Prof. Dasharath Sagare   **Dr. V. K. Redasani**
Founder, President   **Director**

7.2 Best Practices

Best Practice -I

1. Title of the Practice:
Empowering Students Through Presidential Scholarship Programs

2. Objectives of the Practice:

- To provide financial support to students from socio-economically disadvantaged backgrounds.
- To enable these students to pursue higher education and develop their careers effectively.
- To foster equity and inclusiveness within the institution by assisting deserving students.
- To improve the employability of beneficiaries by offering skill enhancement and placement opportunities.

3. The Context:

Students from socio-economic disadvantaged groups often face numerous obstacles in accessing higher education. These challenges include limited financial resources, inadequate exposure to quality preparatory education, and insufficient knowledge about potential career pathways.

To address these barriers, the institution established the Presidential Scholarship program. The initiative is designed to bridge the financial and educational gaps for underprivileged students. Faculty members play an instrumental role in this process by conducting interviews and verifying eligibility, ultimately empowering students to excel academically and secure promising career opportunities.

4. The Practice:

The Presidential Scholarship initiative is implemented through the following steps:

- **Students apply** for presidential scholarship at the start of every academic year
- Going through socio economic background through a personal interview Hon. President sir sanction the scholarship amount.

5. Evidence of Success:

- **Increased Enrolment:** A 25% rise in enrolment of students from underprivileged backgrounds since the program's inception.
- **Enhanced Academic Outcomes:** Scholarship beneficiaries have demonstrated a 30% improvement in their academic performance compared to their peers.
- **Career Achievements:** Many recipients have successfully secured job placements through the institution's placement initiatives, with an average starting salary of 2.5 LPA.
- **Positive Impact:** The program has received overwhelming appreciation from students and their families, highlighting its significant role in transforming lives.

6. Challenges and Resources Needed:

- **Challenges:**
  - Ensuring the accurate identification of eligible students while maintaining a transparent process.
  - Securing adequate and sustainable funding for the scholarship program.
  - Providing ongoing mentorship and skill development opportunities to recipients.
- **Resources Required:**
  - Financial contributions from institutional budgets.

7. Notes (Optional):

To broaden the reach and impact of the Presidential Scholarship program, the institution plans to:

- Launch a digital platform for seamless application and tracking of scholarship progress.
- Organize annual events to celebrate the achievements of recipients and inspire other students.

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7.2 Best Practices

Best Practice -II

1. Title of the Practice:
Mentoring system

2. Objectives of the Practice:

Mentoring seeks to offer support, guidance, encouragement and assistance to mentees while they endeavor to navigate through difficulties, face challenges and tackle problems. Through concerted initiatives, desired attributes are developed in the mentee.

3. The Context:

College students are at a stage in life wherein they face a host of problems related to academics, relationships, health, stress, finance, employment concerns etc. Due to varied reasons, students often do not confide their problems to anyone, which could lead to emotional imbalance, disheartenment and frustration. This can be remedied through mentoring whereby the students are provided with academic and emotional support. Through their encouragement and guidance, mentors play an important role in nurturing the mentees' aspirations, preparing them for future challenges, building confidence in them, motivating them to undertake challenges and fostering their all-round growth.

4. The Practice:

Our Institution has adopted a hierarchical approach wherein the mentees have one of their teachers as their mentor. The following are brief highlights of the program:

1. Each faculty member is assigned with the task of mentoring around 20-30 of his/her own students.
2. A special time-slot with a designated classroom is allocated to each mentor for a formal monthly interaction with his/her mentees.
3. Mentees are required to provide, for the mentor's ready reference, a detailed personal profile listing their contact details, personal strengths and weaknesses, future plans etc.
4. During the formal interactions, issues like campus discipline, dress code, punctuality, attendance, examination preparation, non-tolerance of ragging, undesirability of adopting

unfair means at examinations sexual harassment at workplace, role and availability of counsellors on campus, confidence-building activities etc, are discussed.

5. Mentees are counselled about road safety, healthy lifestyles, cleanliness, Swachh Bharat campaign, conservation of water and energy, choice of careers. They are also informed about the various facilities and scholarships that are available.

6. Mentees are encouraged to regularly interact with their mentors and discuss any issues. Mentors keep track of the academic performance of the mentees and provide the necessary assistance/guidance in the event of poor grades. Buddy groups are often formed within the mentee group in order to help the academically-weak students.

7. The overall programme is monitored by Head of department comprising one department coordinator and mentor faculty members. The committee assigns the mentees to each mentor and, also, prepares/suggests inputs for each formal session keeping in mind students' needs and relevant current issues.

8. Every fifteen days, mentees are required to provide their feedback on the various topics discussed during the formal interactions. Their suggestions are used, wherever possible, to improve the program.

9. Guardian faculty mentor book is maintained for every student at department level.

5. Evidence of Success:

The following are indicators of the program's success:

1. The campus is litter-free. Garbage bins, placed at strategic spots, are used by students/mentees as per directions leading, also, to dry and wet waste segregation.
2. Students take the initiative to turn/switch off taps, lights and fans when not in use.
3. Campus discipline and students' dressing sense have tremendously improved.
4. Student behaviour, self-esteem and confidence have shown further improvement.
5. Academic performance has improved and a larger number of students now pursue higher studies.
6. A greater number of students now approach the counselors.
7. Health consciousness of students has improved.
8. Stronger relationships have been forged amongst students/peers, faculty and parents.

6. Challenges and Resources Needed:

The program faces the following challenges:

1. Mentoring is a specialized effort. Faculty need requisite training for enhancement of mentoring effectiveness.
2. The busy schedules and academic pre-occupations of the faculty make it sometimes difficult to devote adequate additional time to the mentees.

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