Best practice I

Title of the Practice: Participative, decentralised and democratic management

Objectives: To get all faculty members involved in the institution, to inculcate a sense of ownership and belonging to all permanent and temporary staff, to provide opportunity for holistic development of all staff members, to make the most of their skills, talents, intelligence and knowledge for the development of the institution and to promote democratic and decentralised administration

Context: One of the greatest problems faced in the Indian higher education system is financial constraint and its adverse impact on the faculty strength and student-teacher ratio. The step taken by the govt. to solve the paucity of teacher is the engagement of temporary teachers. At present, there are varieties of teachers with different mode of engagement- regular teacher, contract teacher, part time teacher and casual teacher. However, the roles and responsibilities of all teachers are more or less the same, and the work load, time consumption and dedication of non-permanent teachers are up to the mark as those of permanent teachers. It is essential to develop a sense of belonging and to promote participative culture, decentralised and democratic management.

The Practice: The institution has an active and well-functioned IQAC at the apex of several committees, cells and clubs. However, it functions as an executive body to promote participative culture and decentralised and democratic administration whereas Executive Council comprising of heads of all departments and Staff Meeting served as legislative bodies. Nine Staff meetings were held during the academic session. Every faculty member has the right to express his/her views and opinions freely.

Problem encountered and resources required- Conducting staff meeting regularly was time consuming and sometimes classes had to be cancelled to ensure that every member attended the meeting.

Evidence of success: The practice has two-fold impacts-the abstract and concrete impact. The sense of ownership and belonging was successfully instilled in the faculty members. It enhances cooperation and sense of duty. All members are fully aware of college activities, problems and situations. NAAC second Cycle of Accreditation was successfully carried out during this period because of good cooperation. During the Peer Team Visit, all faculty members offered their services and duties with utmost dedication. The College got B++ Grade and the improvement was celebrated by stakeholders. The college is striving towards academic excellence.

Best Practice II

Title of the Practice: Promotion of study tour, field trip and exposure visit

Objectives:

* To promote experiential learning
* To provide exposure to the students so as to enhance their knowledge
* To inculcate the concept of earn while study
* practical experience through self-financed study tour.

Context: The institution situated at the easternmost part of the state is remote. Most students had never been out of the state. They had never been on a plane or a train since there is no train service in the state. Study tour/field trip was specifically intended for final students to prepare them for pursuing higher studies.

The Practice: Funds received for study tour, field trip or exposure visit from H&TE, Govt. of Mizoram was allocated to each department. However, the fund was not sufficient to meet the requirements and as such, students of various departments generated funds on their own.Teachers and parents were equally supportive of such activities. Some parents contributed some amount of money to some departments. Teachers also promoted by contributing money to their respective departments, hiring the class to do household chores or gardening work and by purchasing items sold by the students. They earned money by doing domestic chores, gardening, babysitting, loading and unloading goods from trucks and performed all kinds of work involving labour. They also sell vegetables, fruits and groceriesafter class and on holidays.

Problems encountered and resources required: Financial and time constraint is the main problem because students have to work extra hour in their effort to earn for their trip. They become physically strained sometimes which affect the attendance and academic performance of some students.

Evidence of success: They gained confidence and inspiration, they developed interest in seeking higher studies. Their social skills and soft skills are improved along the way. They have realized the value of hard work, clean money and the importance of education for overall development of a person.