

BEST PRACTICES 2020-21

7.2 Best Practices

Best Practice 1

1.Title: ‘ COVID- 19 AWARENESS PROGRAM’-2020-21

2.Goals: • To create an awareness among the students and the nearby people regarding COVID 19 pandemic. • To help them save their lives from the deadly disease. • To help the poor and needy. • To realize the duty of citizens towards their fellow beings in such situations. • To extend helping hands to those who are in utter needs.

3.The Context: The 2019 novel coronavirus (2019-nCoV) or the severe acute respiratory syndrome corona virus 2 (SARS-CoV-2) as it is now called, started rapidly spreading from its origin in Wuhan City of Hubei Province of China to the rest of the world . Till 05/03/2020 around 96,000 cases of coronavirus disease 2019 (COVID-19) and 3300 deaths had been reported. India had reported 29 cases till date. Fortunately so far, children have been infrequently affected with no deaths. But the future course of this virus was unknown. It had created a very alarming situation for the entire world. Suddenly the world came to standstill as every country started fighting against this new manmade enemy. The virus was spreading so fast that suddenly the death tolls increased everywhere and the governments and the entire system became alert. Since there were no medicine to cure the patients suffering from this disease proper care and personal safety were the only measures.

4.The Practice: • In this context the NSS unit of the college along with all the staff and some students’ volunteers after receiving a letter from the affiliating university came into action and started rendering yeoman services to the students community and nearby villages in several forms. • The institutions following the guidelines from the District Disaster Management Committee headed by the district collector, health department, the university and the state and the central governments decided to respond to the earnest appeal in outreaching the students’ community and the society to create awareness among them by means of various activities at the cost of their own. • There was a great confusion regarding the spread and attack of the disease. Many people were spreading rumors, creating fears, and creating chaotic situations. • Since the disease was a pandemic or an epidemic caused by coming into the contact of those who were affected, the governments imposed strict lockdown thereby stopping the livelihood sources of the very people for whom it was difficult to make both ends meet. • The people had to use masks, but they too were also not available. • They had no sanitizers available with them to sanitize their hands from time to time and protect them from getting infected from touch. • Many students and people were required to make them aware with the facts regarding COVID -19 through quizzes, street plays, house visit etc. • Under the able guidance of the Principal a team was made, work was distributed among them and the entire team rendered their service in this regard in the following ways. 1. What are App groups of students were formed to contact them and to utilize their volunteer services. 2. They were assigned the roles of COVID warriors. 3. Awareness Campaign via social media like what’s app and face book was launched. 4. The training of making masks was given to some local students by Prof. S.S. Khade in her Home economics Lab and as many masks as possible were made and later distributed free of cost to the poor and the needy who could not afford buying the masks. 5. The posts of their services

were made public on social Medias. 6. The volunteers headed by NSS coordinators and other teachers approached the villagers in nearby villages and demonstrated how to wash hands, how to sanitize their hands after touching anything. 7. The volunteers trained them how they could protect them and others from the pandemic. 8. quizzes were made in order to spread awareness.. 9. Training of Arogya Setu App was given. About 70 households downloaded the App and started checking their status regularly. 10. The Volunteers also explained the benefits of social distancing. 11. The college installed 02 sanitizing machines and displayed them on the entry points and made it compulsory for all visitors to sanitize before coming to the college. 12. Boxes at the distance of 06 fit were made to maintain social distancing. 13. Awareness banners were displayed. 14. Awareness rallies with social distance were undertaken. 15. Teachers and students took parts in other awareness quizzes and programs. 16. Checking pulse rate and oxygen level with oximeter. 17. Checking temperature of all visitors.

5. Evidence of Success:

- The practice achieved unprecedented success.
- Students and the villagers realized the importance of sanitizing hands, wearing masks, washing hands, maintain social distancing,
- The followed the guidelines and started asking others to follow the health departments guidelines in this regard,
- They realized their personal responsibility in such emergency situation, joined hands to fight the pandemic.
- Responses to quizzes were amazing.
- All responded positively and helped greatly in the small endeavors of ours.
- Most value adding and remarkable result was that ‘Not a single case of CORONA was found in college. Neither a staff member nor a student got infected.’

6. Problems Encountered and Resource Required:

- Approaching and collecting the villagers.
- Explaining them in their local language.
- Unaware of personal hygiene and safety.
- Expenses to provide grain collected, bought pockets and distributed to the very needy and poor.
- Accessing technology to respond to the quizzes was a problem for some.
- Keeping the warriors invulnerable from getting infected.

Conclusions This new virus outbreak has challenged the economic, medical and public health infrastructure of all countries and mostly of underdeveloped countries. Since ‘precaution is better than cure, only we can save our lives.’ and creating awareness is a small step toward achieving the major goal of saving our all dear fellows citizens. Our success story was just like a bubble in the ocean of humanity.

Best Practice II- 2020-21

Best Practice 2:

1.Title: “Faculty Skills Enhancement and Professional Strengthening Program”

2.Objective: The objective of the practice is to motivate the faculty members to do research, organize and attend conferences, workshops, seminars and symposia to get to know emerging technology trends and also to update their domain knowledge for the students to attain 100 percent results. For the college the processes used to evaluate and provide feedback about the performance of the faculty working with us is extremely important. If these evaluation processes are properly designed, these can help the institution thrive by providing appropriate rewards and encouragement for good performers, and guidance about how to improve their performance to others. The existing evaluation processes for faculty did not appropriately make the distinction based on performance and may result in lower morale, engagement and productivity. The institution recognizes the importance of a faculty performance evaluation process that is fair and that provides productive and appropriate recognition award to faculty,

one who achieve 100% results. As a result, a new performance reward scheme was designed to reward performers and encourage all others to improve their performance.

3.The Context: For effective teaching to attain 100 percent results, as well as research engagements, faculty members are expected to have holistic idea of their area of specialization. To accomplish this, they require exposure to various inter-faculty interactions taking place via conferences, workshops, seminars, symposia etc. The practice is addressed by introducing various faculty development schemes. No faculty performance review process can be free of issues or problems. Bearing this in mind, a committee was constituted to review the existing performance review system and recommend changes and policies to improve the process. The committee formulated a new Performance Reward Scheme (PRS) that is more transparent and better understood, more equitable, and provides more useful feedback to faculty members. The implementation of this new scheme since last 2 years has enhanced morale, rewarded good performers, motivated and reinforced productive activity of faculty at the college. The aim of the new evaluation process is to appropriately quantify the academic and research performance of all faculty members at of College through a self-appraisal system.

4.The Practice: The Head of the Department is requested to fill up an offline form, wherein he reports the department faculties academic (teaching) and research performance besides other services or curricular activities, he/she had undertaken during the previous year. The teaching performance is judged on the basis of results of a Student Online Feedback and the results achieved by the faculties for each faculty and each subject. The students are required to fill up this feedback form online. The results of the survey are used as a measure of teaching potential and quality of a faculty. The scores are compiled using customized software. Based on the student online feedback score obtained (given by students) a teaching score for all the subjects taught by the faculty during the semesters is generated. For all other activities undertaken by the faculty during the year, perception is given by the head of the department. The institution promotes and facilitates research undertakings of the faculty members. The faculty members are sponsored by the institute to attend the national / international conferences.

5.Evidence of Success: The new evaluation scheme has been in use since the last 2 years. The Student online feedback scores have been solely used as a feedback tool for improving the performance of the faculty. The Student online feedback scores emphasize on the primary responsibilities of a teacher and include feedback on intellectual competence, integrity, a spirit of scholarly inquiry, effective knowledge dissemination, improved ways of presenting material and the ability to stimulate and cultivate the intellectual interest of students. Most faculty members have responded favorably to this new system of evaluation of their teaching skills although some improvements may still be required. Research is a critical component of the University Quality Policy. In all, refereed publications of high quality (SCI/Impact Factor) are expected as evidence of scholarly productivity. Quality is considered more important than mere quantity. Significant evidence of research publications and earning sponsored projects is considered important for the growth of the academic profile of the institution. There has been a significant increase in the research output of the institution since this new scheme has been introduced. The results are summarized and presented in a faculty meeting of the institution. The overall score of each department is computed and the department with the highest score is awarded as the best for the year. This has created a healthy competition where each department is making efforts to excel in one or more parameters.