7.2.1. Describe at least two institutional best practices

Title of the Practice: Women Empowerment

Objectives of the Practice

Women constitute more than 60% of the total student strength of the college. The majority of them come from drought and famine-ravaged rural areas, where miserable conditions of utter poverty, illiteracy, ill-health and superstition take hold of their lives. Thus they are doubly affected by the backwardness and discrimination. So, the college has resolved to take up the cause of Women Empowerment for the women students with the objectives of

- Mentoring women students on women specific issues with one womenteacher as mentor for every 20 women mentees.

- Creating an environment through awareness programmes to enable the students to realize their full potential for learning and solving their problems independently

- Arranging special sessions with the police and social activists for enabling the female students to be aware of several types of 'evil designs' by professional criminals for the worst type of exploitation taking the advantage of their innocence and gullibility.

- Involving social activists and Government officials to enlighten the students on human rights and fundamental freedom for equal rights and opportunities.

- Organizing debates and discussions on gender equality to enable the students to realize gender sensitization, thus leading to more equality and harmony in family and society.

- Conducting seminars and special sessions on ragging, eve-teasing and dowry system to expose the ill-effects of the evils.

- Development of vocational and technical skills among the women students by providing special training to enable them to become independent earners of their living.

- Tackling the social, developmental, health consequences and prevention of **COVID** 19.

1. The Context

- The women students, in the beginning were not enthusiastic to participate in the deliberations.

- Some parents and staff vehemently opined that the awareness / sensitization programmes defeated the very purpose of sending their wards to college.

- The coordinator and the members of the unit had to visit certain families and persuade the parents that all the programmes were meant for the betterment and empowerment of their dear daughters.

- As the gender sensitization programmes designed revealed several disparities and inequalities, that we might not have noticed earlier, people especially the other gender, argued discussing gender and gender roles would break up families and destroy society.

- Some parents even found fault with the college that their children were detained in the college beyond working hours for unconnected and counterproductive programmes.

- Under these circumstances, the college has thought it appropriate to forge ahead with the objective implementations the objective for which an exclusive cell is created.

2. The Practice

Discrimination against women even in the 21st century is a devastating reality. That is why 'gender inequality' has been a matter of serious concern across the globe and within the countries. India still has a long way to go before achieving gender equity and empowerment of women. Especially, the rural areas are ravaged by the miserable conditions of abject poverty, illiteracy, ill-health and superstition. The college girls account for 52% of the total strength and most of them come from rural areas. The majority of these girls belong to the weaker sections including scheduled caste, scheduled tribes, other backward classes and minorities without proper access to education, health and other productive resources. Therefore, they remain largely as the marginalized poor and socially excluded.Joining a degree college in the town and acquiring higher education involve money and higher things.

So the poverty-stricken and tradition-bound parentsreluctantly admit their daughters to colleges. Being the most vibrant and dynamic segment, the youth including girls, is our most valuable human resource. We cannot afford to neglect our female force to be the victims of discrimination, exploitation and segregation. So the college resolved to empower female students to face the vicissitudes of life boldly and successfully for a life of peace, harmony and dignity.To achieve the aim, the college established a Women Empowerment Cell (WEC) with a senior woman teacher as its Coordinator and three other senior women teachers as its members. All female students are eligible to take membership of the Cell irrespective of their status. There are two hundred girl student members in the unit.The Coordinator and the members of the unit meet twice a month and decide the conduct of awareness sessions during leisure hours sensitizing the girls to know why and how they are given subservient role in spite of their equal or even more abilities than their counterparts. They also draw an annual action plan for organizing various awareness programmes / seminars /workshops and interactive sessions. The Principal along with the Coordinator monitors the implementation of the plan. The Coordinator and the members are responsible for the implementation of the programmes in consultation with NGOs , Inner Wheel Club and Government officials from the Department of Social Welfare, Adult Education, Women and Child Welfare, Judiciary and Medical Departments.The Women Empowerment Cell is working for the protection of women'srights and actively empowers women creating conditions for gaining confidence in their abilities. It aims at curbing the social evils like eve-teasing, ragging and dowry system providing necessary counseling and guidance by professional women counselors, social and rights activists, enlightened academics and professional psychologists and psychiatrists, so that the women students become aware of unjust gender discrimination, the human rights, the legal provisions available for their protection, importance of higher education for higher enlightenment, mental and physical fitness.

.Problems Encountered and Resources Required

 * The modest and diffident students were reluctant to cross their academic borders affecting the successful conduct of awareness programmes.

 * Ensuring the all-round support and participation of women teachers in the programmes is also a tough task

* Women students' impulsiveness in the matter of love in the adolescent age is a sensitive issue to be dealt with by women teachers.

* Organizing various programmes during working hours, sometimes, has ledto sacrificing the class work.

* Sometimes, the participants were put to disappointment as the resource persons did not turn up for the camp.

* Implementation of the annual plan and its monitoring has become a toughtask in view of tight academic schedule in the autonomous ambiance.

2. Title of the Practice: Admission Process

- Goal ::
  * Meet and exceed institutional goals in admission strategically (enrolment and retention)
  * To ensure access to higher education by all categories of students (Equity and Inclusiveness).

- The Context ::
  * The Science combinations of B.Tech. do not get good enrolment due to the demand for professional courses. The challenge is to attract and retain the students in science combinations.
  * Due to the presence of many competitive institutions in the neighborhood, attracting quality students to B.Tech, M.B.A and Diploma is a challenge. The admission process must be started in time, the meritorious students identified at the earliest and the admission list is to be notified. Otherwise, delay in admission list generation would cause the bright students to seek admission elsewhere.
  * It is essential to ensure gender equity and access to education by the marginalized sections of the society by giving due weightage in admission process as per the AICET Education Act.

- The practice::
  * The admission process starts by conducting campaign in colleges and schools
  * The admission application forms are issued on the day of online allotment

announcement of APEMCET of Andhra Pradesh State Council of Higher Education Board. The applications are issued till the last date and time for receiving the application forms.

The following important aspects are displayed for information to the general public and aspirant students.

a) Seat matrix for different courses and for different categories of students as per the Govt. norms and the AICET Education Act.

b) The cut-off dates for receiving the filled-in application forms, announcement of first list of selected students, last date for admission of the students selected under first list, announcement of second and subsequent lists. INNOVATIONS and Best Practices AVANTHI Institute of Engineering and Technology.

c) Fee structure for different courses and different categories of students.

* An acknowledgement is provided to the students for receiving applications showing the date of receipt and signature of the official-incharge along with the college seal.

* The details of applications received are entered into the computer by data entry operators. The details involve student name, application number, marks obtained in PC or equivalent examination, institution last studied, category, Parental Annual Income, etc.

* Admission to B.Tech. courses is based on APEAMCET Ranks, academic record and counseling after assessing. No particular cut off percentages are set since highly meritorious candidates do not sustain in the course as they aspire for professional courses.

* Admission to B.Tech, M.B.A and Diploma Course is based on merit, till all the seats are filled, are announced on merit among the applicants.

* An Enquiry counter will be set up to answer the queries and show the position of the candidate in the consolidated merit-list.

• SPECIAL ASPECTS:

Admissions are carried out by a group of teachers with a senior faculty as the Admission Committee convener. According to the seat matrix, the first list of students selected for admission is announced on the date and time mentioned. Last dates are made known to the applicants. Depending on the availability of

seats, further admission lists are announced until the last seat is filled by merit.

A. **Other State Students**: Students from outside the state are encouraged to join the college and such of those students are required to meet the Principal in person and seek admission. Subject to eligibility certificate and migration certificate issued by the concerned universities, admission is made either on the basis of merit or from the Management quota.

1. Problems Encountered and Resources required. There has been a competition generated amongst the staff of different science subjects to attract the students to their subjects. This sometimes creates unhealthy debates and unrest in the system. Due to a large number of students with merit belonging to reserved categories take seats from general merit quota, To ease the admission process and hasten the process, dedicated computers with good printers and high speed internet are essential. Robust admission software is required to be generated and custom made due to various constraints in generating the admission register, day book entries, receipt generation, etc.

1. Title of the Practice II. Improving Teaching – Learning Process

2. Goal To ensure the completion of syllabus according to the academic planner of each department To encourage teachers to adapt to technological advancements including ICT adoption in class room teaching To improve pass percentage and enhance the number of ranks bagged by the college at the university level examinations

3. The context the syllabus coverage in some cases is being hurried and towards the end of the semester where information are being crammed at once. This sluggish coverage initially and hurried coverage later should be avoided giving enough time to student in comprehending the topics and assimilating the facts. The teachers find it difficult to keep pace with the techno – savvy student learners. It has become essential for some of the teachers to adopt to the latest pedagogic styles and include ICT in class room teaching. The mismatch between the student learner and the teacher in the use and comfort of handling varieties of tools available for teaching – learning needs to bridge.

4. The practice Academic planner along with the calendar of events is uploaded on the website for information to students. The teaching – learning committee along with the heads of different departments monitor the pace of coverage of the syllabus. INNOVATIONS and BEST PRACTICES A V A N T H I C O L

L E G E Informal feedback is obtained from students regarding the content delivery by different teachers. The teaching – learning committee members and the class teachers hold frequent informal meetings and cull out the information needed. Frequent assignments, tests and evaluation are conducted to improve performance in the semester – end examinations seven class rooms are made ICT ready and many departments have the necessary tools for handling the class room teaching with the help of ICT. All department staff and programmers train the teachers in the use of Power Point Presentations, browsing the internet for useful resources, uploading content on the college google class room, use of google docs for information sharing, etc.

5. Evidence of Success some of the teachers have adopted modern pedagogic styles and ICT in their classes. Some of the notes are uploaded in the individual department google class rooms and whatsapp groups. Appropriately paced and timely completion of syllabus Increased attendance in the classes Improvement in results.

6. Problems encountered and Resources required: Development of animation based power point presentations in teaching, particularly in technical subjects, has been hindered due to the want of in – house technical expertise. The demand for ICT resources is increasing and paucity of funds has been the biggest impediment which may dampen the spirit of technology adoption by teachers.