



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 discouragement.
- A scientific approach towards appraisal shall allow the institute to modify appraisal points in order to get more from faculty and staff towards required thrust areas.
- To cultivate and nourish the 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 varying DA 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 explained to all faculty members and staff well in advance to motivate 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 said revision into the appraisal system has given due importance to performances in the thrust areas.
- Faculty and staff are found glad and satisfied due to the transparent and scientific approach of the revised appraisal system.

Problems Encountered:

- It took lot of man hours for devising the weighted parameters along with rubrics.
- Verification of the claimed activities is an exhausting task.



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PRACTICE-2

Title: Student Centred Teaching & Learning.

Objectives of the Practice:

- To make Teaching and learning process robust.
- To improve implementation of Outcome Based Education.
- To enrich upon various ICT based teaching methodologies.

Context:

- The teaching learning process is made effective through active classroom teaching including online platforms.
- A student-centred teaching approach recognizes learners of different levels in 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 assuring 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 helps in connecting one-to-one with the teachers for personalised learning experience due to limited classroom hours.

The Practice:

The student-centred classroom is personalised as per the batch of students insisting on dialogic or interactive session and integrating their past knowledge and experience to the intended outcome. Software is used named as Ioncudos for setting course outcomes, target for outcomes for each and every courses. Even student wise information can be seen in and out of institute via internet connectivity of the software. A teacher can prepare question paper considering blooms taxonomy and accordingly after assessment marks can be uploaded.

The teachers use various ICT tools and applications like Google Classroom, YouTube videos, Online Quiz, Blogs, etc. to ensure the learning 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 & Exuberant Learning idea as a part of Student Centred Teaching & Learning where the role of teacher is to facilitate and guide the students in their self-learning.

Evidence of Success:

- The said revision has brought 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.

Innovative Teaching - Exuberant Learning

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



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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:

- 1) Dr. Rajendra B Magar- IQAC Coordinator [hod.ce@aiktc.ac.in]
- 2) Dr. Abdul Razak Honnutagi- Director AIKTC [director@aiktc.ac.in]

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