



ANJUMAN-I-ISLAM'S

KALSEKAR TECHNICAL CAMPUS, NEW PANVEL

Approved by : All India Council for Technical Education, Council of Architecture, Pharmacy Council of India New Delhi,
Recognised by : Directorate of Technical Education, Govt. of Maharashtra, Affiliated to : University of Mumbai.

- SCHOOL OF ENGINEERING & TECHNOLOGY
- SCHOOL OF PHARMACY
- SCHOOL OF ARCHITECTURE

7.2.1 BEST PRACTICES

PRACTICE-1

Title: Performance Based Appraisal System.

Objectives of the Practice:

- Motivating the faculty staff members to perform best.
- Making the appraisal system fair and transparent.

Context:

An appraisal system without emphasis on performance leads to staff discontent.

- A scientific approach towards appraisal will enable the institute to channel the effort of both faculty and staff towards thrust areas
- To cultivate and nourish a sense of healthy performance-based competition among the faculty and staff.

The Practice:

To justify the appraisal mechanism, a mean based varying DA appraisal system is in place. The DA component is divided into Fixed DA (FDA) and Varying DA (VDA). The VDA is assigned as per the calculated mean which is based on the performance parameters like Teaching feedback, Result Score, Examination work, Academic Audit Score, Institutional responsibilities, departmental responsibilities, and confidential report parameters, etc. All these parameters are well explained to all faculty members and staff in advance which makes the entire process transparent and encourages them to score more based on their performances. The appraisal system has been revised in 2018 with configurable weights for different parameters applicable for different designations. By this mechanism, the institute justifies the appraisal of faculty and staff based on their performances.

Evidence of Success:

- The revised appraisal system has given due importance to performances in the thrust areas.
- In general, the Faculty and staff are content due to the transparent and scientific approach of the revised appraisal system.

Problems Encountered:

- Extensive effort was required to devise the weighted parameters along with the rubrics.
- Verification of the claimed activities is an exhausting task.

Innovative Teaching - Exuberant Learning

Vision : To be the most sought after Technical campus that others would wish to emulate.



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7.2.1 BEST PRACTICES

PRACTICE-2

Title: Student Centred Teaching Learning.

Objectives of the Practice:

- To make the Teaching and learning process robust.
- To improve implementation of Outcome-Based Education.
- Enrichment of ICT based teaching methodologies.

Context:

• The teaching learning process is made effective through active classroom teaching including online platforms. • A student-centered teaching approach recognizes learners of different levels in the classroom and accordingly, as per their level, relevant and purposeful learning is imparted. • Outcome Based Education provides reflective insights along with the development of various technical skills ensuring guaranteed outcome of learning by being employable graduates in the concerned field. • ICT encourages self-learning among students by actively seeking their interest whereas the teachers support and guide them with their doubts and queries. It also facilitates a higher degree of engagement with the teachers for personalized learning experience due to limited classroom hours.

The Practice:

The student-centered classroom is personalized as per the batch of students where the focus is on dialogic or interactive session and integrating their past knowledge and experience with the intended outcome. The Course Attainment Google Sheet(CAGS) is used for mapping course outcomes, the target outcomes for each and every course. Question paper drafting is done considering Bloom's taxonomy and accordingly data is uploaded after assessment. The teachers use various ICT tools and applications like Google Classroom, YouTube videos, Online Quiz, Blogs, etc. to ensure the proper understanding of concepts. All the teachers ensure delivery of outcome-based learning by focussing on learners' knowledge, skills, and attitudes in both the settings, classroom as well as online teaching, by providing free online certificate courses of Coursera, Spoken tutorial, NPTEL, edX, and many more. The Institute uses Innovative Teaching and Exuberant Learning ideas as a part of student-centred Teaching Learning where the role of the teacher is to facilitate and guide the students in their self-learning.

Evidence of Success:

- The above mentioned pedagogical changes resulted in an active involvement of the students in the classroom where they not only contributed their own thoughts and ideas but involved themselves in self-directed activities.
- Students gained self-confidence and felt motivated which improved the overall students' performance.

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Problems Encountered:

- Lack of smart devices among the students due to their financial background.
- Lack of general ICT tools, covering all aspects of ICT learning, at the students level.

Contact Person for further details:

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