

Best Practice 1

Title of the practice: Mentoring

Objectives of Practice:

The institutional objective of the mentoring is to establish a trusting relationship with accountability and responsibility from the mentor and mentee. We try to build confidence in them and explore the topic of interest and prepare for expanded opportunities. The focus on interacting/meeting is a very specific objectives within a set of periods of time with their performance and the development of certain skill.

The context:

The institution pay attention to the influences of instructional contexts on mentoring and the kinds of learning opportunities. We develop the students to be capable and potential in the role rather than performance and skills. Teachers can also asses their attitudes when offering advice. The students are more co-operative, support and respect the teachers to be more friendly and challenging.

The Practice:

The institution has been found to improve confidence in handling challenges, increase job satisfaction and boost career ambition. We encourage the students to identify their goals and plan successful launch. The confidential relationship between the teachers and the students mainly based on mutual respect, time, commitment and evaluation. In our institution, teachers and students are transparent, authentic and engage on direct communication. We take the feedback and give them ample opportunity to share their emotions. Mentoring reflects on what could have been done differently. The practice of mentoring also helps to guide them to set realistic expectations or encourage them to dream bigger.

Evidence of success:

The institutional traits in a good mentor include patience and good listening. The success of our institution is the effective teachers take in what's happening, and assess the path and then guide the student on the right track. It is much about counselling as it is transferring knowledge and leadership skills. Mentoring is a success in our institution because it is a talent development program. The completion of mentoring is an indicator that the relationship between the teacher and the student are going well. The college stands for specific, measurable, achievable, realistic and timely. The learning and developing are signs of mentorship success.

Problems encountered and resources required:

Unrealistic expectations and assumption can wreak havoc on a mentoring relationship. The teachers provide them with limited information and expect the students to become the teacher's clone, sothat

they can never have a negative impact on the relationship. Mentoring book is recorded to reach and exceed leadership goals. Teachers are the catalyst for our institutional development personally and professionally. If the students are overwhelmed with their emotional distress, we teachers decide to go in a different direction and remedy the situation before the relationship becomes wholly unproductive. Teachers encourage them to speak about their strengths, weaknesses, mistakes, fears and motivations in order to build trust. Mentoring communication isn't just limited face to face, everybody communicates differently, so the teachers make sure to learn about the student in their early sessions. Answering for every query they have and taking up time beyond the agreed session or commitment leads to disgruntled mentoring and its success. Open communication between teachers and students is one of the most important aspects of a successful mentoring program when we understand each other's aspirations and motivations, it helps to create a more successful program.

Best practice 2

Title of practice: Generous Fee Concession

Objectives of the Practice:

Another important area of our best practice is fee concession to the students who are not able to meet the institutional fee expectations. As per our vision, we are compassionate towards those students who are economically weak and desired to pursue their graduate programmed in our college. Our objective is to provide higher education to as many students as possible and nobody should be deprived of education due to financial constraints.

The Context:

This institution is not getting any external financial support like UGC funds and grant-in-aid. It is managed mainly on the resources based on fee collection from the students. In the local area, people generally lack the attitude of encouraging and supporting the educational institutions and sponsoring the education of poor students. Providing education is the main priority for us and giving fees concession takes away very large amount which otherwise could be utilized for developmental purposes and campus improvements. This is the biggest challenge the institution is facing today.

The practice:

It is expected that higher education in India aimed for intellectual development and integrated personality of the students, and our institution is not an exception. Even though we face financial constraints, opportunities are given to economically weaker students to study in our college according to their choice. Fee concession is given to the students in all the three streams - B. Com, BBA and BCA. It requires sincere efforts and firm action by all the right-thinking management members to mobilize funds for the cause of education. The fee concession also prevented discontinuation of education for

many students. We considered fee concession is the best investment and hoping that our students will indeed serve the society in the future. We also aim that student should be economically self-sufficient so that they should be able to contribute for the nation building.

Evidence of Success:

The fee concession facility provided by the institution has successfully increased the number of admissions all over the years the institute has not entertained any personal canvassing or advertisement through any media or has not visited any institution for manipulating the minds of the students. Even in this present scenario of the environmental crisis the policy has helped many a student without any discrimination of Caste, Community and Religion to choose from the courses offered and thereby secure their future.

Problems Encountered and Resources Required:

The major needs of rising funds arise in relation with infrastructural developments. As the institution is situated in semi-rural area raising funds from various sources are unpracticable. The funds needed for the same is mostly met by the MDES. In cases of students who are not able to pay the complete fees and if found imperative they are assisted with fee concision. To furnish the aim of completing their studies and affording the fees is found difficult, they are given the option to pay in installments. Students are instructed to apply for different scholarships provided by various departments.