



## Best Practice #1

### Title: Skill Enhancement 'Footsteps towards Professional Leadership'

- Objectives of the Practice:** Practical knowledge and skills, are the life and breathe of the professional world. Under the practice of Skill Enhancement the college aims towards gearing the technical skills in the students through which they would be successful leaders across all industry sector.
- Context:** Understanding the need for practical knowledge with academic excellence this year was embarked as a year of Skill Development. The college shifted focus to the development of real-life practical skills instead at par with academic excellence. Following standards were the primary concern in light towards Skill Development among students:
  - Fostering specialized skill sets among students to increases employability.
  - Empowering personal growth through enhanced skills and opportunities.
  - Nurturing talents in desired field of expertise.
  - Instilling the students with skills for future entrepreneurs.
  - Developing leadership and innovation among students.
- Practices:** In the creation of culture which encourages professional development through skill development, the college consciously has been working for making skill enhancement to be most effective by connecting it to the students' career goals. College has setup industry connects by signing MoUs', they are involved in conducting workshops, provide suggestions for curriculum as well as process improvement. All Skill based courses follow an outcome base education by developing course plans with objectives and outcomes. Therefore in the current year, the college made academia-industry partnership with Bajaj Finserv, Red Hat Academy, Miles Education Pune, Jabalpur Incubation centre, JNKVV Jabalpur etc. The college is also recognized as Sub Centre for DOEACC 'O' Level Software course from NIELIT, New Delhi. The college has a listing of the various skill enhancement certificate and diploma courses focused on the long term goals and professional growth of the students. Following is the listing of the various certificate and diploma courses undertaken-



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DST-FIST Supported & Star Scheme by DBT

Internal Quality Assurance Cell

Diploma and

## Certificate Courses

- Advertisement & Sales Promotions
- Computerized Accounting & Management with GST Tally
- Income Tax Return Filling
- Goods and Service Tax Return Filling
- B. Com. with US CMA
- Programme in Banking, Finance & Insurance in collaboration with Bajaj Finserv
- DOEACC 'O' Level Software Course
- Red Hat Certified System Administrator
- Diploma in Computer Operator
- Certificate for Computer Operator (CCO)
- कार्यालय एवं जनसंचार कार्यविधि
- Foreign Languages(French)
- Chemistry of Food: Analysis and Estimation through Latex
- Water Quality Monitoring
- Innovative Zoological Practice
- Hands on Training in Microtomy
- Plant Tissue Culture Analysis
- Research Documentation through Latex
- Basics of Matlab
- Historical Tourism Destination Management
- Certificate course in Human Rights
- Certificate course on Global Understanding
- Certificate course on Spoken English

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## Best Practice # 2

### Title: Diversity and Inclusion: Redefining Strategic Governance.

- Objectives of the Practice:** Education is a seamless endeavour, where governance makes eminent senses by identifying the institutions administrative framework for creating and managing practices. Diversity and Inclusion Practice are integrated within our larger governance framework making the institution 'Best-In Class Employer'. The institution is able to continue its solid progress, creating an inclusive workplace that drives innovation, growth and leadership.
- Context:** The college is committed to work diligently to strengthen and sustain the Aloysians differential brand through setting up of simple schematics for linking teachers, students, academicians, corporate and society building transparency in responsibility through effective measures under inclusive workplace and learning environment. The strategic governance framework is channelized in the following two areas of focus:
  - Best-In Class Employer
  - Inclusive Learning Workplace
- Practices:** In account to this the college harnesses its collective strength to deliver the mission we standby. Our efforts include sharing the progress with all the members linked and creating an environment where the faculties and students feel valued. Following points gives an insight of the various practices-
  - **Best-In Class Employer** - The institution is dedicated to provide opportunities for all staff to progress their careers at the College, and recognize all staff for their contributions to the College's mission. The college creates an environment which is respectful, kind and collaborative. This enables the college to create an equitable environment for work and study that values diversity and promotes inclusion through the actions in our Equality Diversity and Inclusion Strategy.

Following are the actions which best describe our working during the year.



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- The most noteworthy aspect from the college accountability was shown in the Pandemic condition where almost all the colleges had economized, the college stood tall in holding the staff financially strong paying full salary. Above all the assisting staff members of the college were taken in hand at priority during this time that is, the payment of full salary, first to the non-teaching staff, was an act of a good shepherd being kind and considerate to the weakest of the flock
- The staff development and growth was on continuous progress. Multiple Online National / International Webinars, were conducted and attended by all the faculty members.
- Multiple In-house Faculty Development Programs were conducted concentrating on various procedural aspects of Webinars
- A well planned arrangements was initiated for the conduct of Open book examination. Various educational institutes in the state were designated as copy collection centres for the submission of the answer books by the students' thereby providing commuting feasibility and protection in adverse situation.
- At the time of the close down a system was in place of regular meetings of the faculty members with Principal, Deans' and Head of the department for discussing the progress and streamlining the working on various aspects of the current session and for the next session.
- ***Inclusive Learning Workplace***- The core responsibility of the college is to build and develop an efficient landscape of talent, contributing to achieving the goal and becoming a steward of our mission.
- With our distinctive approach towards holistic learning experience the college enhances the portfolio of activities, opportunities for professional development, and extra-curricular experiences available to our students.
- The college continue to engage students at all points of their time at Aloysius and beyond, so that they feel part of our vibrant learning community, and become engaged alumni.

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- The students were productively involved in during the period of lockdown in various online certificate and diploma courses.
- The mentoring teachers conducted one-to-one meeting with the students assisting in their academic and mental health.
- The principal and the faculties were available to help and assist the students.
- Open book examinations for 1500 UG and 136 PG final year students was efficiently conducted.
- Keeping in the guidelines laid by the state government the college stood first in delivering all the results for the academic session with ease.

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