

BEST PRACTICE-1

1. Title

Promoting Girls' Education

2. Objectives

- (i) To promote equity and equality in society and to help girl students achieve their career goals.
- (ii) To inculcate the quality of leadership, decision making, and other life skills among girl students.
- (iii) To facilitate equal access and opportunity to girl students in learning and provide exposure to develop individually as well as socially in order to contribute to the nation building.
- (iv) To help girl students realize their full potential.
- (v) To develop independence, self-reliance and competence among girl students.
- (vi) To develop self-care skills and positive self-esteem among these students.
- (vii) To provide various scholarships to needy students.

3. The Context

Ram Sukh Das College was founded and developed with a distinct aim of serving the youth of this and outlying areas. The college very well realises that an incessant focus on promoting the cause of education among girls of this border and rural belt is must in fulfilling the dream of society based on equity and equality. Every student has right to receive education within the regular education environment. Quality education is necessary for all the individuals to develop and advance in the knowledge driven world. Girls are lagging behind in education in the region. The higher education institutions in the region face impediments to increase girl students' enrollment. In view of the situation in the region, the college tries to provide every opportunity to girl students in the college. Furthermore, the definite instructions of the President to the Principal are that no girl is to be denied the privileges of higher education and culture solely on the ground that she is poor and that she is not able to pay her fee.

4. The Practice

Ram Sukh Das College aims to impart education in order to develop different faculties of personality of students of this border and rural area. The college also aims to help girl students realize their full potential by providing them quality education. To realise the dream of society based on equity and equality, the college makes constant attempts to increase the enrolment of girl students. To encourage girl students to excel in the field of academics, free books are provided to them every year. To inculcate the quality of leadership, decision making and other life skills among girl students, it is made sure that they actively participate in all the activities. Hence, the college lays a special emphasis on inculcating leadership

quality among girl students by giving them responsibility in bodies like student council of the college.

No educational institute can develop sustainably without increasing and transforming the distribution of opportunities, resources, and choices for boys and girls so that they have equal power to shape their own lives and contribute to the society. To provide such environment, the college has implemented 'Gender Policy' effectively to perform gender equality practices in every stratum in the campus. To empower girls, Women Cell of the college has also been functioning with missionary zeal. The aim of Women cell is to promote a culture of respect and equality for female gender. It is also ensured that sexual harassment is treated as an unacceptable social behaviour within the college campus and the society. Internal Complaint Committee, Anti Ragging Cell, and Grievance and Complaint Redress Cell are working actively to ensure the campus environment is free from gender discrimination.

Most of the girl students hail from rural background. Parents of girls in the region are not aware of the value of education in girls' life. The members of Women Cell of the college visit nearby villages to make the girls enlightened about their human rights, fundamental freedom for equal rights and opportunities, and the value of education in their life in this fast changing world. The college celebrates Women's Day every year and aims at creating an environment through activities like awareness programmes, seminars and interactive sessions in order to help girl students realize their full potential for learning and solving their problems independently. Many awareness programmes are also conducted to empower girl students during the last five years (2017-2022) such as "Self Defence Workshop for Girls", "Self Care Strategies", "Empowering Girls Today for Better Tomorrow" and so on. NCC girl wing (batch of 54 girls) of the college also ensures that no stone is left unturned in giving rigorous training to the girl students so as to make them physically and mentally strong enough to be effective leaders of the world of tomorrow.

Furthermore, the college campus is fully covered with CCTV cameras to ensure the safety of girl students and to prevent any untoward incident. The college provides hostel facility to girl students. The hostel is under CCTV surveillance. To provide safe and hygiene environment, sanitary napkin auto vending facility is available in the hostel.

We also focus on the students with a low yearly family income, who do not have enough money to pay for college expenses. A committee is formed to look into the claims made by different applicants and help is vouchsafed to them irrespective of any consideration to caste or creed. We disburse the aid to poor students every year to save them from discontinuation of their studies owing to financial constraints. The institute provides scholarships/concessions to the needy and meritorious students from the Student Aid Fund and Student Scholarship Fund of the college. The college also promotes several financial assistance/scholarships provided by the state government and others (Post Metric Scholarship, Minority Scholarship, DCDC Scholarship) to facilitate access to financial assistance among students. To support girls' education, the college also offers scholarship for Single Girl Child. Thus, the college helps girl students achieve their career goals. Hence, the practice is a tiny attempt on the part of the college to make this world more egalitarian.

5. Evidence of Success

Staff members' sincere attempts have been bearing fruit as the college has had a considerable strength of girl students in the recent years in spite of there being two women colleges in the same town. To encourage girl students to excel in the field of academics, free books are provided to them every year. During the last five years (2017-2022), as many as 271, 260, 262, 289, and 305 girls have availed this opportunity respectively. It is imperative to mention

here that girl students excel in all the spheres and add to the glory of the college in academics, sports and cultural activities. Our College provides various scholarships to students every year. During the last five years (2017-2022), 34% of the girl students have availed scholarships. In the last five years from 2017-18 to 2021-2022, there has been a growth of 5 % in enrolment of girl students. Hence, it can be stated that the college is playing its part by making girl students a valuable part of the society.

6. Problems Encountered and Resources Required

Some people from rural backgrounds still hold the opinion that investment in girls' education is completely futile and a waste of money. They think that girls have to travel long distances to reach educational institutions and in the meanwhile they can become a subject of gender based violence. Thus, some parents do not allow their daughters to enroll themselves in educational institutions. Such parents are unaware of the value of education for girls in this modern world. To make them aware of importance of education for girls is very challenging task. Sometimes needy girl students show hesitation to claim scholarships. Hence, to identify such students who deserve to get scholarship is a challenging task.

BEST PRACTICE-2

1. Title

Adding to Intellectual Progression and Skill Development of Students

2. Objectives

- (i) To produce professionally competent and skilled workforce.
- (ii) To bridge the gap between industry and academia.
- (iii) To develop soft skills and life skills of students.
- (iv) To expose the college students to the working of corporate sector.
- (v) To make the students aware of employment opportunities in comparatively new areas.
- (vi) To encourage the students to pursue higher education.
- (vii) To encourage students to have in-depth knowledge of their respective domain area.
- (viii) To sharpen intellectual prowess of the students so as to enable them to analyse the world around them.

3. The Context

The college was established with the vision of creating human capital that is socially committed, globally competent and exhibits scientific temperament. In the illustrious journey

spanning over a century, the RSD College Trust and Management Society has ensured that the college never wavers in its vision. The motto of the college is to produce professionally competent and skilled workforce that can not only survive but also thrive in a competitive world.

Keeping in view the present scenario, employment opportunities are rare in Govt. sector. Our college encourages the students to make their career in corporate sector. The focus of the college is to bridge the gap between industry and academia; hence the emphasis is on equipping students with professional aptitude, acquainting them with the state of art technology and teaching them soft skills. World class labs equipped with latest configurations are the proud possession of the college. In a volatile world that is changing every moment, the teaching faculty is also determined to teach students the need of 'unlearning' and 'relearning'. Various curricular and extra-curricular activities are regularly undertaken to bring about complete transformation of the learners and to convert them into responsible citizens.

4. The Practice

There is an active 'Competitive Exams and Career Counselling Committee' which helps students to explore and locate the right career options as per their personal aptitude and skills. Our college organizes seminars/interaction sessions by industry experts with students on career choices such as "Alternative Career Choices", "Career in Insurance Industries", "Career in Physical Education" and so on. The students are encouraged to realize their hidden potentials. The college also realises the importance of training and exposure. Therefore, visits by renowned personalities from IT sector and the field of academics are regular features of the academic calendar. All these activities are undertaken to make students employable.

Placement drive is regularly undertaken to provide adequate job opportunities to students. Collaborations with industries/institutions give students exposure to business world and help them build the essential skills through which they compete and succeed in the real world. The college takes pride in its commendable performance and excellence in terms of its student intake, quality education and students' success rate etc. To expose students to real life situations, tours and excursions are arranged regularly, and workshops and seminars by experts from corporate sector as well as from the field of academics are organized periodically, namely "Education Tour to DMCH, Ludhiana", "Educational Trip to Tiger Safari Zoo, Ludhiana", "Industrial Visit to AP Refinery Pvt. Ltd., Jagraon", "Industrial Visit to Piford Technologies Pvt. Ltd., Mohali", seminar on "Higher Education in India: A New Vision 2030", "Advance in Nuclear and Solid State Physics", lecture on "Digital Marketing", workshop on "Workshop on Excel", a free camp "Blood Group Test and Blood Sugar Test" and so on.

To improve students' soft skills, teachers organize activities like Group Discussion, Role Play, Mock Interview, and Debate throughout the session, namely "Communication Skills and Employability", "Role of Media in Society", "Hindi Bhasha Ka Badalta Swaroop",

“Plastic should be Banned”, and so on. The college also conducts Value Added Courses to improve students’ soft skills and life skills.

In addition to this, the College has recently introduced vocational courses such as B. Voc. (MLMDT), B. Voc. (SD), and B.A./B.Sc.-B.Ed. These courses have been introduced to improve the skills and employability of the students and concentrate not only on the theoretical knowledge, but also on practical way of training. The students of PG Courses/Professional Courses undergo 'Training Programme' in different industries/financial institutions/schools/hospitals as a part of their academic curriculum. An ICT Lab equipped with latest technology and equipments further adds to the employability of students.

5. Evidence of Success

After getting the required skills from the college, some of the students have started their own business and have generated employment for others; while some others have got placed in reputed companies like Infosys, TCS, Deloitte, Wipro, Accenture, Tech Mahindra etc. Many students have also qualified competitive exams such as UGC NET, PSTET, Bank PO etc. For example, 32 students cleared exams like UGC NET, PSTET,CTET and so on during the session 2021-2022. Some students of Bachelor of Arts, namely Karan (known as Shahbaaz), Veer Singh (known as VS Randhawa), Gurwinder Singh (known as Gogi Sande), Prince Sidhu, Gurfateh, Sandeep Singh (known as Gold Deep) have excelled in Punjabi Music Industry after getting required skills from the college. A large number of students have joined universities or other institutes to attain higher education and to enhance their academic qualification. 15.05 % of the outgoing students have progressed to higher education during the last five years (2017-2022).

6. Problems Encountered and Resources Required

There are inadequate job opportunities for students in the border belt. There is also growing trend among students of Punjab to move abroad in the search of employment and higher education. Motivating students to remain here is also a challenging task. Students, who hail from border area, lack in communication skills and presentation skills which are required to face the emerging challenges in the job sector. In recent years, the college has started job-oriented courses like B.Voc. (SD), B.Voc. (MLMDT), and B.A./B.Sc.-B.Ed. There is also need to expose students to real life learning through industrial visits etc.