and Conferences each year**

IQAC of the college in its annual planning decides the schedule of the Seminar and Conferences. Initially college seeks assistance from the University, UGC and other funding agencies by sending proposals for seminar and conferences. Along with this sometime college provides financial assistance itself for the seminar and conferences.

**4) Incentive for Research paper publication in UGC recognized journals**

To promote the research among the teachers of the college, Research Committee decided to give some incentive to the teachers for their research publication. Therefore the incentive was provided to the teachers who published their research papers in UGC recognized journals.

**4) Organization of Teacher training programs-**

To upgrade teachers with new technology and their use in teaching learning process one week Teacher training program entitled “**E-Content Development**” was organized by the department of English. Resource persons like MR.Vipul Kondekar ,Dr.Pratibha Yalgi from Walchand

Institute of Technology ,Solapur , Dr.Veeresh Hanchinal from TISS ,Tuljapur were invited for this training program.

To train teachers with new and student centric teaching methodologies one week teacher training program entitled “**Student centric teaching learning Methodologies**” was organized by the department of education. Six experts from the teaching field were invited for the training program.

One week “**SPSS data analysis workshop**” for social science teachers was organized by the department of library to overcome the difficulties of social science teachers in research data analysis. SPSS Data analysis software was purchased under this activity.

#### **4) Research Incentive for Minor Research Project**

To increase the research habit among the teachers, incentive for the minor research project were given by the college to five teachers. As a part of this activity research proposals for projects were invited by the research committee. The experts committee for the related subject was invited and the proposals were scrutinized by the committee .After their recommendation the grant was allotted to the concern teachers to carry their further research.

#### **5) NPTEL Local Chapter-**

The college is an official local chapter for NPTEL affiliated to IIT Madras. The college encourages teachers and the students to register for MOOCS and NPTEL online courses. All teachers of the college has registered themselves for the SWAYAM Online courses .

#### **5. Evidence of Success-**

The activities conducted by the college for the professional development of the teachers are helping the teachers to update themselves with the recent trends in their subjects. The teachers are well acquainted with the ICT teaching methodologies therefore the teaching is become much student

centric. Teachers are enriching themselves with the latest trends in their subject by completing online courses of SWAYAM,ARPIT and NPTEL.

There is a positive change in the approach of the teachers for research and the number has been increased as the assistance is provided by the teachers for Research Paper Publication and Minor Research Projects.

#### **6.Problems Encountered and Resources Required-**

After third reaccreditation, the college is now focusing on the teaching learning part and the professional development of the staff. The college runs twenty six skill based short term courses which requires trained staff. It is not possible for the college to train the staff for each and every course due to the financial limitations. The college is in the process of infrastructural developments so there is a lack of enough space to organize more workshops, seminars, conferences and training programs.

It is not possible for the college to provide financial assistance to all the seminar, conferences and training Programs.

## 1. **Title of the Practice:** Students Admission Process

## 2. **Objectives of the Practice:** (in 100 words)

The prime objective of the institution in tune with its mission is about women empowerment. As the institution is specifically for women so the efforts have been taken to provide an opportunity of education to the girls from rural and economically backward classes.

1. To circulate information about the Programs,courses, facilities of the college through pamphlets, banners, and brochures.
2. To maintain transparency in the admission process.
3. To create awareness about the centralized admission process (CAP) of the University.
4. To facilitate students with 'Help Desk for Admission' and provide free service of Computer Lab to fill online applications for centralize admission process.

## 3. **The Context**

The institute has been recently accredited with A grade and any institute needs to define a mechanism for admission process. The Admission process mechanism of the college involves various stages like communicating with applicants through advertising, filling of online or offline forms, publication or display of merit list, publication of prospectus, counseling round, document verification, etc. The college has adopted various techniques to communicate with applicants using various channels like advertising through the college website, Radio Channels, distribution of brochures, personal visits to the Junior colleges at the time of the result, etc. Further, there are certain challenging issues like centralization of the online admission process at University level, digital illiteracy of the students, and delay in the process, student's lack of interest in programs like B.A. which need to be taken into consideration in the admission process.

## 4. **The Practice**

Describe the practice and its uniqueness in the context of Indian higher education. What were the constraints/limitations, if any, faced (in about 400 words)?

Our college is affiliated to P.A.Holkar Solapur University, Solapur & offers its UG courses in B.A.&B.COM and P.G in Commerce. University follows the Centralized Admission Process (CAP) for admissions into different affiliated colleges around the city for which candidates have to fill the application form online on the official website of the college. Candidates are shortlisted based on their performance in the H.S.C examination. After shortlisting of candidates selection is done through CAP (centralized admission process), candidates have to fill the preferences of the institutions.

There is a direct allotment of the seats after the first round of CAP based on their preferences. 80% of seats are allotted through CAP and 20% through management

quota. University and the institution follow Govt. of India Guidelines for reserved categories.

As there is less interference of the institutions in the CAP of the University, the institution works to create awareness among the candidates regarding the Centralized admission Process. After the declaration of H.S.C result by the State Board institute conducts the meeting of the staff to form the admission committee and decides the strategies to advertise the institution.

The highlighting feature of the institution is the innovative method adopted by the college to create awareness regarding the online admission process and the facilities given by the college. Each teacher allotted with the particular area and the Schools and Junior Colleges to communicate the centralized admission process of the university. Simultaneously teachers communicate with the candidates and counsels them who are willing to take admission for B.COM or B.A.Program.

**Help Desk and Free Service for Online application form:** As soon as the admission process begins, the institution establishes Help Desk for the parents and the students who visit the college for the inquiry of admission. As a part of social responsibility, the institution provides the service of computer laboratory with the teachers to assist the students to fill the online admission form.

The institutional policy is very transparent for management quota admission. Institute invites offline pre-admission forms and displays a merit list as per the university and Maharashtra State Govt.

**5. Evidence of Success :**(Provide evidence of success such as performance against targets and benchmarks, review results. What do these results indicate? Describe in about 200 words.)

As a result of the various strategies adopted by the institute, it is found that the strength of the students increased each year. The free service for online application filling helped lot to select the college in preference list.To cater to the demand of the students for the B.COM &M.COM program the institute has started one more division at the first-year level. The method of HELP DESK and FREE SERVICE for the online admission process is very much appreciated by the stakeholders.

## **6. Problems Encountered and Resources Required**

Please identify the problems encountered and the resources required to implement the practice (in about 150 words).

Problem Encountered: 1) Delay in admission process due to centralized admission process of the university.  
2) Lack of digital illiteracy among the students and errors from private computer café at the time of filling of online forms.  
3) Competition with other colleges in the same city.

Resources Required: 1) Infrastructural development and up gradation of technological resources to provide the assistance  
2) lack of trained manpower to handle the Centralised Admission Process with HELP DESK and FREE SERVICE for the online admission process.

