

Best Practice
2019-2020



Title of the practice: Human Resource Development Programme

Goal: The teachers and the non-teaching staff of every college remain extremely busy at their scheduled works. Team IQAC of our college planned a unique idea to break this monotony and also an overall upgradation. We planned series of lectures on different spheres to motivate all of them. Our aim of this objective was to bring fresh air in the work culture in our college and to utilize the human resources fully.

The context: As we belong to a remotely located college, we rarely can avail of a fast Wi-Fi facility and access e-resources properly. For this reason, we started thinking of an alternative way to keep ourselves engrossed beyond our scheduled routine. In 2018, we started this venture in an amateur way. We requested our faculties to deliver at least one lecture on any topic once in six months. But, from 2019, we arranged it seriously. We made schedules of three lectures in every month on different topics. Thus, this venture was called as 'Lecture Series'.

The Practice: Initially, the programme was meant for the teachers only. But, afterwards, we introduced some lectures for the non-teaching staff of our college. Even, our Principal Sir made us enlightened on some important area of Economics. We made it mandatory to use ICT when delivering a lecture. Usually, the lectures were followed by some group discussions and interactive sessions. We think that the interdisciplinary discussions helped us to expand our knowledge and also, we could use the human resources properly.

The evidence of success: The component of the lectures helped all the staff members in a large scale. Specially, when the pandemic situation occurred, the previously delivered lectures on the online teaching methods, utilization of e-resources and e-tools helped the teachers to a great extent. Discussions on online office works also smoothened that sector on the lockdown period. The success of this venture led us to publish a book with ISBN on the next academic year. We have already published our journal 'Samikshan' which is a compilation of research-oriented essays on different issues. Neo normal situation could not make any interruption in this practice. We are engrossed to shape this venture in newer way on the basis of the requirement of the staff members of our college in the coming days.

Problems encountered and resources required: We face scarcity of rooms, especially the lecture halls. So, we have to accommodate ourselves in our classrooms to organize such lectures. We don't have sufficient numbers of computers. For this reason, although, we kept on listening to the online teaching methods in this series, we can't do our online based works in free mind whenever it's needed. We need some professionals who will deliver lectures and demonstrate the office works in coming days. More funds are extremely required to organize such professional meetings in future. More projectors, more smart classrooms and more books, journals in library (apart from the syllabus-oriented books for the students) are the main resources which are required to pursue this practice properly.

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Best Practice-2019-20

Title of the practice: Be Your Best Self

Goal: In our remotely located rural institution, we get mostly such kind of students who are basically first-generation learners, but full with potentiality. So, we wanted to introduce a year-long continuous mentoring programme, through which the students would be able to explore themselves through extra-curricular activities. The aims of this practice are—

- i) To inculcate creativity and capabilities beyond the curriculum.
- ii) To increase the overall attendance and involvement of all students in college hours at college campus.
- iii) To groom them for future and to make them confident

The Context: At present, we all are living in a very competitive world. But we have seen that sometimes, our students, being financially and culturally challenged, cannot keep the same pace with the outer world. So, we took this venture as a challenge to make each student capable with their innate potentiality. We believe that curricular studies are not the only measure stick to judge a student. This initiative would make each and every student more inquisitive in different spheres of knowledge and an all-round development will be seen after the completion of their undergraduate programme.

The Practice: We designed the programme in some categories. When a student take admission in our college, he/she is asked about his/her own area of interest (we take maximum two areas for each student) where he/she will be groomed through the coming three years. We have ten such areas where we include them based on their choices. These areas are—

- i) Music and instruments
- ii) Dance
- iii) Recitation
- iv) Creative Writing
- v) Painting
- vi) Drama
- vii) Debate, Quiz and Extempore
- viii) Sports
- ix) Photography and movies
- x) Community Service

These areas are monitored by three teachers who become the mentors of the students. From last year we have to started to organize an annual competition where everyone will be encouraged to take part. We have groomed them to participate in inter college competitions too. The college will also felicitate them with special prize and certificate to keep them spirited all along. We have made it a compulsory process so that the shyness in the students could fade away, the students become courageous, confident and we can make them aware and compatible in the competitive world.

Evidence of success: The students participated at inter college cultural competition organized by the Vidyasagar College of Women on 27.09.2019 and some of them secured positions. Beside that, some of our students of Geography department delivered lectures at student seminar and performed 'mime' on 'water conservation' at college premises on 13.09.2019. They also exhibited their model at 'science fair' at Howrah on 26.09.2019 and secured 2nd

position in district level. The students participated at 'Youth Parliament' at Howrah district on 16.09.2019 and secured second position and several students bagged best performers' awards too.

Problems encountered and resource required: The students need more practice sessions to compete in state level and so on. We need infrastructural expansion for proper practice sessions. Lack of books are also a barrier of their continuous upliftment. We need at least one interactive session with professionals in a month. Rural background and scarcity of college fund are the basic problems we face regarding the mentoring problem. If these can be settled, our students will definitely perform better in several fields. We will be able to explore every area with their ultimate potentiality.

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