BEST PRACTICES

BEST PRACTICE-1

Parivarthana

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Title: Parivarthana - A Social Reformation Initiative through Role Plays

Objectives of the Practice:

- To sensitize school children about the social evils and create a positive environment through street plays

The Context:

- A social reformation initiative by SSTM, Parivarthana, through which programs are conducted in schools for promoting essential awareness on most pressing social issues like
  - ➢ De-addiction
  - ➢ Water conservation
  - ➢ Road safety
  - ➢ Cyber security
  - ➢ Traffic regulation

The Practice:

- The students prepare a street play every year on the chosen theme, based on a properly researched script prepared with the involvement of all major stake holders, for the school children in their schools.

Evidence of Success:

- Student teams have visited 70 plus schools and covered around 20,000 students in most of the years since its inception in 2013.
- The school students are more receptive to young SSTM students as they find them as their elder sister or brother rather than a teacher or a parent.
- The initiative brings the best out of every student of SSTM as they are given this crucial task of enacting the message out to children so they act, they sing, they speak, they work in teams. They become good listeners and responsible adults in the process.

Problems Encountered and Resources Required

- The Schools have too many activities lined up these days and hence getting an appointment for 2 hours from nearby schools is a challenge.
- Though the Covid posed a lot of difficulty due to lockdowns, we shifted to online presentation of the sessions. Effectiveness is reduced to some extent.

BEST PRACTICE-2

Unnathi

BEST PRACTICE 2

Title: Unnathi – To enhance institutional performance through the effective execution of a disposition of actionable steps and its periodic assessment.

Objectives of the Practice:

Unnathi is not just about institutional performance improvement. It's a change initiative that empowers both the institution and employees. It leads to a culture change that helps individuals, teams, and the institution as a whole to realize their full potential and thrive.

The Context:

In order to achieve the vision of SCMS School of Technology and Management, the departments are to prepare a strategic plan which laid emphasis on the critical areas and growth of the institution. The critical factors identified for effective planning were - the requirements and expectations of students, external and internal stakeholders, opportunities for improvement in quality, continuous improvement of student performance and overall institutional performance.

The Practice:
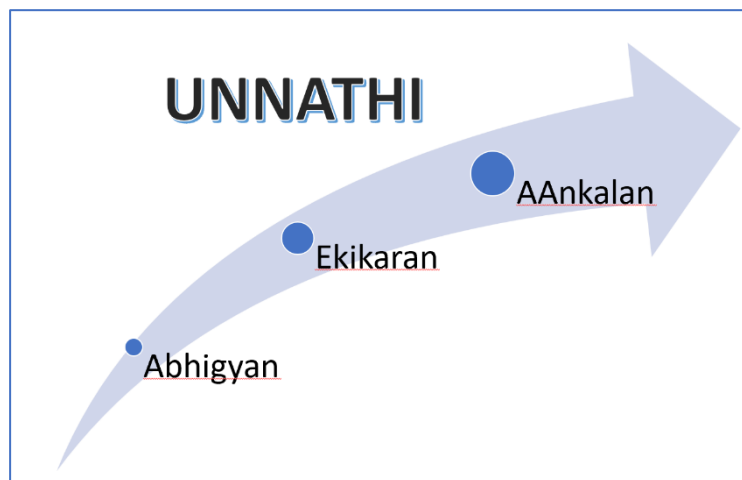
I.   Identification (Abhigyan)

The faculty council chooses the activities to be taught in the following areas, with each task having a specific deadline, taking into account feedback from stakeholders like employers, alumni, parents, and industry professionals, in order to achieve the strategic goals - Curriculum, Teaching and Learning , Research & Extension , Learning Resources, Student Support and Governance

II.   Ekikaran (Integration)

The action plan for the academic year (July – June) is prepared keeping in mind the strategic pillars of the institution's core values , based on the following parameters

1. **Student Academics**

    The following activities can be included in the Students' Academics parameter in order to stay up with shifting market trends, adoption of new technological developments, and implementing student-centered approaches with changing student demands and expectations, timely academic schedule preparation, Course Plan Workshops held each semester for finalising the content and delivery, Value Add Programmes development.

2. **Student Social Skills**

    The institution offers many programme to improve the interpersonal abilities and competencies that students need to effectively communicate and collaborate with others in social setting. Academic Counselling, Mentoring, Placement and Etiquette Training, Social Research, live projects, Personality Development Programmes and Cultural & Sports Activities along with health and hygiene training conducted on a regular basis to get the required level of the student's social skills built .

3. **Faculty Knowledge Updation**

    One major pillar of the institution is the faculty and the faculty development takes a centre stage in the action plan preparation and the major parameters used to assess the Faculty Knowledge Upgradation are

    *   Faculty presentations and paper publications along with attending conferences and workshops.
    *   Regular Knowledge Sharing Program (KSP) called SatChat, where faculty members share their expertise and new found knowledge with their colleagues

4. **Innovation in teaching methodology**

    To encourage faculty members to come up with creative methods of teaching, a constant watch on the innovative teaching practices and process of proactively introducing new teaching strategies and methods into the classroom is maintained. This is to improve academic outcomes and address real problems to promote equitable learning. Live projects, Live case discussions, and certificate courses are incorporated in the curriculum to enhance the learning process in the modern flipped classroom approach.

5. **Institutional Sustainability**

    An institutional sustainability report is a document that outlines an organization's sustainability goals, strategies, and performance. It typically includes information on the organization's environmental impact, social responsibility initiatives, and economic performance. In the action plan of the institution a constant watch on the Institutional Sustainability efforts by the department is recorded and used to track progress towards sustainability goals also to identify areas for improvement, and communicate with stakeholders about the organization's sustainability efforts.

III.   Aaankalan (the Audit Process)

The most crucial part of this best practice followed by SSTM is the Audit Process . As mentioned elsewhere the successful implementation of strategic plan is achieved through monthly action plan with the parameters mentioned above, with clear timelines set by the various departments. The outcome of these action plans are closely monitored at various levels.

1. The first level of it is through the meetings of the Head of the Departments with the Principal. And Principal presenting it before the Heads of the SCMS Group Institutions meeting held online every fortnight.
2. The second level is the quarterly audit by the Governing Council member (s). In this review, the progress and the outcomes are assessed and deviations noted for rectification.
3. The third level is the annual external audits. This system of close monitoring helps the institution to track the deviations and rectify the same immediately.
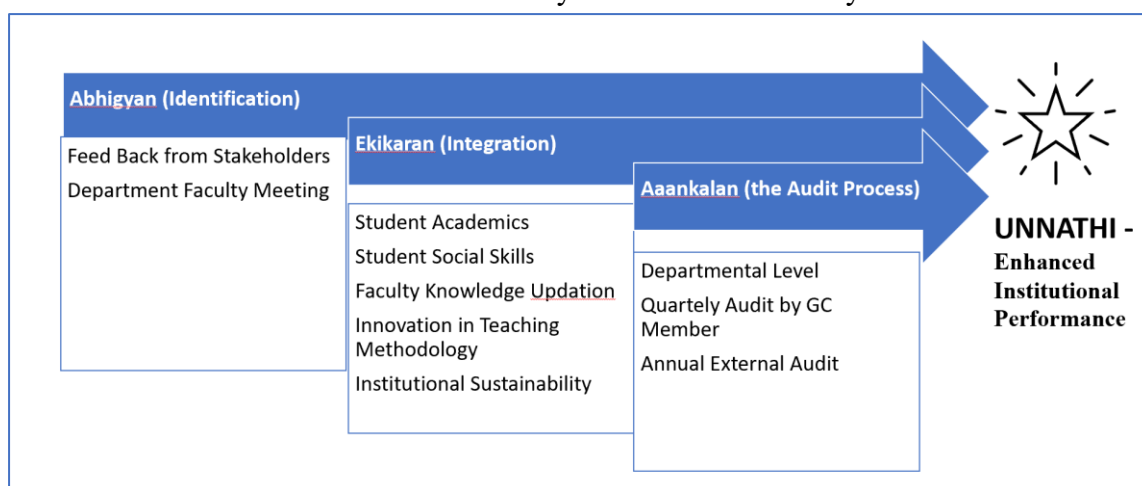
Evidence of Success:

- Better job profile and salary package in placement
- Quality Enhancements with NBA and ACBSP Accreditation
- Adoption of OBE in departments
- 71 value added/ add-on courses offered and 3381 students enrolled and completed the course
- 947 students undertook project work/fieldwork/internships
- 3121 students benefitted by guidance for competitive examinations and career counselling offered by the Institution
- 70% of the students are placed or progressed to higher education
- Increase in students participation in cultural /sports activities
- Student enrolment increased from 75% to 98% during last five years
- 92.84% students pass the final year university examination
- CGPA Improvement and University Ranks
- Faculty and Student's International University Visits to share their research
- Extensive use of LMS-Linways for academics and mentoring

- Improvements in Usage of ICT platforms by faculty members.
- 13 patents filed by the institution and 3 patents granted so far
- More than 50% of the faculty members are with NET/PhD
- Innovation and Entrepreneurship development centres / IPR Cell opened
- 57 Outreach and extension activities were undertaken by the institution as part of UBA, NSS, Parivarthana and Lakshya.

Problems Encountered and Resources Required

- Earlier Principal's presentation to the Heads of other sister institution was a major challenge are getting together all of them in a campus would invariably delay the process. But since the Covid lockdowns all of these meetings are held Online and this has solved the time and distance problems and smooth conduct of first level of the process/ monitoring.
- The actionable steps occasionally get postponed by departments because almost all the stakeholders are taken into account when deciding on the parameters, but this usually is rectified in the very next phase as the plan of action is made with the commitments made by each stakeholder in advance and all work towards achieving the promised progress.