Best Practice

Best Practice I

Mentorship gives direction, helps students choose a career path, and also supports them by connecting them with the right people. There is also the ever-important campus recruitment process that worries students. Mentors give them clarity and address this uncertainty about cracking their first job.

Title: *Student Mentoring Policy*

Goal:

The purpose of mentoring is to help students connect into the knowledge of those with more experience than themselves and learn faster than they would on their own. It's also an opportunity to grow their network and connect with leaders rather than only their peers.

The target of this Mentoring Programme is to identify fundamental mechanisms that will

1. Provide students with career and non-academic counselling.
2. Provide students with information on preparatory courses such as skill courses, bridge courses etc. for their academic prosperity.
3. Focus and motivate students to achieve learning goals and thereby improve their academic performance.
4. Guide, encourage, and advice the students about their upcoming student life, student health, mental and emotional well-being and listen to their issues with patience and help them solve their concerns with appropriate resources, support and referral available.
5. Generate curiosity and interest in academics and other institutional activities amongst the students.

Context:

College is established with the aim of providing the higher educational needs and aspirations of the students of the hill area of Mandakini valley of district Rudraprayag of Uttarakhand. A diverse section of the students especially from remote and rural background are getting opportunity to have access to the various academic programmes for attaining growth and excellence. In keeping with the college's objective to provide quality education to the students admitted in various subject areas, the college has science, arts, commerce faculties and B.Ed. (Professional courses under self finance mode). In the context of to ensure the quality education in the College, mentoring may be recognized as a strategy for the students to achieve learning goals with emotional and instrumental support. Thus, the student mentorship programme will incorporate the support of faculty members as "Mentors" to all the students in the college. Each student shall be assigned a "Mentor" to overcome their hurdles to achieve the goals desired by them in their academic career.

The Practice:

Mentorship is important because it provides students with the opportunity to develop and become more competent in their life as well as prepare for growth opportunities in the future.

For effective mentoring, the mentor should embrace the ability and willingness to-

1. Teacher to advise the students on how to accomplish their goals
2. Provide guidance and help to increase the student's exposure to new experiences.
3. Counsel to enhance the student's self-esteem through supportive, non-judgmental discussions.
4. Share experiences and be open to sharing mistakes, failures and lessons learned.
5. Maintain strict confidentiality of the information shared by the student.
6. If at any time, the mentor feel, the student need special counselling, the mentor may encourage the student to seek counselling with the professional expert.

7. If any student needs special academic tutoring, the mentor may direct the mentees to an appropriate faculty and may even ask the faculty to help their mentees in a particular area.

Evidence of Success:
Since the mentoring programme is launched in college, maximum attendance of the students is recorded in the class rooms of every subject. Numbers of quarries are increasing every year regarding problems encountered in study/academic related by UG previous and second semester/ year students and carrier oriented by UG final year and PG students. It is also observed that the students are showing their keen interest in class and are more expressive (using more words to explain), listening more actively and asking more questions (showing their perspective on topic).

Problems Encountered and Resources Required:
Lack of resources (at present mentor, mentee's ratio is 1:62, which is too large).

Best Practice II
Personality development and Communication skills is important because it helps a student to understand how he is perceived by others. Government Educational institutions are the only sources for the overall development of student in rural hill area like ours. The college aside from providing the curricular activities also introduced various co-curricular activities to foster the real world competencies among students and enable them to carve a niche for in this fast changing educational scenario. Global competencies involve effective communication skill, and a good team leadership quality. All of these factors can contribute to a student's overall personality development and how they carry themselves in the real world.

Title: *Personality Development and Communication skills.*
Goal:
Personality development and communication is an important part of the human experience. It helps us build and maintain relationships with others. We can share our thoughts, ideas, and feelings to better understand how we relate to each other.

Overcome shyness: To improve those students who are shy or have low self-esteem often find it difficult to participate in class discussions, help them to overcome these hesitations and build their confidence.
Develop better communication skills: To bridge the gap between Hindi medium and English medium students and help them to be able to communicate effectively.
Build leadership skills: To develop leadership qualities in students from poor, rural and Hindi medium background, so they can achieve success in their chosen career path and to be able to lead other also.
Improve problem-solving ability: To develop the problem-solving ability in students so they can encounter new challenges in their job and personal lives.
Context:
Present era of technologies, globalization, open economy, a huge human resource is required for creation of knowledge based society. Skilled human resource adaptive to the rapidly changing demands of market is the need of the hour. In this context a much more responsibility lies on shoulders of institutions imparting higher education. Personality development and communication skills play a vital role in proper utilization of opportunities available to a person. Language is an

essential component of a successful communication. English language has a universal appeal in present time of open economy and globalization.

Practice:

Personal development is a process that allows us to improve our thoughts, feelings, and behaviours. The goal of personal development and skilled in communication is to become the best possible version of ourselves. Through self-reflection and changing habits, we can learn more about who we are? and what we want in life? This process helps us achieve both emotional growths as well as intellectual growth.

An initiative, the first of its kind to be offered in the whole of Uttarakhand, A pilot project on English communication skills and personality development was started in the colleges by adding it as a compulsory course in the syllabus in UG Level. This innovative programme is modelled after the ones being offered in internationally renowned institutes. Designed with the aim of bridging the gap between Hindi medium and English medium students in higher education, this course provides the students from backward region to learn and speak English, promises to chisel and refine the overall personality of its students and to help them face the challenges of the world when they step out of the precincts of the college. Lessons on virtually every aspect of personality –starting from inculcating positive attitude and confidence in communication skills, observance of etiquette and manners, personal grooming etc. are imparted free-ofcost so that they emerge victorious in whatever endeavour of life they take up.

Evidence of Success:
Periodic assessment of students was done along with their assessment at the end of semester. It was found that the course benefitted the students in terms of attitudinal changes and greater confidence. The course received an overwhelming response from the students whose skills in spoken English speaking and confidence level has improved.

Problems Encountered:
Lack of fund and resource.