

**Deccan Education Society's
Fergusson College, Pune
Internal Quality Assurance Cell
Overall Development Plan**

Quality has become the defining element of higher education in the 21st century in the context of new social realities. The Internal Quality Assurance Cell has to play a pivotal role in assuring and sustaining quality of academic programmes in institutes of higher learning. The National Assessment and Accreditation Council (NAAC), Bangalore which is one of premier agencies for conferring Quality status to Colleges/ Universities across India, has revised the format of Reaccreditation Manual for affiliated and autonomous Colleges. So also, there are changes in the weightages of each criterion with more liberty in expressing the activities and policies implemented by the institute towards quality sustenance.

The "Overall Development Plan" is another such step, where NAAC expects streamlining of procedures followed for assessment and accreditation of Colleges. The proposed "Overall Development Plan" of our College is as follows:

| Sr.No. | Criterion | Focus |
|--------|------------------------|--|
| 1 | Academics | Enhance the quality of teaching in professional courses. The content delivered in the classrooms and laboratories need to be more student centric. |
| | | Sharing of students' feedback on teaching to be regulated and shared regularly |
| | | Exercise a degree of control over which aspects of their teaching receive critical appraisal. |
| | | Promote sufficient use of teaching aids and ICT in the laboratories |
| | | Appraise students' of their performance in Internal assessment exams and seek improvement |
| | | Device a 360 ^o feedback mechanism to ensure equity at all platforms. |
| 2 | Teachers | Proactive role in mentoring the students especially students from rural background |
| | | Promote Teachers' participation in short term training courses/ programmes to improve their skills. |
| | | Inculcate key competencies in teachers' which could enhance their practical skills. |
| | | Reenergize their activities and motivate them to excel in teaching. |
| | | <i>Promotion of quality</i> would be through a greater focus on performance, curricular reforms and better human resource management. |
| | | Creating conducive working ambience and making teaching and research a learning experience for life time. |
| 2 | Student Support | One contact programme with students in a term I (Introductory) and second in appreciation of their co-curricular and extracurricular achievements. |

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| | | One value added course of at least five hours in a year per department would help the students in acquiring an edge in their respective subjects |
| | | Strengthen "Student Grievance Cell" |
| | | These will monitor and oversee the implementation of policies and programmes for the weaker sections and their progress in their respective institutions in achieving social inclusion |
| | | Campus networking for International Students |
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| 3 | Infrastructure | Sharing of infrastructure especially high end Instruments/ Equipments and promote its optimal use. |
| | | Relocate some of the office sections |
| | | Improve drinking water facilities in the campus |
| | | Maintain hygiene in common rooms and laboratories |
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| 4 | Administration | Effective use of ERP by office staff and head of departments |
| | | Competency of staff in handling exam, admissions and result related grievances needs to be enhanced. |
| | | Aptitude of the staff towards changing needs/requirements of national agencies and state governments with regard to career advancement schemes, affiliation process etc., |
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| 5 | Others | Development of special Sports Library. |
| | | Cater to the needs of students' sports - Guest lecture, screening of special documentaries to motivate them and workshops be renowned sports person. |
| | | Institutionalization and Internalization of Best Practices. |

Academic Benchmarks

1. Level of Academic Challenge with predefined parameters
2. Use of Performance indicators in teachers' evaluation
3. Student Interactions with Faculty Members
4. Active and Collaborative Learning
5. Enriching Learning Experiences through class interactions, expert and industrial interfaces wherever possible.
6. Supportive Campus Environment