

7.2. → Best Practices →

Best Practices: (1)

Title of the Practice: Maintaining Teacher's Diary:

Objectives:

- 1) To enhance Teachers' accountability towards institution and self.
- 2) To develop a tool for documentation at the micro level for individual teachers
- 3) To help record all such activities which teachers performed as duties as well as beyond their stipulated workload.
- 4) The diary provides the Head of the Department as well as the Principal a detail picture of the teacher's classroom activity.
- 5) The Diary pages have a remark column, which the individual teacher is expected to use for jotting down any suggestions, complaints, and grievances necessary to be brought to the notice of the authorities.

The Context: The College maintains various records such as daily attendance of students, musters for teachers, individual timetables at the departmental level as well as the College level. Since these are separate records, there was no mechanism to get all the details of an individual teacher's contribution at a glance. There was no mechanism, which could help teachers to record their daily work. The additional duties, which they undertook, such as working in various College committees, conducting extra lectures, counselling students, helping weak students and other such activities were not properly documented. Their contribution would go unrecorded and the teachers felt that such involvement should be noticed and recognized. Hence, the Teacher's Diary was devised and is in use for the past eleven years.

The Practice: At the beginning of every year, the individual teacher gets a diary from the College office. The Diary is divided into three parts:

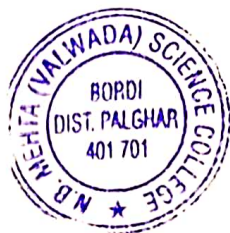
- 1) Annual/Term wise individual teaching plan, distribution of syllabus, and the individual timetable is appended on the back cover page of the diary. The Mission, Goals and Objectives are printed on the inside of the front cover page that constantly reminds our teachers of their role in the entire working of the College.
- 2) Actual practical, classes taken by the teacher, time, venue, number of students present in the classroom, portion taught and a remarks section where the teacher is free to note down anything worth mentioning from inconvenience in the classroom, exchange of lectures, leave taken, any other significant point...
- 3) Library record, books borrowed, returned from the library or elsewhere etc.

The Diary is used in the following manner:

1. The Principal issues a notice after every three months/ a stipulated period for submission of diary duly completed. The Head/In charge of the department checks the diary, signs it and sends it to the Principal on the date mentioned. The Principal checks the entries, makes observations where necessary and sends it back to the individual members.

Evidence of Success:

The Diary helps Staff members to maintain a true record of the actual work done such as classes engaged, syllabus completed, extra work done, meetings attended. It helps in communicating problems or other significant issues to the Principal and establishing a dialogue. It helps to maintain a record of student counseling, library visits, inter departmental activities, co-curricular and extracurricular activities, record of leaves taken along with purpose etc.




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HoD /IC can keep track of the work done by the departmental colleagues; it helps to monitor planning of work, teaching assignments and syllabus completion, solving problems of all kinds faced during the actual working in laboratories and lecture halls etc.

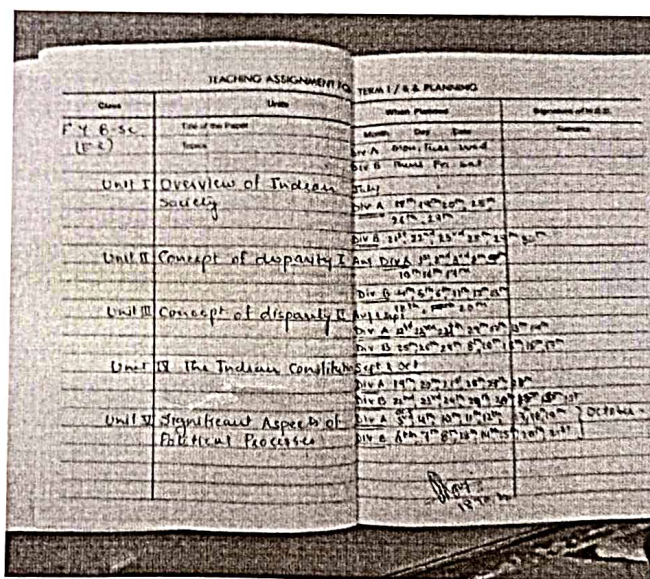
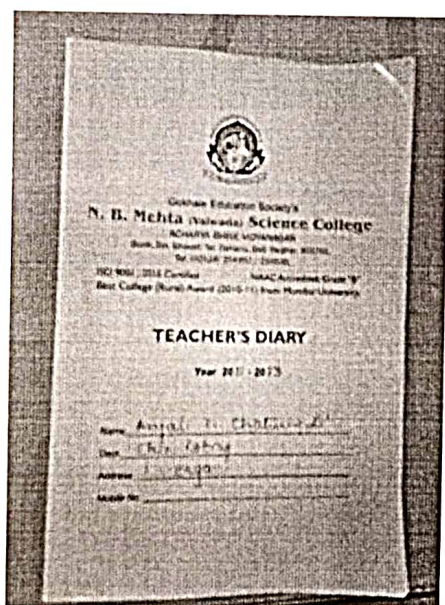
The diary helps the Principal to maintain a free and fair communication both ways between the staff, head, and take an overview of the work accomplished. The daily attendance provides a picture of the students' as well as the teachers' academic involvement. Problems are sorted out before they escalate and get out of control. The diary is a micro-representation of the entire work carried out during the academic year by every individual member and it helps in maintaining fair and prompt records.

Problems Encountered and Resources Required

Reluctance of the Teachers: The most important problem, which we faced initially, was trying to convince the teachers of the relevance and significance of maintaining a diary. They first were a little reluctant to adopt the diary because maintaining the diary meant adopting a transparent attitude towards recording their work. They were also a little apprehensive about filling the diary daily which meant spending some time of their day regularly to write down details about the work done or otherwise in their diary.

Suspicious about use of information: The teachers had to be ensured that the details in the diary would be used strictly for enhancing teacher credibility and accountability. At the outset they had to be explained how to make entries in the given columns and how each of them was interrelated.

The resources required for this Best Practice viz. maintaining a Teacher's Diary is a printed diary and the data of teachers' activities.



Best Practices: (2)

Title of the Practice: Khorepada Health Checkup Camp

NCC unit organized health check-up camp at out adopted village, Khorepada, Jambugaon on 12th March 2022. Dr. Yogesh Pawar, Medical Officer, PHC Amgaon and his team checked the various ailments and general health of villagers. Dr. Yohana Ragaby, a renowned Dentist from Dahanu, gave his special services to check up the dental health of villagers and our students residing in and around Khorepada.



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