

## **BEST PRACTICE NO. 1**

### **TITLE: Welfare Scheme**

#### **A) STUDENTS SUPPORT SCHEME**

##### **INTRODUCTION:**

The Students Adoption Scheme at Vande Mataram Degree College is a well-organized program designed to provide psychological support to students, enhancing their academic environment and ensuring their success

##### **OBJECTIVES:**

- To promote the overall development of students.
- To prepare students for future challenges.
- To equip students with the skills to manage emotional aspects in their daily lives.
- To motivate students to reach their full potential and achieve success in life.

##### **CONTEXT:**

Students often require guidance during challenging times, especially those from disadvantaged backgrounds. The Students Adoption Scheme addresses these challenges by offering comprehensive support, ensuring that every student receives the help they need. The program focuses on holistic development, providing timely guidance and mentorship to help students excel both academically and personally.

##### **THE PRACTICE:**

The adoption system follows a hierarchical structure, starting with the principal at the top and extending to students (mentees) through assigned teacher-mentors. Each mentor is responsible for a group of students throughout the academic year.

The principal acts as the Chief Mentor, overseeing all teacher-mentors and students. The principal conducts regular meetings to guide mentors on assigning mentees, identifying student issues, implementing mentoring methods, and evaluating progress.

Additionally, the principal develops innovative strategies to address student challenges. The typical mentor-to-mentee ratio is 1:40

Teacher-mentors collect essential data about students, including their skills, attributes, socioeconomic status, and other personal details. Each mentor holds at least two group meetings with their mentees annually, along with additional one-on-one interactions as needed to address academic, extracurricular, and personal issues. Common problems faced by students often include financial difficulties, curriculum-related grievances, and family issues.

Mentors address mentees' grievances promptly by providing appropriate resources and recognizing their achievements during meetings. They offer guidance to enhance performance, especially during challenging times, and maintained support through online platforms during the pandemic. Teacher-mentors also keep records of meeting minutes.

**Evidence of Success:**

1. The student-teacher relationship has greatly improved.
2. With teachers' direct involvement and prompt solutions, incidents of student unrest and grievances have notably decreased.
3. A supportive atmosphere has been fostered at the college, encouraging students to approach teachers with their issues.
4. There has been a rise in student participation in extracurricular and cocurricular activities.
5. The drop-out rate has decreased, as the system effectively helps retain students.

**Problems Encountered:**

1. Hesitation to share issues with mentors can hinder problem resolution. Such students are referred to the campus counsellor.
2. Some students face communication barriers that prevent them from discussing their problems. Private one-on-one meetings address this.

3. During the pandemic, in-person meetings with mentors were not possible, but online meetings were organized.
4. Financial difficulties are a recurring issue. The management provides various support options, including freeship, scholarships, and Book Bank facilities.
5. In cases where mentors cannot resolve issues, the principal personally intervenes to address and resolve the problems



## **B) Employees' Pension scheme:**

The college has established a pension scheme for full-time employees, accessible after five years of continuous service. This scheme is fully funded by the management, covering 100% of the contributions. Employees are entitled to retire at 65, with survivor benefits available to spouses or dependents in the event of the employee's death, as outlined in the plan documents.

### **Objectives:**

- To provide financial security for employees in their retirement years.
- To offer support to spouses or dependents in case of an employee's death.
- To ensure compliance with all relevant pension laws and regulations.

### **Implementation:**

- The pension scheme is funded entirely by the college management.
- Employees can participate after completing five years of service.
- Retirement age is set at 65, with survivor benefits detailed in the plan.

### **Review and Compliance:**

- The college ensures compliance with all applicable pension laws and regulations.
- The pension policy is reviewed periodically to maintain its effectiveness and alignment with current legal standards.
- The college reserves the right to amend or modify the pension scheme as necessary, in accordance with legal requirements and contractual obligations.

### **Benefits:**

- Financial security for employees during retirement.
- Support for dependents in case of an employee's death.
- Regular policy reviews ensure ongoing effectiveness and compliance.



## **BEST PRACTICE NO. 2**

### **TITLE: SOCIAL OUTREACH AND COMMUNITY SERVICES**

The social outreach and community services are the activities performed by the College for the benefit of community at large. The students engage themselves in various social activities along with their mentors and activity in-charges, and learn many lessons required for life.

#### **OBJECTIVES:**

To enhance social interactions of individuals, groups, organizations and communities. To empower the students to learn necessary life skills from the society. To help the society through value-based activities and awareness programmes that enable them to lead a healthy life. To develop the constructive forces both from within and around the individual for a service outlook.

#### **CONTEXT:**

The society suffers invariably from various issues such as flood, pandemic, shortage of infrastructure and deviating socio-cultural specifics. These affect learning and normal living. Our College prioritizes the development of students' life skills, social empowerment and mindfulness to deal with these issues. Through guided social activities, students work towards improving quality of life, social connectedness, multiculturalism and diversity. This fosters a sense of social responsibility.

#### **THE PRACTICE:**

Staff, students and alumni of the college participate in community services. Departments incorporate social initiatives while planning their academic calendar. The NSS Cell being the soul of our College conducts regularly developmental camps at adopted villages Dhasai and Shivneri, blood donation camps, rallies and street plays highlighting social issues, awareness campaigns on gender issues, new registrations of voter ids and aadhar cards, etc. Nine extension activities have been conducted by the NSS students during the last academic year, giving an impetus to social

services. CS-IT department conducted activity on “Basics of computers” at Ahilyabai Holkar Municipal School to understand the basic hardware and software peripherals. The Chemistry department conducts science practical’s at Bharat Mata School regularly to develop understanding of science concept by carrying college laboratory equipment’s and materials. Commerce Department conduct seminar on “Budget Awareness” to understand the importance of the budget in everyone’s life. Even, MMC Department performs street play at kopar railway station on the topic “Blind Belief on Astrology”. Humanities department arranged a rally on AIDS Awareness with the theme “End Inequality, Eliminate disease” to teach the students & society about it.

#### **EVIDENCE OF SUCCESS:**

1. The underprivileged students of schools in nearby community could perform science and computer practical’s on their own in spite of lack of infrastructure at their institute.
2. The concepts of environmental sustainability and social responsibility are instilled in students who will take care of the society in their purview.
3. The awareness created and social activities done have developed a social spirit and ready mindset in students to contribute for society’s betterment.
4. A social networking got developed enabling College and its stakeholders to further progressive activities needed to society.

#### **PROBLEMS ENCOUNTERED:**

1. Initially, students’ participation in extension activities was poor since it does not have direct relation to results.
2. Holding students’ attention in the awareness programmes was difficult.
3. Limited time available with students for social activities was a drawback along with managing academic achievements.
4. Arranging funds for social causes, lack of facilities at centers, matching time for extra services were the real challenges.