

BEST PRACTICES

TITLE: Sam vadha (Quality Circle)

To fulfill the vision mission of the institution Sam vadha came into being which cuts across all barriers and levels of the stakeholders in the institution. Perhaps the most widely discussed and undertaken intervention of stakeholder involvement is the quality circle.

Objectives:

- To provide a platform for all stakeholders to come together and have a common focused discussion on a regular basis.
- To improve communication between levels of the organizations.
- To discuss the issues threadbare and prepare a list of alternative solutions.
- To inspire more effective team work and improve level of performance.
- To motivate and increase Participation of each individuals.
- To promote leadership development and the ability to give constructive feedback.

Context:

- Revisiting the vision and mission of the institution enlightened the faculty and the management to introduce voluntary groups who would participate and promote the institution to be a centre of excellence.
- The practice is relevant as all unite at a particular time and place, creating a bond of oneness with the Institution.
- Helps in sharing important information with everyone and enabling them to participate in the process of development.

Practice:

- The role played by quality circle is to identify, discuss, deliberate and suggest any work related issues.
- It is a small group of eight members from all levels of the college.

- They come forward voluntarily and discuss any work related issues, curricular and co-curricular/programmes once a month.
- This evaluation is taken up by the larger groups and issues are prioritised.

Evidence of Success:

- Most of the stakeholders except students were involved in the process,
- Each employee is given an opportunity to express their feelings and provide alternatives for any issues.
- Employees felt free to participate along with the management and faculty in all discussion.
- This practice is in tune with the college mission to build an inclusive society. The effectiveness of this is evident from the active representation of all in the quality circle.

Problems Encountered :

- To elicit participation was initially difficult as individuals did not feel free to deliberate and express themselves.
- To bring employees at a common time and place was the major hurdle.

Resources Required:

- Human Resources
- Financial Resources
- Time and Energy.
- Physical Resources.

TITLE: CAPACITY BUILDING TOWARDS COMMUNITY DEVELOPMENT

The fora activities/programmes are focussed towards the community development and issues prevalent in the society. All students are members of any one of the forum. This promotes the mission of the institution to build a just and sustainable society.

Objectives:

- To promote interpersonal dynamics, leadership and organizational skills among students.
- To promote an ambience of creativity and analytical skills.
- To foster an understanding of social issues and evolve proactive action plans.
- To foster networking opportunities within and outside the college.

Context:

- It was found that Fora activities had great value not just for the students of the department but for the society at large. The need for collaboration was envisaged to increase the student participation in various co-curricular activities for the community.
- To enable students to understand the ground realities of social issues like sexual abuse, mental health problems and girl child.
- To create awareness among the community on these issues, by getting themselves involved in evolving strategies and solutions wherever possible.
- The success of Inter-departmental collaboration in learning, research and extension is the multi-disciplinary perspective which the students and faculty receive. The practice is relevant as holistic learning and collective action is ensured.

Practice:

- There are various Fora/Associations/Clubs functioning based on specific objectives spearheaded by faculty and student office bearers. The office bearers of each forum are elected or nominated for a year.
- The forum is thematic in nature, annually themes are evolved and activities are planned and organised accordingly.
- The Minutes of Forum meetings, Reports, Evaluation and photographs of various activities are recorded and sent to the IQAC and from there to the college web site.
- Programmes are conducted twice in each semester.
- A programme on “Forensic Science and Demonstration on Crime” was held for students of Mahatma Gandhi Centenary Hr. Pry. School, Bondel by Criminology and BSW Department
- The M.Sc. Counselling and B.A. Psychology department organised a Psycho Education Programme, Scintilla-Ignite the Spark in You.
- The Family Cosmos Forum, Dept. of MSW in collaboration with the District Child Protection Unit (DCPU) and Lions Club, Mangalore organized a workshop “Symphony: An Art of Bonding” to create awareness among mothers and adolescent girls.
- Community Awareness Program in collaboration with St Dominics Church by Medical and Psychiatric Social Work.

Evidence of Success:

- This practice helps students to be empathetic towards social issues of the society.
- It enables the students to improve their decision making skills.
- Students opt for extra-curricular activities and earn high credits due to active participation in the community development.
- They are sensitive to issues of social concern and importance.

Problems Encountered

- For a activities have to be clearly planned keeping in mind the practical classes and field practicum days.
- For a activities absorb more time and resources.
- Initial hesitation and interaction of the community members with the students in collaborative programmes.

Resources Required:

- Participants from the community
- Human Resources
- Financial Resources
- Time and Energy.
- Physical Resources.

Evidence of success:

- Students personal development in leadership, interpersonal and team building.
- Success seen in families who were recipients of the programme.
- Community need for additional programmes and help of the similar kind.
- Positive response and active participation by the families who are in distress.