

AKKINENI NAGESWARA RAO COLLEGE (AUTONOMOUS) : GUDIVADA

BEST PRACTICES

BEST PRACTICE 1 : Gold Medals to meritorious students

1. Title of the Practice: Award of Gold Medals to meritorious students and staff in our college and other institutions.

2. Objectives of the Practice: Giving deserving students and staff awards – in this case a Gold Medal - for their achievements is a way of showing that their hard work and performance is appreciated. It will also send a signal to the other students and staff and motivates them also to work better in future so as to achieve such an award.

3. Context: In an academic setting motivation serves to make employees work for higher efficiency which in turn they will be able to effectively pass on to students. Motivated by such teachers who excel in their own subjects the students will also be able to perform well in the academic setting. It is in this context that the IQAC of the College wanted to take the initiative of providing awards to students and teachers in various subjects.

4. Practice: The Gold Medal Awards to students are given on merit basis taking in to consideration the marks they score in the Examinations. Similarly, faculty are also identified for the awards on the basis of the practices they adopt and the way they are able to handle a task, organise a seminar, workshop etc. and is able to create a role model for other teachers. The IQAC is able to motivate its own members to sponsor the Gold Medals for this purpose and Certificates are issued to the recipients.

5. Evidence of Success: (i) There is a perceptible competitive approach among students to be able to reach the first place academically. (ii) The awards to teachers of the College and researchers and academics working in other colleges are decided on the basis of the performance and on the recommendation of the IQAC Members. They are treasured not only by the recipients but also by their institutions.

6. Problems encountered and resources required

(i) In a college offering UG and PG Programmes the number of awards being given is comparatively less and we are trying to increase their number.

(ii) To award Gold Medals to researchers and Teachers from outside it is inevitable for member(s) of the IQAC to have first hand knowledge of their contribution at the micro and macro levels.

(iii) Financial support for continuing depends on the philanthropy of the donors – at present one member of IQAC is meeting the budget and we are hoping to get funding from other stakeholders of the college too for this purpose.

7. Outcome: The College has been successfully implementing these awards by identifying local / national level talent and in the process able to get recognition for the initiative of the college IQAC. The relevant documentation in the implementation of this practice are filed by the IQAC.

BEST PRACTICE 2 : Faculty Development Programme

1.Title : A.N.R. College has been conducting Institutional Level Faculty development program to foster the faculty's knowledge, skills, and professional competence

2.Objectives : Faculty preparation and dynamism in teaching are two ingredients in improving the imparting of education to college students. A competent teacher would improve the competence of students in learning and using the learning in societal context. So, to enrich the faculty right from the freshers recruited during the current academic year to the senior teachers working for some time vitality in key domains of teaching, assessing, research, professionalism, and administration is perceived to improve educational environment significantly and enhances the academic performance of learners.

3.The Context : Each year new staff members are recruited in the ensuing vacancies that arise. Sometimes they are freshers without any teaching experience. To orient them for teaching the College has been organizing Faculty Development Programme every year by utilizing the services of senior staff. Sometimes the retired staff members of the college and Resource Persons from other colleges have also been invited to share their experiences and expertise with the new staff members. An issue that crops up in organizing this programme is time management. Usually, the programme can only be conducted in the evening time to streamline the conduct of classes. The timings may not be suitable for some resource persons. And the college has to pay Travelling Allowance and Honorarium to the resource persons with limited funds at disposal. In spite of the hurdles the College has been organizing the FDP for more than a decade successfully.

4.The Practice : Faculty Development Programmes (FDPs) have been envisaged by the University Grants Commission (UGC) and other such bodies in India. Under the support of UGC several Administrative Staff Colleges have been set up in various universities to give training / orientation to teaching staff working in Universities and Colleges. The activities taken up in the FDPs encompass orientation to Teaching, familiarizing the staff about the latest trend and developments in the subjects handled by staff, orientation to the new curriculum introduced as part of various changes introduced like CBCS etc. The training in FDPs help faculty members to improve their capacity to become more effective instructors. Further some lectures in the FDPs also touch on topics relating to the conduct of research, contributing articles to established journals, participating in administrative activities. Thus FDPs have been re-orienting the staff for improving the educational vitality of academic institutions. The expenditure on the entire exercise is borne by the University Grants Commission. But with most colleges starting self-financed programmes a need has arisen in these colleges to develop the competencies needed by teachers recruited by Management. And it is here the FDPs organized at the institutions level have assumed importance. One of the main objectives of College Level FDP is the preparation of fresh teacher recruits to be able to handle classes and train the and mentor the future generations of students. Therefore, it has become vital for the educational institutions to offer relevant FDP for the teaching fraternity. It is made clear to the faculty that they have to develop → Proper attitudes, → Follow the required processes in teaching and learning and → Create suitable structures for academic interaction.

5.Evidence of Success : The feedback from the participants of the FDP have been collected on a regular basis. The new staff members who started their teaching with much fear and anxiety have become confident at the end of the training. They prepared notes from the lectures of the resource persons and interacted with them on areas where they had doubts. They also used some or all methods suggested by the resource persons in their classes. The confidence levels of these FDP trained teachers have increased in a perceptible manner. Some of the senior teachers too have been attending these FDPs to refresh themselves from the lectures. Thus

the learning in the FDPs has been strengthening the academic environment. Whatever has been learnt in these FDP classes with suitable changes has been utilized by these trained teachers in their classes. The purpose of train the trainer is thus achieved.

6.Problems Encountered and Resources Required : The anxiety of the fresh recruits in the initial days is a problem. Some of them find it difficult to follow the lectures in English. The timings of the FDP are not very convenient say the participating teachers. Inviting the known resource persons from different places and meeting their Travelling Allowance and Honorarium is an additional financial burden on the College. The small size of the FDP batch of teachers is a disincentive to the Resource Persons coming from outside. Some of the new teachers are uninterested in the training and motivating them takes a lot of time.

7.Outcome : To organize an FDP every year – fresh recruitments have to be completed in time. Mobilization of funds may have to be taken up. Suitable topics may be chosen. A book / articles resource bank may be created from the FDP trainings undertaken every year. Staff from the neighbouring colleges / places may also be given to take part in these FDPs. A book containing the Lectures delivered with the bio-data of resource persons and the feedback of the participants will be of help to the future FDP trainings. Philanthropic persons may be approached to finance the organization of these FDPs and suitable material, snacks may be provided. The staff completing the FDP need to be given a certificate in a ceremony for which preferably a University Professor is invited. The details of the lectures, photographs, press coverage and outcomes of the FDP are to be hosted on the College Website.

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