

## **BEST PRACTICES I**

### **1. Title of the Practice**

Gender Sensitization and Women Empowerment

### **2. Objectives of the Practice:**

- Equal opportunities for men and women in academic activities
- Equal opportunities for men and women in non – academic activities
- Fee concession to the deserving students
- To provide financial assistance to all deserving underprivileged students, regardless of caste or gender.
- To promote the 'equality' among the students

### **3. The Context**

A common consensus on education in the country reveals a significant disparity between the privileges accessible to girls and boys. It is past time for such discrimination to be abolished. Another point of contention was the disparity in privileges provided based on caste and economic standing. In such a period, it is critical that young minds are made aware of the problem and that they are encouraged to tear down long-held taboos. Equal opportunities to demonstrate solidarity with the given principle must therefore be provided by the institute.

### **4. The Practice**

- Providing fee concessions for students with low economical standing.
- Creating awareness about equal rights and opportunities through various gender sensitization programmes
- Incorporating non academic activities promoting innate talents and aptitudes to encourage equal participation of all students regardless of gender.
- Mentoring women students on their specific issues with one women teacher as mentor for every 10 women mentees.
- Duties and restrictions imposed on each student and employee in the institution and institutional facilities, with specific security or consideration given to women in terms of leaves and schedules.
- Women have an open platform and direct access to a body called "internal complaint committee" where they can report acts of malice at work or school.
- "Women Empowerment Cell" was founded to protect women's rights and to develop a culture of respect and equality for women.
- For gender sensitisation and promoting gender equity debates and discussions are organized

**5. Evidence of Success**

The practise has created a better work/study atmosphere that recognises and celebrates each individual's contributions regardless of gender, caste, social class, or economic position. As a result of the training and speeches delivered, there has been a greater knowledge of human rights and basic fundamental rights. The creation of various units to promote gender equality and women's empowerment has resulted in an ongoing condition of peace with no instances of malevolent compliance.

**6. Problems encountered.**

- Implementation of the annual plan and its monitoring has become a tough task in view of tight academic schedule.
- Due to limitations imposed by the pandemic situation, a seamless annual closure to the programme could not be achieved to the best of our abilities.

**7. Resources required**

- Finance
- Digital accessibility

## BEST PRACTICE – II

### 1. Title of the Practise:

“Appreciation of performance-based outcomes for students”

### 2. Objectives of the Practice

- To motivate and encourage the students to excel in their curricular and extracurricular activities.
- To reward the students for their excellence in curricular and extracurricular performance.
- To develop clinical observation, diagnostic and research skills in various domains of Audiology and Speech Language Pathology
- To develop/improve presentation skills in scientific forum.
- To reward the students for their performance in clinical observation, diagnostic and research skills

This practice would ensure the students for their continuous improvement in curricular and extracurricular activities, clinical observation, diagnostic and research skills.

### 3. The Context

The institute believes that a motivated workforce in students can be a significant factor in institute's success. When students are motivated to work at higher levels of their skills and abilities, the institute as a whole run more efficiently and is more effective at achieving its objectives and goals. For this reason, the institute has understood the power of reward systems and how they are helpful in influencing Students and Staff behaviour. Rewards are positive outcomes that are earned as a result of staffs and students' performance and achievement. These rewards are aligned with institute's objectives and goals. When any student helps the institute in the achievement of one of its objectives and goals, a reward often follows.

The institute has constituted the following rewards for its students. The mode of reward is in terms of appreciation certificates and mementos.

- I. Best Student of the year and Best outgoing student
- II. Best student performer in clinical conference.
- III. Best class who has performed with 100% University Result.

Each of the practices are assessed based on the curricular, extracurricular performance, clinical observation, diagnostic and research skills. The best student of the year and best outgoing student will be identified based the university examination marks and the points scored in the extracurricular activities. The combined scores will be considered.

#### **4. Evidence of Success**

The practice has been implemented and successfully running over 5 years. The practice has shown an evident remark and positive feedback from the students and parents. This practice has shown an effective improvement in curricular and extracurricular activities, clinical observation, diagnostic and research skills in students. The poorer performing students were identified and trained to show their best outcome. At the end of every academic year the top scoring students were identified based on their final examination marks and scoring from extracurricular activities. The top scoring student's profiles were published in the social media and the institutional website. Over the five years of practice 15 students were received top scorer of the year and 5 students were received best outgoing student award. A total of 10 students were received best clinical conference award and 2 batch of students achieved 100% result in final year university examination from 2015 - 2020.

#### **5. Problems encountered**

- There are no evident problems encountered.

#### **6. Resources required**

- Finance