

Yearly Status Report - 2016-2017

Part A				
Data of the Institution				
1. Name of the Institution	CHEMBUR SARVANKASH SHIKSHANSHASTRA MAHAVIDYALAYA			
Name of the head of the Institution	Dr.Vijay Dattatray Javlekar			
Designation	Principal			
Does the Institution function from own campus	Yes 02225221439			
Phone no/Alternate Phone no.				
Mobile no.	9987085731			
Registered Email	principal@cssm.in			
Alternate Email	cachakradeo@gmail.com			
Address	R.C.Marg, Chembur Naka, Chembur-400071			
City/Town	Chembur			
State/UT	Maharashtra			
Pincode	400071			

2. Institutional Status			
Affiliated / Constituent	Affiliated		
Type of Institution	Co-education		
Location	Urban		
Financial Status	state		
Name of the IQAC co-ordinator/Director	Mr. Chandrashekher Ashok Chakradeo 02225221439		
Phone no/Alternate Phone no.			
Mobile no.	9987085731		
Registered Email	principal@cssm.in		
Alternate Email	cachakradeo@gmail.com		
3. Website Address	·		
Web-link of the AQAR: (Previous Academic Year)	<u>https://media.cssm.in/2023/07/AQAR-2</u> 015-16-2.pdf		
4. Whether Academic Calendar prepared during	Yes		

 the year

 if yes,whether it is uploaded in the institutional website:

 Weblink :

 https://www.cssm.in/wp-content/uploads/ 2023/10/Academic-Calenedr-2016-17.pdf

5. Accrediation Details

Cycle	Grade	CGPA	Year of	Validity	
			Accrediation	Period From	Period To
2	А	3.20	2011	08-Jan-2011	07-Jan-2016
3	А	3.35	2017	23-Jan-2017	22-Jan-2022
1	А	90-95	2004	03-May-2004	02-May-2009

6. Date of Establishment of IQAC

01-Aug-2004

7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture

em /Title of the quality initiative by Date & Duration		Number of participants/ beneficiaries
Workshop in collaboration with Center for Cultural & Resource Center for Tribal teachers in India	27-Jan-2016 7	75
State level seminar on Marathi Schools present & future perspectives	05-Mar-2016 1	76
Workshop on 'Drama & Arts in Education'	05-Apr-2016 1	76
A training programme on MOODLE & movie maker in collaboration with Department of Educational Technology , SNDT University	26-Apr-2016 2	16
Tree plantation at in collaboration with Hariyali	01-Jul-2016 1	76

L::asset('/'),'public/').'/public/index.php/admin/get_file?file_path='.encrypt('Postacc/Special_Status/'.\$instdata->uploa d_special_status)}}

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8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Departmen t/Faculty	Scheme	Year of award with duration	Amount	
State Government	Salary	2016 365	14652990	
View Uploaded File				

9. Whether composition of IQAC as per latest NAAC guidelines:	Yes
Upload latest notification of formation of IQAC	<u>View Link</u>
10. Number of IQAC meetings held during the year :	4
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	No
Upload the minutes of meeting and action taken report	No Files Uploaded !!!
11. Whether IQAC received funding from any of the funding agency to support its activities	No

during the year?

12. Significant contributions made by IQAC during the current year(maximum five bullets)

Certificate course in Functional English, CCRT Workshop on introducing cultural inputs in Curriculum

Celebration of Marathi Bhasha Diwas, Visit to Bombay Stock Exchange

Introduction of Rubric Technique,

Plantation of tree & Community work in Rural area

Celebration of International Yoga Day, Workshop on Arts & Crafts

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13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year

he college has made renovation in kisting Infrastructure. Curriculum aboratory, Arts & Craft room has been reated. hternational Yoga Day was celebrated
ree Plantation Programme was conducted
ombay Stock Exchange disseminated the nformation about various aspects of ombay Stock Exchange
isit to Rochiram T Thadani School for earing Handicapped.

14. Whether AQAR was placed before statutory body ?	No
15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	No
16. Whether institutional data submitted to AISHE:	Yes
Year of Submission	2017

Date of Submission	09-Jan-2017
17. Does the Institution have Management Information System ?	Yes
If yes, give a brief descripiton and a list of modules currently operational (maximum 500 words)	The institution has MIS in place.The main function of MIS is to collect data related to academic and administrative aspects, to create and maintain data base of students. The data is collected from circulars of University, UGC, NCTE, Government from time to time. The information is uploaded on MIS system of Government of India. 1. Data Collection: The MIS collects data from various sources, including circulars from the University, UGC (University Grants Commission), NCTE (National Council for Teacher Education), and government agencies. 2. Database Management: The MIS creates and maintains a database of students and possibly other relevant information. 3. Government Compliance: The MIS likely helps in tracking and managing the data required for compliance with government regulations. 4.Information Upload: The institution uploads the collected data and information to the MIS of various authorities. 5.Reporting and Analysis: The collected data is analysed for increasing administrative efficiency. The above module helps in increasing overall efficiency of the institution.

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

A well-planned curriculum delivery and documentation mechanism necessitates the high quality education. It helps to ensure that the curriculum is aligned with the institution's goals and objectives. Curriculum planning: - Curriculum delivery begins with effective planning. The educational goals, objectives and learning outcomes are given the priority for curriculum planning. The academic year begin with the well planned academic calendar. The theory & practicum including the internship programme, co-curricular activities, various days and event celebration etc. are well reflected in the academic calendar. Curriculum Delivery:-We have well qualified teachers that play a significant role in curriculum delivery. The B.Ed. course has become 2 Year course since 2015. Our faculties are the member of syllabus framing committees of various B.Ed. courses. All the faculties attended the orientation programmes for the curriculum implementation which helped them in effective transaction of the curriculum. Curriculum Documentation: - The teacher maintains documents such as lecture hand outs, teaching learning activities, learning resources etc. All the faculties conduct the lectures in well prepared manner. Various methods are used by the faculties to make their teaching learning learner centred.

1.1.2 - Certificate/ Diploma Courses introduced during the academic year Certificate **Diploma Courses** Dates of Duration Focus on employ Skill Introduction ability/entreprene **Development** urship Employabil Enhancing Nil 01/07/2016 180 Certificate ity English Proficiency Course in Functional English 1.2 – Academic Flexibility 1.2.1 - New programmes/courses introduced during the academic year Programme/Course Programme Specialization Dates of Introduction Nill Nill NA View Uploaded File 1.2.2 - Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year. Name of programmes adopting Programme Specialization Date of implementation of CBCS **CBCS/Elective Course System** BEd 15/06/2016 All the subjects in B.Ed. have CBCS 1.2.3 - Students enrolled in Certificate/ Diploma Courses introduced during the year Certificate **Diploma Course** Number of Students 35 0 **1.3 – Curriculum Enrichment** 1.3.1 – Value-added courses imparting transferable and life skills offered during the year Value Added Courses Date of Introduction Number of Students Enrolled Nil Nill 0 View Uploaded File 1.3.2 - Field Projects / Internships under taken during the year Project/Programme Title Programme Specialization No. of students enrolled for Field Projects / Internships Pedagogy in School 76 BEd Subjects View Uploaded File 1.4 – Feedback System 1.4.1 - Whether structured feedback received from all the stakeholders. Students Yes Teachers Yes Employers Yes

Yes

Alumni

Parents

No

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained

Analysing and utilizing feedback from students, teachers, stakeholders, and alumni is crucial for the overall development of our institution. A comprehensive approach is followed to collect, analyse it for institutional improvement. We follow the following strategies for feedback analysis. 1. The multichannel approach is used to gather the feedback from various stakeholders that include structured survey face to face formal infromal interaction. 2.Data Aggregation and Organization: The collected data ensures proper organization. 3. Qualitative- Quantitative analysis: - The qualitative-Quantitative analysis of the data is done. 4. Action Planning: - The qualitative quantitate analysis is used for further action planning. The feedback is taken by the various stake holders such as Students, Teachers teaching particular course for the B.Ed. alumni , employers including the Head of various school. The feedback is analysed and it is discussed in the IQAC meetings. The open discussion and brain storming is encouraged to overcome the lacunae pointed out by the various stake holders. An appropriate measures are taken to minimize it facilitate the overall development of the Institution. By following these steps and maintaining an open, transparent, and responsive approach to feedback, institutions can enhance their educational quality, reputation, and overall effectiveness.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1	
21	1 Domand Patio during the year

2.1.1 – Demanu Ralio dunny ine year						
Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled		
BEd	Education Pedagogy in various School Subjects	100	100	76		
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2.2 – Catering to Student Diversity

2.2.1 - Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2016	76	0	16	0	0

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), Elearning resources etc. (current year data)

Number of Teachers on Roll ICT (LMS, e- Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Numberof smart classrooms	E-resources and techniques used
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16	16		8	5			2	12	
	View	<u>File</u>	of ICT '	<u>Tools an</u>	<u>d resc</u>	<u>ources</u>			
	<u>View Fil</u>	e of 1	E-resour	ces and	techni	iques us	<u>sed</u>		
2.3.2 – Students men	toring system ava	ailable ir	n the institut	ion? Give d	letails. (maximum	500 wo	rds)	
Mentoring system is Personal Develop communication, lear academic perform other aspects relate solving their persona mentee group:- The Each group is assig	oment: - It goes b dership, resilienc ance, gaining mo ed to teaching lea al issues problem student mentoring	s informa beyond a e etc. Ac ore confi rning pr s. Persc g systen he stude	al. Mentee i academics v cademic Su dence in the ocess. Personal support n is available ents discuss	e. student where the s pport: - The eir practice sonal Suppo t also incluc le in the ins s their perso	teachers tudent to e mentol teaching ort: - Per les emo titution. onal, edu	s are bene eachers le rs help the g, examin rsonal sup tional sup The stude ucational	efited in earn man e menter ation pro- port inc port. Pro- ents are poroblem	the following ways by skills such as e in improving their eparation various ludes guidance for bocedure for mentor divided into groups s with the mentor.	
Number of students enrolled in the institution Number of fulltime teachers Mentor : Mentee Ratio									
76	5			16				1:5	
2.4 – Teacher Profile	e and Quality								
2.4.1 – Number of full	time teachers ap	pointed	during the	year					
No. of sanctioned positions	No. of filled po	sitions	Vacant p	ositions		ns filled du current ye		No. of faculty with Ph.D	
17	16		1		0		3		
2.4.2 – Honours and r nternational level from Year of Award	Name of receivi state lev	cognised bodies during the yea		signation N fello		Nar	Name of the award, llowship, received from overnment or recognize bodies		
2017		Nil	Nil Nil		Nill	Nill		Nil	
2.5 – Evaluation Pro 2.5.1 – Number of day he year		ms	view Uple			n till the d	eclaratio	on of results during	
Programme Name	Programme (Code	Semest	er/ year	semes	ate of the ster-end/ y examination	ear- r	ate of declaration esults of semester end/ year- end examination	
BEd	4E0014	44	201	6-17	3(0/04/20	17	01/07/2017	
			<u>View Upl</u>	oaded Fi	<u>le</u>				
2.5.2 – Reforms initiat	ted on Continuou	s Interna	al Evaluatio	n(CIE) syst	em at th	ne institutio	onal leve	el (250 words)	
The institute pattern of the with respect t In the entire	university. o evaluation	Mumba proce ay tea	i Univer ess. The st, clas	rsity gui re are t s test,	delin wo ass conter	es are signment nt test	stric ts in are c	tly adhered t each subject. onducted. The	

schedule of internal assessments is communicated with students and faculty well in advance through institute academic calendar which is prepared based on the academic calendar. The evaluation for theory courses are assessed by University exam of 60 marks and internal assessment of 40 marks. The Continuous Internal Evaluation (CIE) in B.Ed. programme is done during Internship, in ability courses, Action Research, writing Reflective journal and making of Learning resources in pedagogical subject opted by the learner. The following initiatives are implemented for Continuous Internal Evaluation (CIE) system. 1. Use of technology to facilitate assessment and feedback:- The technology facilitates the assessment process. 2. Provision of opportunities for students to improve their grades through remedial measures:- The students are given opportunities for the improvement in their scores. 3. Regular feedback to students on their performance: - The regular feedback is given to the learner to know their strengths weakness.

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

Institution prepares a calendar as per the schedule prescribed by the affiliating university for implementation of curriculum. As per university rules and regulations academic activities are conducted in college throughout the year. At the beginning of session institution prepares an academic calendar to organize the curricular and extracurricular activities in the institution. In academic calendar institute adheres to available working days, short and long holidays, national public holidays, admission process, semester wise teaching plans, tentative university examination days of semester, internship programme, allocation of internal assessment work i.e., project, assignments, class test, essay test, library work, celebration of important days and festivals are planned month wise and implement on it. As per academic calendar institution participates in the extracurricular activities like inter collegiate competitions, community work, industrial visit etc. Besides this institute arrange many curricular and co-curricular activities as per the guidelines suggested by the stat Government of Maharashtra time to time. Thus institute strictly adherers to Conduct of Examination other related matters. Adherence to academic calendar: - The following steps are used to adhere to academic calendar. 1. Initial Planning 2. Approval 3. Communication 4. Enforcement 5. Continuous monitoring 6. Flexibility Feedback Thus the academic calendar ensures smooth functioning of our institutes to conduct of examinations and related matters.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

https://media.cssm.in/2023/08/Learning-objectives.pdf

2.6.2 - Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage			
4E00144	BEd	Education Pedagogy in various School Subjects	76	76	100			
		<u>View Upl</u>	oaded File					
2.7 – Student Satis	' – Student Satisfaction Survey							

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the

questionnaire) (results and details be provided as weblink)

https://media.cssm.in/2023/08/sss-on-Teaching-Learning-Process-16-17.pdf

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

	Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year			
	Total	0	0	0	0			
I		View Uploaded File						

3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
Nil	Nil	

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category		
Nil	Nil	Nil	Nill	Nil		
View Uploaded File						

3.2.3 - No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsered By	Name of the Start-up	Nature of Start- up	Date of Commencement		
NIL	NIL	NIL	NIL	NIL	Nill		
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3.3 – Research Publications and Awards

3.3.1 - Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

3.3.2 - Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
EDUCATION	0

3.3.3 - Research Publications in the Journals notified on UGC website during the year

Туре	Department	Number of Publication	Average Impact Factor (if any)			
National	EDUCATION	2	0			
View Uploaded File						

3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication				
Education	2				
View Uploaded File					

Title of the Paper	Name Autho		Title of journ	al Yea public		itation Index	Institutio affiliation mentione the public	n as ed in	Number of citations excluding sel citation
0	0		0	N	i11	0	0		0
			2	View Uplo	oaded Fi	lle			
3.6 – h-Index of	the Institu	itiona	I Publications	during the	year. (base	ed on Scopus/	Web of so	cience)
Title of the Paper	Name Autho		Title of journ	al Yea public		h-index	Numbe citation excluding citatio	ns g self	Institutional affiliation as mentioned ir the publicatio
NIL	NIL NIL		NIL	N	ill	0	0		0
			2	View Uplo	oaded Fi	lle			
3.7 – Faculty pa	rticipation	in Se	minars/Confe	erences and	l Symposia	a during the ye	ar :		
Number of Fac	ulty	Inter	national	Natio	onal	State	9		Local
Attended/S nars/Worksho			1		2	0			2
			-	<u>View Uplo</u>	oaded Fi	lle			
4 – Extension A	Activities	;							
4.1 – Number of on- Government	Organisat	ions t	hrough NSS/	NCC/Red c	ross/Youth	Red Cross (Y	RC) etc.,	during	the year
Title of the ac	ctivities		Organising unit/agency/ collaborating agency		Number of teachers participated in such activities			Number of students participated in such activities	
Popula Education (PEC)	Club	LI	DEPARTMENT OF IFE LONG LEARNING AND EXTENSION UNIVERSITY OF MUMBAI			2			29
		-		View	<u>r File</u>		I		
		tion r	eceived for ex			Covernment	and other	recogi	aizad badiaa
4.2 – Awards ar ring the year	nd recogni			tension acti	ivities from	Government			lized bodies
			Award/Reco			ding Bodies			of students
ring the year	activity			gnition	Awar DEP. LIFE LC AND E. UNIV		N		of students
Name of the UDAAN Fea	activity		Award/Recog	gnition KIT n Award	Awar DEP. LIFE LC AND E. UNIV	ding Bodies ARTMENT OF DNG LEARNIN XTENSION , ERSITY OF	N		of students
Name of the UDAAN Fea	activity stival 7 participatir	pr ng in e	Award/Recog BEST S resentation	gnition KIT n Award <u>View</u> vities with G	Awar DEP. LIFE LC AND E UNIV. M 7 File	ding Bodies ARTMENT OF DNG LEARNIN XTENSION , ERSITY OF MUMBAI	N NG s, Non-Go	Be	of students nefited 15

	LEA	IFE LO RNING KTENSI	AND	COLLEG	ON CLUB E LEVEL MMUNITY ACTIVITY				
				<u>Vie</u>	<u>w File</u>				
3.5 – Collaboration	S								
3.5.1 – Number of Co	ollaborativ	ve activit	ies for re	esearch, fa	culty exchar	ige, stud	lent excha	ange duri	ing the year
Nature of activ	ity	ŀ	Participa	ant	Source of f	inancial	support		Duration
NIL			NII			NIL			0
				Vie	<u>w File</u>				
3.5.2 – Linkages with acilities etc. during th		ns/indus	tries for	internship,	on-the- job	training,	project w	vork, shai	ring of research
Nature of linkage	Title of linka		par inst ind /rese with	ne of the tnering itution/ dustry earch lab contact etails	Duration	From	Duratio	on To	Participant
NIL	N	[L		NIL	Nil	.1	N	i11	NIL
					<u>w File</u>				
3.5.3 – MoUs signed louses etc. during the		tutions c	f nation	al, internati	onal importa	nce, oth	er univer	sities, inc	lustries, corporate
Organisation	- -	Date	of MoU	signed	Purpos	se/Activi	e/Activities		Number of lents/teachers ated under MoUs
NIL			Nil	1		NIL		0	
				Vie	w File				
CRITERION IV – II	NFRAS1	RUCT	URE A	ND LEAF		SOUR	CES		
l.1 – Physical Facil	ities								
4.1.1 – Budget alloca	tion, excl	uding sa	lary for	infrastructu	ire augmenta	ation du	ring the ye	ear	
Budget allocated	d for infra	structure	augme	ntation	Budge	et utilize	d for infra	structure	development
	171(0000			1535676				
4.1.2 – Details of aug	mentatio	n in infra	structur	e facilities	during the ye	ear		-	
	Facilit	ies				Exi	sting or N	ewly Add	led
Class rooms				Existing					
Campus Area				Existing					
Laboratories			Existing						
	Oth	ers					Exis	sting	
				Vie	w File				
.2 – Library as a L	earning	Resour	се						

	of the ILMS oftware	S Nat	ure of autom or patia	· ·	V	ersion		Y	ear of auto	mation
S	OUL 2.0		Partia	ally		2.0			201	4
1.2.2 – Libra	ry Services	3								
Library Service Ty		Exist	ing		Newly Add	ded			Total	
Text Books	:	203	19184	Ŀ	0	0		20)3	19184
Referen Books		55	15920)	0	0		5	5	15920
Journa	ls	5	12110)	0	0		5	5	12110
Others pecify	-	10	1500		0	0		1	0	1500
Digita Databas		1	5700		0	0		1	-	5700
				View	v File				-	
Name of the Teacher Name of the Module				Module	Platform on which module is developed Date of launchir content Nil Nill			-		
Nil		ľ	ril		Nil			N	ill	
				<u>Viev</u>	<u>v File</u>					
.3 – IT Infra I.3.1 – Tech			overall)							
Туре	Total Co mputers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Depa nt		Available Bandwidt h (MBPS/ GBPS)	Others
Existin g	41	25	0	0	0	5	6		0	0
Added	0	0	0	0	0	0	0		0	0
Total	41	25	0	0	0	5	6		0	0
.3.2 – Band	dwidth avai	able of inte	ernet connec	ction in the I	nstitution (L	eased line)				
				50 MBI	PS/ GBPS					
I.3.3 – Facil	ity for e-co	ntent								
Name of the e-content development facility Provide the link of the videos and media centre and recording facility										
Chembur Sarvankash Shikshanshastra Mahavidyalaya										
.4 – Mainte		Campus	nfrastructu	ure						

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurredon maintenance of physical facilites	
453720	298270	1506508	1153707.3	

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

The physical infrastructure maintenance is done by Chembur Education Society. The AMC is given to S.T. Enterprises for maintenance and cleanliness work of the entire campus. The classroom cleanliness is maintained on everyday basis by the support staffs of the institution. The security contract is given to Action Security Services. The library committee, sport committee plays a crucial role

in determining the policies regarding the library services and sports activities. The computer lab maintenance is done on regular basis. The academic facilities such as language lab, curriculum lab, pedagogical learning resources etc. is being taken care of by the teacher in-charge. The regular pest control is done through the AMC given to Om Sai Pest control Services. The intercom maintenance is done by the AMC by Maxima System. The coloring, plumbing and other works are done as per requirement. The institution has the policy of optimum utilization of all the physical infrastructure including laboratory, library, sports, computers, classroom etc. The policies for maintaining and utilizing physical, academic, and support facilities are as follows: 1.Maintenance: Maintenance of infrastructure, equipment, and other facilities is either carried out at the institutional level or on an AMC basis.

2.Utilization: The utilization of common facilities like Seminar Hall, Conference rooms, and Auditorium is allotted for the programs of the college by the Registrar of the college based on availability The institution ensures the effective maintenance and utilization of existing infrastructure facilities.

https://www.cssm.in/

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 - Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees				
Financial Support from institution	Nil	0	0				
Financial Support from Other Sources							
a) National			84731				
b)International	NA	0	0				
<u>View File</u>							

5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved		
Certificate Course for Functional English	04/07/2016	143	University of Mumbai		
Diploma Course in Functional English	04/07/2016	42	University of Mumbai		
View File					

<u>View File</u>

5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passedin the comp. exam	Number of studentsp placed			
2016	NIL	0	0	0	0			
	View File							

5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
0	0	0

5.2 – Student Progression

5.2.1 - Details of campus placement during the year

	On campus		Off campus			
Nameof organizations visited	Number of students participated	Number of stduents placed	Nameof organizations visited	Number of students participated	Number of stduents placed	
NIL	0	0	00	0	0	
<u>View File</u>						

5.2.2 - Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to			
2017	0	NIL	NIL	NIL	NIL			
	<u>View File</u>							
E 2 2 Studente gi								

5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
NET	0
SET	0

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5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year							
Activity	Level	Number of Participants					
Cultural Activities- Independence Day, Teachers Day, Makar Sankranti, Mahatma Gandhi Jayanti, Marathi Bhasha Diwas, Republic Day	In houseAt College Level	104					
Sports Activities- Athletics-100 and 200 meters, Tug of war, Badminton, Chess and Carrom	In house celebration at College Level	104					
Vedh Mahotsav-Rangoli Competition, Cooking Competition, Hairstyle Competition, Fashion Show	Inhouse celebration at College Level	104					
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5.3 – Student Participation and Activities

5.3.1 – Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one)

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2017	NIL	National	Nill	Nill	00	NA
2017	NIL	Internat ional	Nill	Nill	00	NA
			<u>View File</u>			

5.3.2 – Activity of Student Council & amp; representation of students on academic & amp; administrative bodies/committees of the institution (maximum 500 words)

About Student Council The Student council represents the students of the college. Students contest elections to become members of the council. The members are duly elected in the Student Council Elections for tenure of two years in accordance with the norms. Campaigning for elections and reaching out to the other student teachers helps them become better at public speaking and networking. It also helps the take on leadership roles, employ their critical thinking and problem solving skills and encourage them to play an impactful role in the well being of the organization and the community. Student teachers are elected for various posts like: The General Secretary, Assistant Secretary, technical in-charge, discipline in-charge, media in-charge, cultural events incharge, literary in-charge and internal affairs in-charge. The elected members are supported by teacher facilitators. Objectives: • To have a link between the faculty and students. • To make students responsible, accountable and participate in the development of the institute as well as into the process to develop their own personality, organisational skills and career through interactive programs. • To make students responsible, accountable and participate in the development of the institute as well as into the process to develop their own personality, organisational skills and career through interactive • To inculcate democratic values, fostering qualities of leadership. • To develop respect for the constitution and constitutional

authorities and making them active partners in the smooth functioning of the college. • To represent student's interest and to organise student oriented activities and programmes • To promote campus unity and quality in student life by providing entertaining activities and various opportunities for campus involvements. Activities: The student council organizes several co-curricular and extra-curricular activities throughout the academic year for all the students to participate based on their interest and inclination. Some of them are as follows: • Celebration of important days:-Celebration of International and National level Programme • Cultural celebrations:- Diwali, Navratri, Cultural day, etc • Competitions: - Rangoli, Best out of waste, Mehendi, etc • Vedh Celebration • Coordinating intercollegiate events. • Talent hunt, etc • Annual Sports • Annual Prize Distribution • Convocation In addition to planning these activities, the student council is also the voice of the other student teachers. They help share student's ideas, interests and concerns with the faculty members, The students select their representatives through secret Ballot System. The elected representative play different roles and carry out various activities /Programmes as per their portfolios to ensure smooth working of the organization. The portfolios of the Student Council as per the Mumbai University norms are as follows -- 1) General Secretary-Skanda 2) Class Representative-Elenco Fernandes 3) Sports In charge-Bano Justus 4) Cultural Incharge-Nikita Kulkarni 5) Discipline Incharge-Farheen Khan 6) Grievance Incharge-Sumita Das

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

No

5.4.2 - No. of enrolled Alumni:

5.4.3 - Alumni contribution during the year (in Rupees) :

5.4.4 - Meetings/activities organized by Alumni Association :

NIL

0

0

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

The institution has implemented practices of decentralization and participative management during the last year. These practices have fostered a culture of participation and shared responsibility, enhancing the efficiency and effectiveness of the institution's operations. Governing Body and College Committee: The institution has a governing body that meets every month. Major decisions and issues are discussed and addressed in these meetings. The institution also has a college committee represented by teaching and nonteaching faculties. This committee discusses and addresses various academic and administrative aspects. This practice ensures that all stakeholders have a voice in the decision-making process, promoting a culture of participation and shared responsibility. Decentralization through Committees: The institution has decentralized various activities through the establishment of academic and administrative committees. The academic committees include the Library, Practice Teaching, Examination, Internal Assessment, Workshop/Seminar, Research, and Recruitment committees. The administrative unit comprises the Head clerk, Senior Clerk, and Junior clerk. Major decisions are taken in meetings with the participation and mutual consent of all stakeholders. This decentralization of responsibilities ensures efficient management and allows for greater involvement of all members of the institution in its functioning.

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Admission of Students	Details 1. The faculties are sent for attending various refresher, faculty development programme. The teachers implement the knowledge gained in these programmes in their teaching. 2. The faculties implement innovative teaching strategies to make their teaching learning process student centered. 3. All the examinations are conducted in an appropriate environment. 4. The faculties are encouraged to attend
	research-based activities like workshops, seminars etc. They are encouraged to undertake research projects. 5. The institution is continuously striving to update the library, ICT lab. 6. The institution treats all the humans as resources and provide them conducive environment for
	their progress. 7. The institution organizes industrial visit for hands on experience. 8. The students are given counselling before and during admission process.

6.2.2 – Implementation of e-governance in areas of operations:

E-governace area	Details			
Finance and Accounts	1. The electronic mode is used along with the traditional mode for the administration. 2. All the finance and accounts are managed and maintained through latest tally package and MS office software. 3. The admission is done through online CET examination. The students are admitted through electronically generated merit list. 4. The question papers are sent through electronic mode. The assessment of the papers is done electronically through on-screen assessment.			
2 - Eaculty Empowerment Strategies				

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year		Name o	of Teacher	wo for	rkshop r which	onference/ attended financial provided	profess which	ime of th sional bo membe is provio	ody for ership	Amo	unt of support		
Nill			Nil		N	ril		Nil		0			
					<u>View</u>	<u>File</u>							
6.3.2 – Number (teaching and non					inistrati	ve training	ı progran	nmes or	ganized	by the	e College for		
Year	profe devel prog orgar	e of the essional lopment ramme hised for ing staff	Title of administr trainin program organise non-teac staff	ative g ime d for hing	From	pa		Date Number particip (Teach staft		ants ing	Number of participants (non-teaching staff)		
2016		Nil	NI	L	N	i11	Nil	1	Nil	11	Nill		
					View	<u>File</u>							
6.3.3 – No. of tea Course, Short Te		•			•			-	ation Pr	ogram	ime, Refresher		
Title of the professiona developme programm	al nt		of teacher attended	S	From	Date		To date		Duration			
Orientat Programm organised HRDC Goa Universit	le by a		1		05/0	1/2017	01	01/02/2017		28			
Short Te Programme 'Gender Sen zation'orga d by UGC-HI Univ. or Hyderaba	on siti nise RDC, E		2	09/3		0/2017	14/10/2017		17 14/10/2017		017		6
				ł	<u>View</u>	<u>File</u>	ile						
6.3.4 – Faculty a	nd Stat	ff recruitm	ent (no. fo	r perma	anent re	ecruitment)):						
		Teaching						Non-t	eaching]			
Permar	nent		Full	Гime		P	Permanent Full Time		ll Time				
0				0			0			0			
6.3.5 – Welfare schemes for													
Teaching			Non-te	aching			S	Studen	ts				
Timely other dues Internet W to teach promotion	s to t IFI f ners.	aciliti Timely	s. Tea	Advance pay Teaching Staf		on-teaching Students e payment to Non Staff in case of hergency. Ship as per to Government Guided Fee Payment is Installments for students.		p and free er the idelines. nt in for needy					

6.4 – Financial Management and Resource Mobilization								
6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)								
internal audi Education	al audit is o t is done by Society. The tion, Senior	the tre externa	easurer al audi	r of the It is don	Gover ne by	ning body c Joint Direc	f the Chembur tor Higher	
6.4.2 – Funds / Grants year(not covered in Cr		nanagemen	nt, non-go	overnment l	oodies,	individuals, phila	anthropies during the	
	Name of the non government Funds/ Grna funding agencies /individuals				Rs.	Р	urpose	
NI	L .			0			NA	
<u>View File</u>								
6.4.3 – Total corpus fu	6.4.3 – Total corpus fund generated							
			00)				
6.5 – Internal Quality	y Assurance Sy	vstem						
6.5.1 – Whether Acad	6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?							
Audit Type	Audit Type External Internal					nal		
	Yes/No		Ager	псу		Yes/No	Authority	
Academic	Yes		Unive	ersity		Yes	IQAC	
Administrative	Administrative Yes Joint Yes LMC Director Director Director Director							
6.5.2 – Activities and	support from the	Parent – Te	eacher A	ssociation (at least	three)		
students ac participate in	1.The meetings are conducted with Parents to discuss various issues regarding students academic and personal problems. 2. The parents were invited to participate in curricular activities and industrial visits. 3. The parents are asked to give their valuable suggestions for betterment of the Institution.							
6.5.3 – Development	programmes for s	support staf	f (at leas	t three)				
1. The support staff are promoted to higher category based on the rules and guidelines. 2. The support staff is assisted in acquiring housing loans from various banks. 3. Two sets of Uniform cloths are provided to support staf								
6.5.4 – Post Accreditation initiative(s) (mention at least three)								
	 The Language Lab is updated with 25 machines. 2. The Faculties are encouraged to undertake Ph.D. course. 3. Infrastructural changes are made as per new NCTE norms. 							
6.5.5 – Internal Quality Assurance System Details								
a) Submissio	on of Data for AIS	HE portal				Yes		
b)Pa	b)Participation in NIRF				No			
c)	c)ISO certification			No				
d)NBA o	d)NBA or any other quality audit				No			
6.5.6 – Number of Qu	ality Initiatives ur	ndertaken du	uring the	year				
	Name of quality itiative by IQAC	Date of conducting		Duration I	From	Duration To	Number of participants	

	i						
2016	Workshop in collabora tion with Center for Cultural Resource Center for Tribal teachers in India	19/	01/2016	27/01/	2016	02/02/201	L6 75
2016	State level seminar on Marathi Schools present future perspectives	10/	02/2016	05/03/	2016	05/03/201	L6 76
2016	Workshop on Drama Arts in Education	24/	02/2016	05/04/	2016	05/04/201	L6 76
2016	A training programme on MOODLE movie maker in col laboration with Department of Educational Technology, SNDT University	02/	04/2016	26/04/	2016	27/04/201	L6 16
2017	Tree plantation at in collab oration with Hariyali	02/	04/2016	01/07/2016		01/07/201	L6 76
<u>View File</u>						• •	
CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES							
7.1 – Institutional	Values and Socia	l Resp	onsibilities	5			stitution during the
Title of the programme	Period from	m	Perio	d To		Number of F	Participants
					F	emale	Male
Gender	01/07/2	017	30/1	1/2017		61	15

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Gender Analysis of Textbook is done by student Teachers	01/07/2017	30/11/2017	61	15

Critical	01/07/2017	30/11/2017	61	15
Analysis of				
Depiction of				
women in Media				
by student				
teachers				

7.1.2 - Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources

Environmental consciousness is the awareness and understanding of the natural environment, including its importance for human survival and well-being, and the interconnectedness of all living things.Environmental education as a subject in the B.Ed. course plays a vital role in developing environmental consciousness among future teachers. Teachers play a critical role in shaping the minds of the next generation, and by teaching them about the environment and its importance, they can help to create a more environmentally conscious society. Environmental education as a subject in the B.Ed. course develops environmental consciousness among future teachers in the following ways. 1. It helps teachers to understand the scientific principles that underpin environmental issues, such as climate change, pollution, and biodiversity loss. 2. It helps teachers to develop the skills and knowledge needed to teach about the environment in a meaningful and engaging way. 3. It helps teachers to develop a sense of environmental stewardship and commitment to protecting the planet. Alternate Energy initiatives: - Solar panels installed in an institution serves as an excellent alternative energy source. Solar panel helps to educate students about renewable energy and sustainability. When students see solar panels installed on their college campus, it sends a message that the institution is committed to protecting the environment.

7.1.3 - Differently abled (Divyangjan) friendliness

Item facilities	Item facilities Yes/No	
Physical facilities	Yes	0
Provision for lift	Yes	0
Rest Rooms	Yes	0

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadva ntages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff	
2016	0	0	Nill	00	00	Nil	0	
2017	0	0	Nill	00	00	Nil	0	
View File								

7.1.5 - Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Code of Conduct for Students, Administrative	01/07/2017	1. Student Code of Conduct Students are
Staff, Teachers, and		expected to adhere to a
Interns		code of conduct that

			pro e Admini of Con staf adh conduc effic or insti Code o are ex a coo promo pro env stud con unt stud code insti	tes a positive and ductive learning nvironment. 2. strative Staff Code duct Administrative of is expected to ere to a code of et that ensures the ient and effective peration of the tution. 3. Teacher of Conduct Teachers pected to adhere to de of conduct that tes a positive and ductive learning ironment for all dents. 4. Code of conduct during ernship: All the lent teachers are cted to adhere to of conduct during nship. The code of ct is published on e institutional e. https://www.cssm admission/code-of- conduct/				
7.1.6 – Activities conducted for	or promotion of universal Val	ues and Ethics						
Activity	Duration From	Duration To)	Number of participants				
Introducing Cultural inputs in Curriculum	tural inputs in		17	76				
<u>View File</u>								
7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)								
1. The students are sensitized about the role of an individual in protecting the Environment through the subject like Environmental Education.								
		2. The use of thermacol is banned in the institution.						
2. The	use of thermacol is	banned in the	instit	ution.				
	use of thermacol is ion is done in the in							

avoid the plastic bags.

5. The dry and wet wastage is segregated in the institution.

7.2 – Best Practices

7.2.1 - Describe at least two institutional best practices

1. Title of the practice: 'Looking Inward' The context that required the institution of the practice:- There are no two opinions about the fact that understanding oneself is an important aspect of learning. Knowing yourself is about knowing what makes you come alive. It means identifying what matters to you, your strengths and weaknesses, your behaviours, tendencies, and thought patterns. Once you know yourself, you can walk through the world with more

confidence and care less about what people think, you can overcome your flaws by working on them. If you know yourself, you will be able to understand your own learning style, your goals, and be able to choose your career path, know your hobbies etc. understanding one's own strengths and weaknesses is a first

step to realise your own potential. Education aims at making oneself independent thinkers, individuals who are able to take decisions and be responsible for them. In doing this, one actually should be reflecting, one should be able to know oneself and understand what we want in life. When we actually look around us, we realise that education has somewhere lost the track and we are not educating individuals but we are providing them with a lot of information about various disciplines subjects. This needs to change and hence

the practice. Objectives of the practice:- 1. To develop holistic and integrated understanding about one's own self. 2. To inculcate the habit of reflective thinking. 3. To manage conflict effectively. 4. To connect the theoretical learning to practice. The practice:- Education today is only information focused. In the era of competition developing your inner strengths, potentials is totally neglected. Keeping this in mind, the institution worked out on certain areas that will help the students to understand their own self. Looking within, knowing your own self, training ourselves to think critically and take appropriate decisions occupied the series of activities planned. We conducted a series of activities for the student- teachers that would challenge

them, train them to reflect, and equip them to handle conflicts if any. Obstacles faced if any and strategies adopted to overcome them:- As this was a completely in house activity, there were no obstacles as such. The only problem

was to find the time in the busy already heavily packed time table for this additional work, however, it was easy to overcome them as the students themselves started enjoying the activities and voluntarily waited beyond the time table to participate in the activities planned. Impact of the practice:- A series of presentations, workshops, discussions activities etc. were organised on the understanding the self, conflict resolution, reflective practices etc.

The student's feedback shows that these programmes promoted their selfreflection and conflict handling skills. They reported that they: ? were able to take better decisions when faced with problems at practice teaching schools. ? felt more confident. ? could overcome self-doubt. ? learned to express themselves better. ? could make better choices. ? could bond better. ? live purposefully. ? understood self-worth. Resources required:- No outside resources physical or human were required. In house faculty voluntarily conducted the entire series of activities. 2. Title of the practice: "A step towards integrated society" The context that required the institution of the practice: - At the time of admissions, we came across many students who reported that they were confused when they filled the admission form asking them to tick the B. Ed course they want to do i.e. General or Special. Special B. Ed program trains teachers to teach in special schools where children with special needs go. Getting trained as a special educator and a general educator is totally different and demands different skill set too. However, the word special in the layman's vocabulary has a different meaning, and hence the confusion. This however initiated the thought process and we decided to work on giving proper

clarity to our students about inclusive education. There are millions of children who are not able to get education because of their gender, social status, or their disability. This is harmful to the society as a whole. Inclusive education is important because it ensures access, same opportunities to all the children. It helps to break down the barriers and promotes equality. Objectives of the practice:- 1. To bridge the gap between the curriculum and real life. 2. To get first-hand experience about inclusion by actually visiting a special school. 3. To sensitize the student teachers about the issues faced by special students and special schools in general. 4. To understand the curriculum and assessment adaptations for inclusive classrooms. The practice:-Field visit to a special school was organised by the institution. School for

special students was identified, talks initiated and a proper field visit was Students were taken around every classroom and special laboratories in the school. Every section oriented the students about the role they have. Seeing the Laboratory to check the severity of hearing impairment, the sections where the students learn to make saleable products, crafts, sewing etc. was an eye opening experience. Student -teachers were given an opportunity to interact with the special students too. Obstacles faced if any and strategies adopted to overcome them .: - Nil Impact of the practice :- In order to get first-hand information about diversity, and inclusion the visit is organised to special school for hearing handicapped. The student teachers got to see that inclusive education is about creating a learning environment that is welcoming and supportive. They learned that the curriculum is relevant to the needs of all the students and teaching staff is properly trained. They also learned that Children with disabilities have shown to learn better when they were integrated with the mainstream classroom. These visits helped the learner to understand curriculum and assessment adaptations for inclusive classrooms. Resources required: - The only resource required was the special school and we identified one in the locality. Other than that no resources were required. Student teachers and the faculty made to the venue on their own.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

https://www.cssm.in/wp-content/uploads/2023/10/Best-Practices-16-17.pdf

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

The vision of the institution is "A soul should enlighten another soul. A teacher is a Life Long Learner. It speaks to the power of education to transform lives and to the importance of teachers in that process. The fact that the institution has a student community from middle and lower socioeconomic status of the society is significant, as it means that the institution is committed to providing access to quality education for all students, regardless of their background. The institutions focus on maximizing exposure for students through various curricular and co-curricular activities is also commendable. This exposure helps students to develop their skills and talents, to learn about different cultures and perspectives, and to grow as individuals. The workshops on enhancing self-esteem, understanding self, and self-awareness are particularly important for students from middle and lower socioeconomic status backgrounds. These workshops can help students to develop a positive sense of self and to recognize their own potential. The institutions motivation of students, teachers, and support staff to undertake various courses that make them lifelong learners is also commendable. Lifelong learning is essential for success in today's rapidly changing world. By encouraging lifelong learning, the institution is helping its students, teachers, and support staff to reach their full potential. The activities organized in the institution that sensitize student-teachers on various national and international issues are also important. By learning about these issues, student-teachers can develop a better understanding of the world around them and the role that they can play as change agents in the future. Here are some specific examples of activities that the institution could organize to support its vision: - • Curricular activities: The institution organizes a variety of curricular activities that expose students to different cultures and perspectives. •Co-curricular activities: The institution organizes a variety of co-curricular activities that help students to develop their skills and talents •Workshops: The institution organizes workshops on a variety of topics, such as enhancing self-esteem, understanding self, self-awareness, and lifelong

learning. •Seminars and lectures: The institution organizes seminars and lectures on various national and international issues. •Community service projects: The institution organizes community service projects that allow students to give back to their community and learn about the challenges facing people from different backgrounds. By organizing these and other activities, the institution helps its students, teachers, and support staff to achieve its vision of 'A soul should enlighten another soul. A teacher is a Life Long Learner.'

Provide the weblink of the institution

https://www.cssm.in/

8. Future Plans of Actions for Next Academic Year

The following are the future plan of actions (PoA) for next academic year. 1. Increase the number of students in both the mediums of the college. Strategy: -The institution will Conduct outreach programs in nearby schools and colleges to introduce the college to potential students and their parents. Further programmes will be organized to promote the colleges academic achievements and extracurricular activities through social media and other channels. 2. To organize the Life Skill Training Programme for the students. Strategy:- A list of life skills that are essential for students success in academics and beyond will be identified. A comprehensive life skills training programs/ workshops that covers these skills will be organized. 3. To impart the training on developing Leadership qualities among teachers. Strategy: - The institution will develop a training program on developing leadership qualities. The training program should cover topics such as: Vision and goal setting, Team building, Communication and presentation skills, Conflict resolution, Problem solving etc. 4. To encourage the faculties for completing the Ph.D. and undertake major/minor research. Strategy: - The institution will foster a research culture by providing faculty members with access to research resources and facilities. The institution will strengthen research center to support faculty research.