

TURKU HANSDA LAPSA HEMRAM MAHAVIDYALAY

(A Govt. Aided General Degree College affiliated to Burdwan University and registered u/s 2(f) & 12(B) of UGC Act, 1956)
[Established in 2006 and Accredited 'B' by NAAC in 2016]

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7. Institutional Values and Best Practices

7.2: Best Practices

7.2.1: Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual

DOCUMENT: Best Practice

1. Empowerment through self employment in the adopted village:
Making of Bio- degradable Plates from Sal Tree Leaves.
2. Recognition of Excellence through Felicitation: An Intra Institutional Practice



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Best Practice 1

The institution has been able to generate a skill oriented practice to empower the people of neighbouring villages.

Title of the Practice:

Empowerment through self employment in the adopted village: Making of Bio- degradable Plates from Sal Tree Leaves.

Objectives:

- Acquainting the residents of the adopted village about the process of collecting proper Sal Tree leaves suitable for the purpose of making cheap and good quality Bio-degradable Plates
- To make these people self- sufficient in identifying one of the most convenient ways of becoming economically independent within their own community.
- To enhance the bonding of Man and Nature by making the maximum usage of naturally obtained materials in this process.
- To empower the marginalised section of this area by making them eligible to impart their learned skills to their community and beyond.

The Context:

The College is situated at a place surrounded by less- privileged people from the Santali and other tribal Communities which is full of adults without any formal education. They are however very close to their ancestral and indigenous mode of living due to which the idea of acquainting them with the technique of becoming economically engaged amidst their own natural surroundings appeared a beneficial way of extending the institution's support towards creating a pollution free environment with the use of local resources as much as possible.

The challenge however was to make these people believe in themselves and have faith in the institution's intention of becoming a part in their progress. Language was a barrier as many of them could not gather the frequency of our standardised version of communication which was somehow managed by local students and representative teachers.

The Practice:

The practice of making Bio- Degradable Plates from Sal Tree Leaves is a continued practice since 2018. The practise of making plates from Sal Tree Leaves was carried out in the following manner:

- A detailed plan with the possible outcomes is chalked out prior to the visits to the adopted village for the purpose.

- A group of teachers, non teaching staff members and representative teachers from the NSS team discuss amongst themselves about the detailed plan of action for this practise.
- Most importantly, the teachers and students of the Santali Department of the College take an active interest in this project to reduce the linguistic barrier arising with it.
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- In order to collect the raw materials for this project, dates were fixed for gathering best quality Sal Tree leaves for this purpose.
- *Cleaning, Washing , Sewing of the leaves was done manually by the villagers before sending the sewed plates inside the Compression machine to give a proper shape to the plates for making them usable by all.
- *After the plates were made, packaging was conducted with great care before the finished products could be sent to the market.
- *This practise helped in recapitulating the self help motive for the rural and marginalised section of the tribal society in the adapted village by reviving the motto of ‘Atmanirbhar Bharat’.
- *This practise became one of the ways of projecting an all- inclusive nature of the College as an institution of higher education.
- *The limitation associated with this project was regarding the availability of finance to support the cost of the machine which was however obtained from the institution.
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Evidence of Success:

A number of self financed small business set ups were planned by the young villagers who were able to master the job for their own need. The plates so made in the machine could be sold in the local market to generate an additional income. This ensures a better life of survival for their families and their communities in future. A feeling of confidence and self- worth became an important part of their lives. Although this practise was not remarkable in terms of assets creation, it inspired the villagers to think beyond their limits with the objective of obtaining self employment.

The results indicated the positive outcome of a joint initiative between the College authorities and local residents of the place. It helped in clearing the pre-existing barriers between the highly educated staff members of the College and the poorly educated residents of the surrounding villages.

Problems encountered and resources required:

Most of the Trainees were inefficient in the handling of the machine because it was obviously a risky job. For this we needed more time and perseverance with the trainees. Being naturally

repulsive of technological aids, many people from the tribal community were reluctant to handle the machine from the beginning.

Resources were required to supply food and refreshments for the trainees in the long hours of the programme. The problem of scarcity in the supply of good quality leaves often slowed down the targeted progress of this practise as rainy season and an over -dry weather would reduce the quality of the Sal Tree leaves.

Challenge was also encountered in the field of storage of the excess leaves as they would tend to dry up quickly in sunny weather.

Notes:

The incubation centre of the institution was functional in 2023 to impart additional knowledge on the areas of improvement regarding employment opportunities for the tribal and marginal people of the adapted village.

NO. 2

TITLE: RECOGNITION OF EXCELLENCE THROUGH FELICITATION: AN INTRA INSTITUTIONAL PRACTICE

OBJECTIVES:

- To maintain the standard of the institution by acknowledgement of excellence among the teaching and non- teaching staff members through annual felicitation.
- To improve the work culture of the institution by encouraging them to dedicate them for the institutional progress.
- To recognize the excellence of determined staff members through institutional felicitation to encourage other staffs to follow them.
- To set a standard of the institutional quality in-front of the newly admitted students and their parents.
- To upgrade the teaching standard of the institution by focussing on the topic of academic enhancement through the acquirement of higher degrees in areas of Research and academic excellence by publication of academic papers or through participation in Seminars.
- To welcome the newly joined teaching staff members into the extended professional family of THLH Mahavidyalay.

CONTEXT:

This institution had begun its journey by overcoming a large number of obstacles in terms of socio- economic and political barriers in the initial stages of its functioning. The contribution of

the staff members was indeed an important part in the development of the institution since its establishment. Most of the staff members in the institution are always busy in imparting their best for the institution. The Faculty members have always actively engaged in the efficient delivery of the curriculum through the maximum utilisation of their time for College related activities. The non- teaching staff members have been equally efficient in handling the administration during offline as well as online mode. The idea of the practise of felicitating the contribution of the staff members was one way to honour and recognize their dedication and diligence towards perfection. The newly joined teachers are welcomed through their felicitation. The teachers acquiring their Ph. D and M. Phil degrees are also felicitated through the same practice to serve as examples of academic excellence.

PRACTICE:

Annual felicitation days were organised by the Teachers' Council and Cultural Committee of the institution in collaboration with the IQAC to honour the efforts of excellent performance within the institution and also to welcome the newly joining teachers along with the academic degree achievers among the faculty members of the institution. The Head of the institution was consulted by the Teachers' Council to choose the best employees annually from the non-teaching and teaching staff members. Names were suggested and unanimously accepted and dates were fixed for the events every year. Best performance award in the field of attendance were given for encouragement to both the teaching and non- teaching staff members and teachers were felicitated for being newly joined and also for achievements in the field of Research practise.

Teachers and their awards:

- In the academic year of 2018- 2019 the encouragement award for best attendance of faculty members was given to Mr Amit Chandra Das of the Physics department and Mr. Mrigen Mondal of the English department. The same award in the non teaching section was received by Mr. Sattar Ali and Mr. Mriganka Sekhar Sen.
- In the academic year of 2019- 2020 the encouragement award for best attendance of faculty members was given to Dr. Nur Upsar of Philosophy department and Mr. Dipankar Sinha of the History department. The same award in the non teaching section was received by Mr. Sattar Ali and Mr. Subrata Mondal.
- In the academic year of 2020- 2021 the encouragement award for best attendance of faculty members was given to Dr. Suman Mukherjee of History department and Mr. Mizanur Rahaman of the Physical Education department. The same award in the non teaching section was received by Mr. Sattar Ali and Mr. Firoj Seikh.

- In the academic year of 2021- 2022 the encouragement award for best attendance of faculty members was given to Dr. Bratati Chakraborty of the Sanskrit Department and Mr. Mizanur Rahaman of Physical Education department. The same award in the non-teaching section was received by Mr. Ajfar Ali , Mr. Firoj Seikh and Mr. Krishnendu Mukherjee.
- In the academic year of 2022- 2023 the encouragement award for best attendance of faculty members was given to Mr. Amit Chandra Das and Mrs. Beauty Mondal of Sanskrit department. The same award in the non- teaching section was received by Mr. Sattar Ali and Sabila Bibi.

Felicitation to the following members by the Head of the institution was performed for obtaining their Professional degrees:

1. Dr. Monalisa Ghosh of Political Science for Ph.D
2. Dr. Jagannath Mondal of Geography for Ph.D
3. Prof. Soumik Paul (M.Phil) of Sanskrit
4. Dr. Washim Raja for Ph. D in

Dr. Md. Hasan Askari, Jayanta Barman and Gurucharan Murmu and Babucharan Rabha were felicitated as new appointments in the post- Covid session.

EVIDENCE OF SUCCESS:

This practice was highly successful as the responses from the teaching faculty and non teaching staffs were pleasing and truly encouraging for this practice. The attendance level and overall performance of the staff of the institution received a boost after each annual felicitation incident. Recognition of contribution by the employed staff also helped in the building of a harmonious environment irrespective of any discrepancies pre- existing in the institution. Students who were present realised the necessity of basic values like discipline and punctuality from the awarded staff members.

PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED:

It was one of the best moments as the entire staff could appreciate each other's excellence and no such problems were encountered. Resources like certificates and trophies with gifts were obtained from the College fund.



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