BEST PRACTICE 1

1- **Title of the Practice- Empowering Women: Effective Learning Outcome Management System**

2- **Objectives of the Practice-**

The Indian Government has introduced policies and procedures with the goal of sensitizing the higher education system, recognize gender equity and increasing the number of women enrolling for higher education. Higher education for women in India has witnessed an impressive growth over the years and the Government is pooling resources needed to promote female education at all levels. In accordance to the objective of Indian Higher Education, Serampore Girls College strives to empower women through knowledge

The vision of the college are:-

1. To become a centre of educational excellence for empowering women in a variety of ways by realizing their potentialities so that they can take their rightful place in the society.
2. To create an environment for the overall development of the students, crossing the hurdles of backwardness and rural backdrops.

As Serampore Girls' College is situated in the town of Serampore, the students from remote places of Hooghly district take admission in this institution. A large number of students are
- First generation learners
- Belong to low income families
- Reserved categories

Objectives

Empowerment through Education:
- Becoming a Beacon of Excellence.
- Nurturing Student- teacher relationship
- Unleashing Women's Potentialities
- Enabling Rightful Societal Presence

Holistic Student Development:
- Thriving amidst Rural Backdrops
- Enriching Underprivileged Students
- Nurturing Overall Growth
- Equipping with Employability Skills
- Strengthening for Future Empowerment

3- **Context-**
Challenges-
- The financial constraints faced by students make it harder for them to continue their higher education. The students of the college are overburdened with the conveyance cost

of reaching the institution for regular classes. It is also difficult for the students to pay the college fees, purchase books and bear other expenses to pursue their courses.

- On the personal front the students face challenges like domestic violence, early marriage and child bearing, gender discrimination and other issues. This also acts as a hindrance to pursue their academic activities.

Mechanism of addressing the Challenges-

Navigating Challenges: Innovative Approaches:

- - Government Scholarships Channel:
- - Platform for Processing Needy Students' Grants

Merit & Need-Based Tuition Relief:

- - Recognizing Academic Performance & Economic Status
- - Easing Financial Load

Nurturing Learning Environment:

- - Providing Essential Books & Reading Materials
- - Fostering Uninterrupted Learning

Trust-Built Mentorship:

- - Students Confide in Mentors
- - Personal Problems Shared in Mentoring Sessions

Guardian Engagement:

- - Discussion in Parent-Teacher Meetings
- - Collaborative Solutions for Students' Well-being

Combatting Dropout Rates: Achievement Highlights:

- - Reducing Dropouts: Significant Decrease in Final Exam Dropouts
- - Effective Practice: Successful Implementation of Best Practices
- - Promoting Consistency: Enhanced Student Regularity

Empowerment for Lifelong Learning:

- - Integrating Education: Empowering Students to Embrace Learning Daily
- - Incorporating Education: Education Becomes a Daily Lifestyle

Skill Elevation: Employability Enhancement:

- - Skill Advancement: Substantial Increase in Employability Skills
- - Progressive Growth: Gradual Improvement Over Time

4- **Practice**-

Women education and empowerment are the indicators of development in the Indian Higher Education system. Women education ensures the holistic social development. It includes equitable and increased access to higher education and research with due attention to quality assurance.

The College devises certain Learning Management strategies for the progression of the underprivileged girl students. As an outcome to this teaching learning process, the students strive to become economically independent after the completion of the course. Such strategies include:

- In the teaching learning process the students, irrespective of their competence, are given a forum to inculcate knowledge sharing, cognitive skills, intellectual skills and personal growth. The academic achievements will be embellished by such personality development skill that will prepare them for competing in the Job market. Such skill development participatory activities include Communicative English Course, Add on Course, Computer related activities and Courses, Students' Seminar and Power Point Presentation. The students who have pursued the Skill Development Courses have benefited in the **Job Fair** conducted by the college. Many of them have been selected for Jobs in different companies.

- The success of the institution lies in the holistic Progression of the underprivileged students so that they can enlighten the future generation of their community. In order to reach this mission the institution has devised the mechanism of **Continuous Internal Assessment (CIE)** for monitoring the Academic Progression of all students, despite their challenges. The institution makes special arrangement for conducting **Special Classes and Exams** (both Internal and University level) for students confronting challenges on personal ground. They are specially mentored by their teachers to fight against all odds and complete the course.

- To overcome the financial difficulties the institution practices the mechanism of providing half and full free of Tuition fees (on the basis of their merit and necessity through Mentoring system) in addition to the Government **Scholarships**

- **The Backward Community Cell** of the Institution solves the problems of the minorities regarding scholarship, reservation policies in respect to admission program, academic issues etc. This cell also acts as a platform to address the Grievances of SC, ST students.

- **The Women Cell** of the institution acts as a platform for raising consciousness among the students about their health, legal rights and identity as an individual. The students participate of the minority class participate in such programmes of the Cell and share their experiences. It has also organized a Social Reach out Programme in Collaboration with Alumni Serampore Girls' College. The programme was on 'Safe Child Birth & Birth control Measures' addressed to local women. Students participated in Self Defense Training Programme (Karate) which increased their physical fitness and instilled self-confidence.

- As a stepping stone to the professional field the institution devises a training ground for the students through **Art and Craft Exhibition Cum Sale and Food Bazar in 2022-2023 session**. They are trained to exhibit and utilize their creative skills to bridge earning with learning.

- In 2023-2024 session the institution has organized a **Job Fair** programme to train the students and make them competent enough to appear for job interviews.

Limitations/ Constraints of Practice

1- Barriers to Attendance: Financial Struggles:

  - Part-Time Job Pressures: Financial Constraints Lead to Missed Classes

  - Communication Gap: Detrimental Impact on Student-Teacher Interaction

  - Waning Interest: Diminished Enthusiasm for Academic Pursuits

2- Breaking Patriarchal Chains: Empowering Girl Students:

  - Challenges of Patriarchy: Career Hurdles for Female Students

  - Early Marriage & Parenthood: Hindered Career Prospects

  - Empowerment Aim: Breaking Gender Norms, Enhancing Career Opportunities

3- Scholarship Setbacks: Application Rejections:

  - Financial Aid Barriers: Inadequate Documentation for Government Scholarships

  - Rejected Applications: Insufficient Data Leads to Denial of Scholarly Support

5. **Evidence of Success-**

- The progression of the students are monitored through the system of CIE (Continuous Internal Assessment). This system prepares the students for the final end Semester exam. Parent-teacher meetings are conducted for the students who remain absent in CIE or have poor performance. Their problems, often financial or personal, are solved in consultation with their parents. Thus there are less failures or drop out candidates.
- A well-structured Internal Assessment system with CIE at its spearhead has enabled the students to progress to higher education. The pass percentage in the Final Semester has increased at a considerable rate.
- Some students of our college are competent enough to qualify in different Government Jobs, Private Sector jobs and Competitive Exams like TET- Teacher Eligibility Test, Primary TET, SET and other exams.
- Students who have completed Certificate course in Communicative English/ Data Entry operator Course (in collaboration with Netaji Subhas Open University) are awarded a Certificate after the completion of the Course and this certificate adds to their Job profile. Two of our students Tanbira Rehman (minority) and Jayashree Dey are employed on the basis of their certificate. These students were granted full free of their Tuition fees which helped them to complete their B.A programme

Practice	Achievements
Teaching Learning method	a. Progression to higher education and placement of outgoing students b. Career advancement
Centralized CIE- Continuous Internal Evaluation	Preparation for and Improvement in University Exam
Parent teachers Meeting	Solving academic and financial and personal problems in consultation

Skill and Add on courses	a. Competence in Government and Private jobs and competitive exams. b. Boost in personal profile
Scholarship, full fee and half fee waiver	Enriching Underprivileged Students

6. **Problems Encountered and Resources required-**

Problem Encountered-

- Due to financial constraints many a time's students are unable to attend regular classes, as they have to remain engaged in part time jobs. This creates a gap of communication between the teacher and the student. As a result they lose interest in academic endeavour.
- Being a part of the patriarchal social structure, the girl students of our college are not privileged enough to continue their career prospect. They often become the victim of early marriage and child bearing.
- Some students are unable to provide sufficient data in respect to their availability of Government scholarship, as a result their applications get rejected

Resources Required-

- The students need to be more aware about the need for financial self-dependence and raise voice against exploitation. The institution needs to devise counselling session for the Parents since many of the students are first generation learners
- The institution needs more financial support from the Government, Non- Government and Private organization (Corporate Social Responsibility) for providing financial support to the needy and underprivileged section of the society.
- To increase the employability of the students more Job fair on a regular basis needs to be organized.

Financial support is also necessary for developing the infrastructure of the college, so that new Skill development Course can be introduce for the students to provide the podium for Learning and Earning.