



YEARLY STATUS REPORT - 2023-2024

Part A

Data of the Institution

1.Name of the Institution		Grizzly College of Education
• Name of the Head of the institution		Dr. Mridula Bhagat
• Designation		Principal
• Does the institution function from its own campus?		Yes
• Alternate phone No.		7070098799
• Mobile No:		7070098791
• Registered e-mail ID (Principal)		grizzlycollege@gmail.com
• Alternate Email ID		principal@grizzlycollege.org
• Address		Near Satpuliya, Gumo
• City/Town		Jhumri Telaiya
• State/UT		Jharkhand
• Pin Code		825409
2.Institutional status		
• Teacher Education/ Special Education/Physical Education:		Teacher Education
• Type of Institution		Co-education
• Location		Urban

• Financial Status	Self-financing				
• Name of the Affiliating University	Vinoba Bhave University Hazaribagh Jharkhand				
• Name of the IQAC Co-ordinator/Director	Dr. Manish Kumar Psawan				
• Phone No.	7070098799				
• Alternate phone No.(IQAC)	7070098791				
• Mobile (IQAC)	8005400618				
• IQAC e-mail address	manishkumarp11@gmail.com				
• Alternate e-mail address (IQAC)	manishgurujee@gmail.com				
3.Website address	https://grizzlycollege.org				
• Web-link of the AQAR: (Previous Academic Year)	www.grizzlycollege.org				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://control-panel.org.in/CMS-PAGE/cms_eDocument/A91B1GRIZZLYCOLLEGE7269476A6979AcademicCalender2023-24.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B	2.37	2022	25/01/2022	24/01/2027
6.Date of Establishment of IQAC			27/11/2018		
7.Provide the list of funds by Central/ State Government-UGC/ICSSR/ IUCTE/CSIR/DST/DBT/CPE of UGC/PMMMNMNTT etc.					
Institution/ Department/Faculty	Scheme	Funding agency	Year of award with duration	Amount	
Nil	Nil	Nil	Nil	Nil	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		

<ul style="list-style-type: none"> • Upload latest notification of formation of IQAC 	View File	
9.No. of IQAC meetings held during the year	4	
<ul style="list-style-type: none"> • Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> • (Please upload, minutes of meetings and action taken report) 	View File	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> • If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
Organizing In-house Curriculum Planning		
Organizing Faculty Development Programme(FDP) Seven-day		
Linkage & MoU		
Yoga Certificate Course		
Seven Days Induction Programme		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year (web link may be provided).		
Plan of Action	Achievements/Outcomes	
https://ctrlpanel.in/CMS-PAGE/cms_eDocument/A91B1GRIZZLYCOLLEGE7269476A6979ActionPlan2023-24.pdf	https://ctrlpanel.in/CMS-PAGE/cms_eDocument/A91B1GRIZZLYCOLLEGE7269476A6979ActionTaken2022-23.pdf	
13.Whether the AQAR was placed before statutory body?	Yes	
<ul style="list-style-type: none"> • Name of the statutory body 		

Name of the statutory body	Date of meeting(s)
Governing Body	08/06/2024

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2023-24	21/12/2024

15. Multidisciplinary / interdisciplinary

Grizzly College of Education is affiliated to Vinoba Bhave University Hazaribag. This College has designed its courses with a multidisciplinary and interdisciplinary approach. The Teacher Education and Teacher Educator Programs are tailored to these approaches, focusing on the comprehensive development of teachers and teacher educators to enhance all the programs offered. Currently, the integration of Arts, Science, and Education reflects the multidisciplinary approach. Courses such as Language Across Curriculum (including Hindi, English, and Urdu), Art in Education (covering Music, Dance, Drama, Paintings, Drawing, model making, etc.), and Physical Education exemplify the interdisciplinary approach. These courses aim to integrate effectively for the betterment of school education specifically and education in general. Therefore, the college has implemented NEP 2020.

16. Academic bank of credits (ABC):

Academic Bank of Credits (ABC) is the initiatives taken by the institution to fulfill the requirement of Academic bank of credits as proposed by NEP 2020. ABC can be considered as an authentic reference to check the credit record of any student at any given point in time. Thus, the concept of ABC is fuel to boost the efficiency of faculty and help students embrace a multi-disciplinary educational approach. The idea is to make students "skillful professionals" and help their overall growth. Grizzly college of Education has asked all students to start Digilocker which is must as per NEP 2020. All the students have made their Digilocker account in his mobile. The institution is registered under ABC to permit the learners to avail the benefit of multiple entries and exit during the chosen programme.

17. Skill development:

A teacher shapes the future and our college offers teacher training courses with a focus on essential skills for developing effective

educators. At Grizzly College of Education, we provide training that emphasizes the following skills:- Classroom management Time management Group discussion Reading, writing, and thinking Communication Self-confidence

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

Our institute specializes in teacher training, preparing trainers in the field of education. Currently, the Indian knowledge system is increasingly emphasizing modernity in education. Today's education system is no longer confined to a single classroom but has expanded to a global scale. Recognizing that a teacher shapes the future, our college instructors prioritize the integration of modern techniques in education. The institute's faculty enhances their knowledge through orientation programs, seminars, conferences, workshops, and other activities organized by the UGC, facilitating a seamless integration of the Indian knowledge system. Teachers should be proficient in language and capable of preserving and advancing their culture. Our teachers train trainees through online courses, focusing on Indian knowledge, language, and culture. The institute offers prospective teachers a variety of educational courses and training options. Students are also encouraged to perform folk dances in Hindi, Sanskrit, Bengali, Urdu, regional languages, and on special occasions, Indian classical dances. This practice supports the proper integration of the Indian knowledge system.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

Outcome-Based Education (OBE) is a student-focused teaching and learning approach where course delivery and assessment are designed to achieve specific objectives and outcomes. It emphasizes measuring student performance, i.e., outcomes, at various levels. In this framework, the teacher acts as a co-learner and collaborator, serving as a mentor and facilitator. The teacher's challenging role is to create opportunities that encourage students to think critically, develop application and problem-solving skills, and promote higher-order learning through application, analysis, and synthesis. Multiple pedagogical approaches, such as flipped classrooms, case-based instruction, project-based learning, art-integrated learning, experiential learning, group discussions, brainstorming, role plays, and other recommended methods, foster constructive learning and active student involvement. These strategies are designed to help students achieve predefined goals.

20.Distance education/online education:

Grizzly College of Education does not offer online courses but

encourages them to continue their studies through open and distance learning while employed in the private or public sector. Online education has become a significant change in the education world since the global COVID-19 pandemic. The institution's teachers use offline teaching methods, such as PowerPoint presentations, and are also encouraged to conduct online classes through Zoom, Google Meet etc.

Extended Profile

1.Student

2.1	100
Number of students on roll during the year	

File Description	Documents
Data Template	View File

2.2	100
Number of seats sanctioned during the year	

File Description	Documents
Data Template	View File

2.3	60
Number of seats earmarked for reserved categories as per GOI/State Government during the year:	

File Description	Documents
Data Template	View File

2.4	95
Number of outgoing / final year students during the year:	

File Description	Documents
Data Template	View File

2.5	95
Number of graduating students during the year	

File Description	Documents
Data Template	View File

2.6	100
Number of students enrolled during the year	

File Description	Documents
Data Template	View File

2.Institution	
4.1	169.63
Total expenditure, excluding salary, during the year (INR in Lakhs):	
4.2	30
Total number of computers on campus for academic purposes	

3.Teacher	
5.1	16
Number of full-time teachers during the year:	

File Description	Documents
Data Template	View File
Data Template	View File

5.2	16
Number of sanctioned posts for the year:	

Part B	
CURRICULAR ASPECTS	
1.1 - Curriculum Planning	
1.1.1 - Institution has a regular in house practice of planning and/or reviewing, revising curriculum and adapting it to local context /situation. Describe the institutional process of planning and/or reviewing, revising curriculum and adapting it to the local context in not more than 100 - 200 words	
Grizzly College of Education, affiliated to Vinoba Bhave University, Jharkhand, operates in accordance with university regulations. The	

college embraces modern teaching methods to ensure the comprehensive development of its trainees in the field of education. Trainees are educated on the full utilization and benefits of Information and Communication Technology in education, equipping them to become successful and efficient teachers.

At the start of each academic year, an academic calendar is prepared, outlining all activities aligned with the university's guidelines. The college conducts student assessments through unit tests and internal examinations, following the university's pattern. Additionally, the institute organizes mock tests to help students prepare for the Teacher Eligibility Test (CTET).

File Description	Documents
Details of a. the procedure adopted including periodicity, kinds of activities b. Communication of decisions to all concerned c. Kinds of issues discussed	View File
Plan developed for the academic year	View File
Plans for mid- course correction wherever needed for the academic year	No File Uploaded
Any other relevant information	No File Uploaded

1.1.2 - At the institution level, the curriculum planning and adoption are a collaborative effort; Indicate the persons involved in the curriculum planning process during the year
Faculty of the institution Head/Principal of the institution Schools including practice teaching schools Employers Experts Students Alumni

A. All of the above

File Description	Documents
Data as per Data Template	View File
List of persons who participated in the process of in-house curriculum planning	View File
Meeting notice and minutes of the meeting for in-house curriculum planning	View File
A copy of the programme of action for in- house curriculum planned and adopted during the academic year	View File
Any other relevant information	No File Uploaded

1.1.3 - While planning institutional curriculum, focus is kept on the Programme Learning Outcomes (PLOs) and Course Learning Outcomes (CLOs) for all programmes offered by the institution, which are stated and communicated to teachers and students through Website of the Institution Prospectus Student induction programme Orientation programme for teachers

A. All of the Above

File Description	Documents
Data as per Data Template	View File
URL to the page on website where the PLOs and CLOs are listed	https://ctrlpanel.in/CMS-PAGE/cms_eDocument/A91B1GRIZZLYCOLLEGE7269476A6979B.Ed.%20ProgCourse%20Outcome%20B.pdf
Prospectus for the academic year	View File
Report and photographs with caption and date of student induction programmes	View File
Report and photographs with caption and date of teacher orientation programmes	No File Uploaded
Any other relevant information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Curriculum provides adequate choice of courses to students as optional / electives including pedagogy courses for which teachers are available
1.2.1.1 - Number of optional / elective courses including pedagogy courses offered programme-wise during the year

21

File Description	Documents
Data as per Data Template	View File
Circular/document of the University showing duly approved list of optional /electives / pedagogy courses in the curriculum	View File
Academic calendar showing time allotted for optional / electives / pedagogy courses	View File
Any other relevant information	https://ctrlpanel.in/CMS-PAGE/cms_eDocument/A91B1GRIZZLYCOLLEGE7269476A6979BEdSyllabus.pdf

1.2.2 - Number of value-added courses offered during the year

1

1.2.2.1 - Number of value-added courses offered during the year

1

File Description	Documents
Data as per Data Template	View File
Brochure and Course content along with CLOs of value-added courses	View File
Any other relevant information	No File Uploaded

1.2.3 - Number of students enrolled in the value-added courses as mentioned in 1.2.2 during the year

100

1.2.3.1 - Number of students enrolled in the value-added courses as mentioned in 1.2.2 during the year

100

File Description	Documents
List of the students enrolled in the value-added course as defined in 1.2.2	View File
Course completion certificates	View File
Any other relevant information	No File Uploaded

1.2.4 - Students are encouraged and facilitated to undergo self-study courses online/offline in several ways through Provision in the Time Table Facilities in the Library Computer lab facilities Academic Advice/Guidance

All of the above

File Description	Documents
Data as per Data Template	View File
Relevant documents highlighting the institutional facilities provided to the students to avail self study courses as per Data Template	View File
Document showing teachers' mentoring and assistance to students to avail of self-study courses	View File
Any other relevant information	No File Uploaded

1.2.5 - Number of students who have completed self-study courses (online /offline, beyond the curriculum) during the year

70

1.2.5.1 - Number of students who have completed self-study courses (online /offline, beyond the curriculum) during the year

70

File Description	Documents
Data as per Data Template	View File
Certificates / evidences for completing the self-study course(s)	View File
List of students enrolled and completed in self study course(s)	View File
Any other relevant information	No File Uploaded

1.3 - Curriculum Enrichment

1.3.1 - Curriculum of the institutions provides opportunities for the students to acquire and demonstrate knowledge, skills, values and attitudes related to various learning areas Describe the curricular thrusts to achieve the following in not more than 100 - 200 words each A fundamental or coherent understanding of the field of teacher education Procedural knowledge that creates teachers for different levels of school education skills that are specific to one's chosen specialization Capability to extrapolate from what one has learnt and apply acquired competencies Skills/Competencies such as: Emotional Intelligence, Critical Thinking, Negotiation and Communication Skills, Collaboration with others, etc.

A fundamental and thorough understanding of the teaching profession is essential in teacher education. Teaching requires instructors to develop not only knowledge but also skills and competence to meet the demands of 21st-century classrooms. Grizzly College of Education offers an orientation and induction program for new students before regular sessions begin. This program provides an overview of Teacher Education programs available nationwide and informs pupil teachers about program details and learning objectives.

As an affiliated college, Grizzly College of Education is dedicated to helping students acquire information and skills for various levels of school education. The college employs advanced methods and practical experiences such as micro and macro teaching, internships, field engagement, field excursions, laboratory work, and extension activities. Emphasis is placed on developing skills and competencies related to various personality traits to help student teachers effectively navigate their environment. Additionally, students are involved in college activities like celebrating religious and national festivals, special assemblies, and other significant events. Peer guidance and tutoring also improves teamwork.

File Description	Documents
List of activities conducted in support of each of the above	View File
Documentary evidence in support of the claim	View File
Any other relevant information	View File
Photographs indicating the participation of students, if any	View File

1.3.2 - Institution familiarizes students with the diversities in school system in Indian as well as international and comparative perspective. Describe in not more than 100-200 words how students are familiarized with the diversity in school system in India with respect to: Development of school system Functioning of various Boards of School Education Functional differences among them Assessment systems Norms and standards State-wise variations International and comparative perspective

All students at Grizzly College of Education gain a deep understanding of the diverse aspects of the Indian school system through both theoretical and practical components of the curriculum, as designed by the university. They gain insights into school operations by engaging in various field activities at their assigned schools. During their internships, students observe and create profiles of schools, capturing the functioning of Jharkhand Board Schools in both rural and urban settings.

Internships involve working in primary, middle, and high schools, providing students with a comprehensive understanding of different educational levels. In addition to the Jharkhand Board, students are introduced to the workings of various educational boards and their syllabi and curricula through theoretical classes.

Moreover, students teacher analyze aspects such as admission policies, infrastructure, evaluation policies, pedagogical practices, and the roles and responsibilities of different staff members. Although all internship placements are in government schools, evaluation policies may vary from one school to another.

File Description	Documents
Action plan indicating the way students are familiarized with the diversities in Indian school systems	View File
Documentary evidence in support of the claim	View File
Any other relevant information	No File Uploaded

1.3.3 - Students derive professionally relevant understandings and consolidate these into their professional acumen from the wide range of curricular experiences provided during Teacher Education Programme Describe the efforts made by the institution to enable students to develop understanding of the interconnectedness of the various learning engagements and to make them ready for the professional field in not more than 100-200 words

Grizzly College of Education has designed a curriculum that helps students grasp the interconnectedness of various learning activities. The program includes several practical courses that begin in the first semester with orientation and demonstration of micro-teaching skills. The focus here is on lesson planning and teaching techniques, including introduction, questioning, explanation, illustration with examples, stimulus variation, and reinforcement.

As students advance, they engage in fieldwork where they plan and prepare 40-minute lesson plans in schools under the guidance of teacher educators. This teaching practice is followed by a six-month internship in a school. During the internship, student teachers participate in various activities, including preparing timetables, creating year plans, implementing continuous and comprehensive assessment, and conducting morning assemblies. They also observe school facilities such as the science laboratory, library, sports facilities, computer lab, geography room, art and craft room, and music room. Additionally, student teachers are responsible for taking class attendance, preparing student reports, and assessing homework and projects.

File Description	Documents
Documentary evidence in support of the claim	View File
Any other relevant information	No File Uploaded

1.4 - Feedback System

1.4.1 - Mechanism is in place for obtaining structured feedback on the curriculum – semester wise from various stakeholders. Structured feedback is obtained from Students Teachers Employers Alumni Practice Teaching Schools/TEI	All of the above
File Description	Documents
Sample filled-in feedback forms of the stake holders	View File
Any other relevant information	No File Uploaded
1.4.2 - Feedback collected from stakeholders is processed and action is taken; feedback process adopted by the institution comprises the following	Feedback collected, analyzed, action taken and available on website
File Description	Documents
Stakeholder feedback analysis report with seal and signature of the Principal	View File
Action taken report of the institution with seal and signature of the Principal	View File
Any other relevant information	No File Uploaded
TEACHING-LEARNING AND EVALUATION	
2.1 - Student Enrollment and Profile	
2.1.1 - Enrolment of students during the year	
100	
2.1.1.1 - Number of students enrolled during the year	
100	

File Description	Documents
Data as per Data Template	View File
Document relating to sanction of intake from university	View File
Approval letter of NCTE for intake of all programs	View File
Approved admission list year-wise/ program-wise	View File
Any other relevant information	No File Uploaded

2.1.2 - Number of seats filled against reserved categories (SC, ST, OBC) as per applicable reservation policy during the year

87

2.1.2.1 - Number of students enrolled from the reserved categories during the year

87

File Description	Documents
Data as per Data Template	View File
Copy of letter issued by State Govt. or Central Govt. indicating the reserved categories (Provide English version)	View File
Final admission list published by the HEI	View File
Admission extract submitted to the state / university authority about admissions of SC, ST, OBC students every year	View File
Any other relevant information	No File Uploaded

2.1.3 - Number of students enrolled from EWS and Divyangjan categories during the year

2

2.1.3.1 - Number of students enrolled from EWS and Divyangjan categories during the year

2

File Description	Documents
Data as per Data Template	View File
Certificate of EWS and Divyangjan	View File
List of students enrolled from EWS and Divyangjan	View File
Any other relevant information	No File Uploaded

2.2 - Honoring Student Diversity

2.2.1 - Assessment process is in place at entry level to identify different learning needs of students and their level of readiness to undergo professional education programme and also the academic support provided to students Describe the assessment process at entry level to identify different learning needs of students and their level of readiness to undergo professional education programme and also the academic support provided to students, in not more than 100-200 words.

At the entry level, Grizzly College of Education prepares for incoming students by providing them with the best opportunities to achieve their academic goals. The institution evaluates students' learning levels after admission through an Orientation Program designed to familiarize them with the B.Ed. curriculum, college infrastructure, and library facilities. Students are introduced to the faculty, syllabi, examination system, and internal assessment criteria. They also visit the language lab and use its equipment to enhance their understanding of language concepts.

Once their learning needs are identified, students who excel in various creative fields are encouraged to represent the college at different levels and participate in Talent Search and Youth Festivals to prepare for the B.Ed. program. Periodic oral and written tests are conducted to help students improve their performance in examinations. Peer learning is promoted, with students discussing topics with slower learners, using real-life examples, and extensively utilizing audio-visual aids for better comprehension during teaching.

File Description	Documents
Documentary evidence in support of the claim	View File
Documents showing the performance of students at the entry level	View File
Any other relevant information	No File Uploaded

2.2.2 - Mechanisms are in place to honour student diversities in terms of learning needs; Student diversities are addressed on the basis of the learner profiles identified by the institution through Mentoring / Academic Counselling Peer Feedback / Tutoring Remedial Learning Engagement Learning Enhancement / Enrichment inputs Collaborative tasks Assistive Devices and Adaptive Structures (for the differently abled) Multilingual interactions and inputs	All of the above												
<table border="1"> <thead> <tr> <th>File Description</th><th>Documents</th></tr> </thead> <tbody> <tr> <td>Data as per Data Template</td><td>View File</td></tr> <tr> <td>Relevant documents highlighting the activities to address the student diversities</td><td>View File</td></tr> <tr> <td>Reports with seal and signature of Principal</td><td>View File</td></tr> <tr> <td>Photographs with caption and date, if any</td><td>View File</td></tr> <tr> <td>Any other relevant information</td><td>No File Uploaded</td></tr> </tbody> </table>	File Description	Documents	Data as per Data Template	View File	Relevant documents highlighting the activities to address the student diversities	View File	Reports with seal and signature of Principal	View File	Photographs with caption and date, if any	View File	Any other relevant information	No File Uploaded	
File Description	Documents												
Data as per Data Template	View File												
Relevant documents highlighting the activities to address the student diversities	View File												
Reports with seal and signature of Principal	View File												
Photographs with caption and date, if any	View File												
Any other relevant information	No File Uploaded												
2.2.3 - There are institutional provisions for catering to differential student needs; Appropriate learning exposures are provided to students No Special effort put forth in accordance with learner needs Only when students seek support As an institutionalized activity in accordance with learner needs Left to the judgment of the individual teacher/s Whenever need arises due to student diversity	Three of the above												

File Description	Documents
Relevant documents highlighting the activities to address the differential student needs	View File
Reports with seal and signature of the Principal	View File
Photographs with caption and date	View File
Any other relevant information	View File

2.2.4 - Student-Mentor ratio for the academic year

6:1

2.2.4.1 - Number of mentors in the Institution

16

File Description	Documents
Data as per Data Template	View File
Relevant documents of mentor-mentee activities with seal and signature of the Principal	View File
Any other relevant information	No File Uploaded

2.3 - Teaching- Learning Process

2.3.1 - Multiple mode approach to teaching-learning is adopted by teachers which includes experiential learning, participative learning, problem solving methodologies, brain storming, focused group discussion, online mode, etc. for enhancing student learning Describe the varied modes of learning adopted and their basic rationale for adopting such learning mode/s for different courses of each programme in not more than 100-200 words.

Teacher educators at Grizzly College of Education use participative learning modes to instill confidence and positivity and ensure the physical and mental development of trainee teachers. This includes initiating group work through cultural programs, organizing debates and discussions, and promoting teamwork during field/school visits and educational tours. Problem-solving methodologies are employed in classes to develop good study habits, analytical and critical thinking, generalization abilities, and knowledge transfer.

Experiential learning, which focuses on the individual learning process, is another teaching method used by our faculty. A key

component of experiential learning is the six-month internship, where trainees experience real-life classroom settings. Brainstorming sessions are used to engage students, encouraging them to present views on a topic and fostering the generation of new ideas that might not emerge under normal circumstances. Focused group discussions are also utilized to enhance learning on various topics related to the B.Ed. course.

Our teacher educators support a blended learning approach, often encouraging trainee teachers to maximize the use of ICT in the teaching-learning process.

File Description	Documents
Course wise details of modes of teaching learning adopted during the academic year in each programme	View File
Any other relevant information	No File Uploaded

2.3.2 - Number of teachers integrating ICT (excluding use of PPT) for effective teaching with Learning Management Systems (LMS), Swayam Prabha etc., Learning Resources and others excluding PPT during the year

13

File Description	Documents
Data as per Data Template	View File
Link to LMS	https://nlist.inflibnet.ac.in/
Any other relevant information	View File

2.3.3 - Number of students using ICT support (mobile-based learning, online material, podcast, virtual laboratories, learning apps etc.) for their learning, during the academic year

100

File Description	Documents
Data as per Data Template	View File
Programme wise list of students using ICT support	View File
Documentary evidence in support of the claim	View File
Landing page of the Gateway to the LMS used	View File
Any other relevant information	No File Uploaded

2.3.4 - ICT support is used by students in various learning situations such as Understanding theory courses Practice teaching Internship Out of class room activities Biomechanical and Kinesiological activities Field sports

Five/Six of the above

File Description	Documents
Data as per Data Template	View File
Lesson plan / activity plan / activity report to substantiate the use of ICT by students in various learning situations	View File
Geo-tagged photographs wherever applicable	No File Uploaded
Link of resources used	https://nlist.inflibnet.ac.in/
Any other relevant information	No File Uploaded

2.3.5 - Continual mentoring is provided by teachers for developing professional attributes in students
Describe in not more than 100-200 words the nature of mentoring efforts in the institution with respect to working in teams dealing with student diversity conduct of self with colleagues and authorities balancing home and work stress keeping oneself abreast with recent developments in education and life

Trainee teachers at our college are divided into groups, each guided by a mentor. Mentors encourage and support their mentees by fostering a sense of belonging in the classroom, listening to their concerns, and promoting a love for learning. This mentorship helps trainees succeed and develop team spirit.

Mentors are assigned students from both first and second years, and they gather personal details from first-semester students, who come from diverse socio-economic, religious, and language backgrounds. Mentors meet with their mentees at least once a month, or as needed, and keep all interactions confidential. Diversity is nurtured through active learning, group learning, group discussions, individualized feedback, and independent learning.

To address diverse learner needs, we offer stress management resources, including a recreation room, gymnasium, beautiful garden, and open terrace area, which help reduce stress and frustration. Trainees are encouraged to stay updated with recent developments in education and life through our Wi-Fi enabled campus, ICT lab, and extensive library e-resources.

File Description	Documents
Documentary evidence in support of the claim	View File
Any other relevant information	No File Uploaded

2.3.6 - Institution provides exposure to students about recent developments in the field of education through Special lectures by experts Book reading & discussion on it Discussion on recent policies & regulations Teacher presented seminars for benefit of teachers & students Use of media for various aspects of education Discussions showcasing the linkages of various contexts of education- from local to regional to national to global

Five/Six of the above

File Description	Documents
Data as per Data Template	View File
Documentary evidence in support of the selected response/s	View File
Reports of activities conducted related to recent developments in education with video graphic support, wherever possible	No File Uploaded
Any other relevant information	No File Uploaded

2.3.7 - Teaching learning process nurtures creativity, innovativeness, intellectual and thinking skills, empathy, life skills etc. among students

Teachers and student-teachers are encouraged to explore, study, and utilize all available resources to learn new things through innovation in education. This involves adopting new ways of thinking and problem-solving. The imaginative and problem-solving abilities of student-teachers are enhanced through this process. They are actively engaged in complex teaching and learning phases in life skills education, using strategies such as working in small groups and pairs, brainstorming, role-playing, sports, and discussions to encourage active participation.

Grizzly College of Education promotes creativity by awarding the "Best Innovative Student-Teacher" to the most creative student at the end of each session.

File Description	Documents
Documentary evidence in support of the claim	View File
Any other relevant information	No File Uploaded

2.4 - Competency and Skill Development

2.4.1 - Institution provides opportunities for developing competencies and skills in different functional areas through specially designed activities / experiences that include Organizing Learning (lesson plan) Developing Teaching Competencies Assessment of Learning Technology Use and Integration Organizing Field Visits Conducting Outreach/ Out of Classroom Activities Community Engagement Facilitating Inclusive Education Preparing Individualized Educational Plan(IEP)

All of the above

File Description	Documents
Data as per Data Template	View File
Documentary evidence in support of the selected response/s	View File
Reports of activities with video graphic support wherever possible	No File Uploaded
Any other relevant information	No File Uploaded

2.4.2 - Students go through a set of activities as preparatory to school- based practice teaching

Ten/All of the above

and internship. Pre practice teaching / internship orientation / training encompasses certain significant skills and competencies such as Formulating learning objectives Content mapping Lesson planning/ Individualized Education Plans (IEP) Identifying varied student abilities Dealing with student diversity in classrooms Visualising differential learning activities according to student needs Addressing inclusiveness Assessing student learning Mobilizing relevant and varied learning resources Evolving ICT based learning situations Exposure to Braille /Indian languages /Community engagement

File Description	Documents
Data as per Data Template	View File
Reports and photographs / videos of the activities	View File
Attendance sheets of the workshops / activities with seal and signature of the Principal	View File
Documentary evidence in support of each selected activity	No File Uploaded
Any other relevant information	View File

2.4.3 - Competency of effective communication is developed in students through several activities such as Workshop sessions for effective communication Simulated sessions for practicing communication in different situations Participating in institutional activities as ‘anchor’, ‘discussant’ or ‘rapporteur’ Classroom teaching learning situations along with teacher and peer feedback

All of the above

File Description	Documents
Data as per Data Template	View File
Details of the activities carried out during the academic year in respect of each response indicated	View File
Any other relevant information	No File Uploaded

2.4.4 - Students are enabled to evolve the following tools of assessment for learning suited to the kinds of learning engagement provided to learners, and to analyse as well as interpret responses Teacher made written tests essentially based on subject content Observation modes for individual and group activities Performance tests Oral assessment Rating Scales

All of the above

File Description	Documents
Data as per Data Template	View File
Samples prepared by students for each indicated assessment tool	View File
Documents showing the different activities for evolving indicated assessment tools	View File
Any other relevant information	View File

2.4.5 - Adequate skills are developed in students for effective use of ICT for teaching learning process in respect of Preparation of lesson plans Developing assessment tools for both online and offline learning Effective use of social media/learning apps/adaptive devices for learning Identifying and selecting/ developing online learning resources Evolving learning sequences (learning activities) for online as well as face to face situations

All of the above

File Description	Documents
Data as per Data Template	View File
Documentary evidence in support of each response selected	View File
Sample evidence showing the tasks carried out for each of the selected response	View File
Any other relevant information	No File Uploaded

2.4.6 - Students develop competence to organize academic, cultural, sports and community related events through Planning and scheduling academic, cultural and sports events in school Planning and execution of community related events Building teams and helping them to participate Involvement in preparatory arrangements Executing/conducting the event

All of the above

File Description	Documents
Data as per Data Template	View File
Documentary evidence showing the activities carried out for each of the selected response	View File
Report of the events organized	View File
Photographs with caption and date, wherever possible	View File
Any other relevant information	No File Uploaded

2.4.7 - A variety of assignments given and assessed for theory courses through Library work Field exploration Hands-on activity Preparation of term paper Identifying and using the different sources for study

All of the above

File Description	Documents
Data as per Data Template	View File
Samples of assessed assignments for theory courses of different programmes	View File
Any other relevant information	No File Uploaded

2.4.8 - Internship programme is systematically planned with necessary preparedness Describe institution's preparatory efforts at organizing internship programme in not more than 100-200 words with respect to the following: Selection/identification of schools for internship: participative/on request Orientation to school principal/teachers Orientation to students going for internship Defining role of teachers of the institution Streamlining mode/s of assessment of student performance Exposure to variety of school set ups

1. Selection/Identification for internship: Participative/on request

- Well-renowned schools of Koderma -C.H+2 School, C.D. High School, C.D. Middle School, R.M.M.M. +2 High School, U.P.G High School Jongi, U.P.G. Urwan, Gandhi High School, are selected that provide a boost in the pupil teacher's capacities, skills & capabilities.

2. Orientation to students going for an internship

The following methods are used for the orientation of the students towards internship:

- Students are informed about the school's requirements and do's & don't within the school.

3. Defining the role of teachers in the institution

- On the first day of the internship in the school, pupil teachers are oriented by the coordinator/principal/supervisor of the colleges.

4. Streamlining modes of assessment of student's performance

- Regular visits are done by different teachers to the schools for the observation.

- Peer observation is another part of assessment whereby the peers will assess and look after their co-teachers and suggest improvement.

5. Exposure to a variety of school set-ups:

- Efforts are made to provide the most diversified and finest mode of learning to students by providing them with a changed and new school environment every time they go for an internship.

File Description	Documents
Documentary evidence in support of the claim	View File
Any other relevant information	No File Uploaded

2.4.9 - Number of students attached to each school for internship during the academic year**2.4.9.1 - Number of final year students during the academic year**

100

File Description	Documents
Data as per Data Template	View File
Plan of teacher engagement in school internship	View File
Any other relevant information	No File Uploaded

**2.4.10 - Nature of internee engagement during internship consists of Classroom teaching
Mentoring Time-table preparation Student counseling PTA meetings Assessment of student learning – home assignments & tests
Organizing academic and cultural events
Maintaining documents Administrative responsibilities- experience/exposure
Preparation of progress reports**

Nine/All of the above

File Description	Documents
Data as per Data Template	View File
Sample copies for each of selected activities claimed	View File
School-wise internship reports showing student engagement in activities claimed	View File
Wherever the documents are in regional language, provide English translated version	No File Uploaded
Any other relevant information	No File Uploaded

2.4.11 - Institution adopts effective monitoring mechanisms during internship programme. Describe in not more than 100-200 words, the monitoring mechanisms adopted to ensure optimal impact of internship in schools with specific reference to the role of teacher educators, school principal, school teachers and peers.

Internship is a training process that helps interns develop the skills necessary for their future job performance, making it essential for acquiring proficiency. The university prepares a school internship calendar, and our institution takes the following steps for effective monitoring during the internship program:

1. **Orientation-Cum-Consultation Meetings:** Before the internship begins, our college organizes meetings with school heads. During these meetings, our Teacher Council establishes rules for trainees' participation and contributions in activities such as school assemblies, cultural events, PTA meetings, games, inter-house competitions, and practice teaching.

2. **Guidance and Feedback:** Experienced school teachers guide interns in teaching and provide feedback using feedback forms.

3. **Peer Monitoring:** Trainee teachers engage in peer monitoring during the internship. The group leader monitors daily attendance and the code of conduct for each peer.

4. **Principal's Visits:** Our college principal regularly visits schools to observe some of the demonstrations presented by trainee teachers.

5. **Senior Teachers' Evaluations:** Senior teachers from our college also visit schools to evaluate the performance of trainee teachers.

These steps ensure that the internship program is effectively monitored and that trainees receive the support and guidance they need to succeed

File Description	Documents
Documentary evidence in support of the response	View File
Any other relevant information	No File Uploaded

2.4.12 - Performance of students during internship is assessed by the institution in terms of observations of different persons such as Self Peers (fellow interns) Teachers / School* Teachers Principal / School* Principal B. Ed Students / School* Students (* ‘Schools’ to be read as “TEIs” for PG programmes)

All of the above

File Description	Documents
Assessment criteria adopted by each of the selected persons (For Bachelor and PG Programmes as applicable)	View File
Two filled in sample observation formats for each of the claimed assessors	View File
Any other relevant information	No File Uploaded

2.4.13 - Comprehensive appraisal of interns’ performance is in place. The criteria used for assessment include Effectiveness in class room teaching Competency acquired in evaluation process in schools Involvement in various activities of schools Regularity, initiative and commitment Extent of job readiness

Four of the above

File Description	Documents
Format for criteria and weightages for interns’ performance appraisal used	View File
Five filled in formats for each of the aspects claimed	View File
Any other relevant information	No File Uploaded

2.5 - Teacher Profile and Quality**2.5.1 - Number of fulltime teachers against sanctioned posts during the year****16**

File Description	Documents
Data as per Data Template	View File
Sanction letters indicating number of posts (including management sanctioned posts) with seal and signature of the principal	View File
English translation of sanction letter, if it is in regional language	No File Uploaded
Any other relevant information	No File Uploaded

2.5.2 - Number of fulltime teachers with Ph. D. degree during the year**8**

File Description	Documents
Data as per Data Template	View File
Certificates of Doctoral Degree (Ph.D) of the faculty	View File
Any other relevant information	No File Uploaded

2.5.3 - Number of teaching experience of full time teachers for the during the year**16****2.5.3.1 - Total number of years of teaching experience of full-time teachers for the academic year****16**

File Description	Documents
Copy of the appointment letters of the fulltime teachers	View File
Any other relevant information	No File Uploaded

2.5.4 - Teachers put-forth efforts to keep themselves updated professionally Describe the nature of efforts by teachers to keep themselves updated professionally in not more than 100-200 words 1. In house discussions on current developments and issues in education 2. Share information with

colleagues and with other institutions on policies and regulations

Grizzly College of Education highly values the professional growth of its staff. Faculty members are encouraged to participate in various orientation programs, refresher courses, induction training, workshops, and seminars organized by different Teachers' Training Colleges. These programs help staff enhance their expertise in their respective fields. Staff members are also motivated to present papers at national, international, and state-level seminars and workshops, with the management providing duty leave to support their participation. The institution also backs staff in writing and publishing books, articles, and research papers, including contributions to edited volumes and renowned research journals. To keep faculty updated with the latest trends and technologies, they are given access to ICT and the internet, enabling them to continually expand their knowledge in their subjects and the field of education. The college recognizes and celebrates the exceptional performance of its teacher educators with an annual excellence award, acknowledging these achievements in meetings, during orientations, and publicly through the institution's address system

File Description	Documents
Documentary evidence to support the claim	View File
Any other relevant information	No File Uploaded

2.6 - Evaluation Process

2.6.1 - Continuous Internal Evaluation (CIE) of student learning is in place in the institution Describe details of the Continuous Internal Evaluation in the institution highlighting its major components in not more than 100-200 words

The basic purpose of doing the internal evaluation is to use the outcome of evaluation for improving the performance of students. For improving the performance of the students, the following steps are taken :-

1. The marked answer sheets are given to the trainee teachers to give them the opportunity to look into the weaknesses of their performance.

2. When the trainee teachers have seen their performance; the teacher educators discuss each and every question and then explain the correct way to answer.

3. The trainee teachers are given one assignment in each course of

the programme and the way in which they complete it helps in understanding the comprehension regarding the particular unit.

4. The college also follows criteria laid down by the University for the Internal Evaluation System. The college displays all the circulars regarding examinations on notice boards and WhatsApp group from time to time. The faculty informs and elaborates the syllabus, its objectives and paper patterns to trainee teachers at the beginning of each semester.

5. Special tests are taken for slow learners.

File Description	Documents
Relevant documents related to Internal Evaluation System at the institution level with seal and signature of the Principal	View File
Any other relevant information	View File

2.6.2 - Mechanism of internal evaluation is transparent and robust and time bound; Institution adopts the following in internal evaluation Display of internal assessment marks before the term end examination Timely feedback on individual/group performance Provision of improvement opportunities Access to tutorial/remedial support Provision of answering bilingually

Five of the above

File Description	Documents
Copy of university regulation on internal evaluation for teacher education	View File
Annual Institutional plan of action for internal evaluation	View File
Details of provisions for improvement and bi-lingual answering	View File
Documentary evidence for remedial support provided	View File
Any other relevant information	No File Uploaded

2.6.3 - Mechanism for grievance redressal related to examination is operationally effective

Grizzly College of Education has an effective system for handling examination-related grievances. Student-teachers can reach out to the College Examination staff in charge and the Principal to address any issues based on the nature and jurisdiction of the grievance. Examinations are conducted according to the guidelines of Vinoba Bhave University, Jharkhand. If a student-teacher believes their marks are unfair, they can apply for re-evaluation to the examination cell within five days of the results being announced. A different subject expert from the original assessor is appointed for re-evaluation. If there is a change in the score, the examination cell makes the correction and announces the final re-evaluation result within five days.

The examination cell also manages complaints related to pre-university examination tests. Student-teachers can use the suggestion box to voice any dissatisfaction with the pre-university examination process. The Principal and the faculty in charge oversee the entire process by holding periodic meetings with the examination cell.

File Description	Documents
Academic calendar of the Institution with seal and signature of the Principal	View File
Any other relevant information	No File Uploaded

2.6.4 - The institution adheres to academic calendar for the conduct of Internal Evaluation Describe the mechanism of adhering to academic calendar for the conduct of Internal Evaluation in the institution in not more than 100-200 words.

The institution follows a meticulously planned academic calendar that is published and made easily accessible to students and faculty members. This calendar includes crucial information such as the start and end dates of the syllabus, teaching schedules, events, and semester examination dates. It is displayed on the notice board and published on the college's website.

Teachers prepare their teaching plans in accordance with the academic calendar and university guidelines. The progress of students is monitored through continuous internal evaluation methods, including seminars, project work, unit tests, and semester examinations. The Principal regularly reviews the internal assessment process to ensure its effectiveness.

Preparatory exams are conducted before the university exams, and

students receive their answer scripts for clarification and guidance on writing appropriate answers. The Principal holds regular review meetings to assess the implementation and progress of activities outlined in the academic calendar.

The college strives to adhere strictly to the academic calendar for internal evaluations. Any changes to the university's examination schedule are communicated to the students well in advance, ensuring they are well-prepared and informed.

File Description	Documents
Academic calendar of the Institution with seal and signature of the Principal	View File
Any other relevant information	No File Uploaded

2.7 - Student Performance and Learning Outcomes

2.7.1 - The teaching learning process of the institution is aligned with the stated PLOs and CLOs. Describe the way in which institution ensures alignment of stated PLOs and CLOs with the teaching learning process in not more than 100 - 200 words.

The effective learning of any program and course depends on the Program Learning Outcomes (PLOs) and Course Learning Outcomes (CLOs). The success of a course in providing job opportunities and contributing to the overall personality development of students reflects the institution's effective teaching-learning process. Before classes begin in the first academic session, students are briefed on the PLOs during the induction program. Each course teacher also briefs their individual classes on the PLOs and CLOs.

Grizzly College of Education is committed to providing high-quality education, which is evident in the program and course outcomes. The college has a set mechanism to ensure the alignment of stated PLOs and CLOs throughout the semester by course teachers in the following ways:

- **Continuous Internal Assessment:** Regular assessments are conducted, and students' marks are recorded to predict their academic progress.
- **End Semester House Tests and Final Exams:** These evaluations help ensure the alignment of stated outcomes.
- **Participation in Competitions:** Students engage in debates, elocutions, essay writing competitions, and quiz tests.
- **Classroom Activities:** Group discussions and seminars are integral to the learning process.

- **Co-Curricular Activities:** Students participate in organizing morning assemblies, tree plantation campaigns, awareness camps, and other activities.

These measures collectively ensure that the PLOs and CLOs are effectively aligned and achieved, contributing to the comprehensive development of students.

File Description	Documents
Documentary evidence in support of the claim	View File
Any other relevant information	No File Uploaded

2.7.2 - Pass percentage of Students during the year

File Description	Documents
Data as per Data Template	View File
Result sheet for each year received from the Affiliating University	View File
Certified report from the Head of the Institution indicating pass percentage of students program-wise	View File
Any other relevant information	View File

2.7.3 - The progressive performance of students and attainment of professional and personal attributes in line with the PLOs and CLOs is monitored and used for further improvements

College of Education conducts a variety of assessment programs to ensure the attainment of Program Learning Outcomes (PLOs) and Course Learning Outcomes (CLOs). Some of these programs include:

Assimilate Positive Attitude Towards Teaching Profession and Duties Towards Society:

Participant Observation: Engaging in direct observation to understand teaching dynamics.

Self-Reflection: Encouraging introspection to evaluate personal teaching practices.

Peer Observation and Critical Evaluation: Observing and providing constructive feedback on peers' teaching methods.

Develop the Capacity to Address the Learning Needs of All students, Including Marginalized and Disabled:

Enhance Confidence Level of Students: Building students' confidence through various activities.

Organizing Competency: Developing organizational skills to manage diverse learning environments.

Enhanced Metacognitive Strengthening: Strengthening students' metacognitive abilities for better learning strategies.

Become Intellectually Competent, Emotionally Balanced, Culturally Refined, Spiritually Mature, Physically Healthy, Vocationally Productive, and Self-Sufficient with Professional Excellence:

Reduce Stage Fear and Improve Social Intelligence: Helping students overcome stage fright and enhance social skills.

Leadership and Management Skills: Developing leadership and management capabilities.

Progressive Improvement in Multiple Intelligences: Encouraging growth in various types of intelligence.

Develop EQ (Emotional Quotient) and SQ (Spiritual Quotient): Fostering emotional and spiritual maturity.

File Description	Documents
Documentary evidence showing the performance of students on various internal assessment tasks and the LOs achieved	View File
Any other relevant information	View File

2.7.4 - Performance of outgoing students in internal assessment

2.7.4.1 - Number of students achieving on an average 70% or more in internal assessment activities during the year

100

File Description	Documents
Number of students achieving on an average 70% or more in internal assessment activities during t	View File
Record of student-wise / programme-wise / semester-wise internal assessment of students during the year	View File
Any other relevant information	View File

2.7.5 - Performance of students on various assessment tasks reflects how far their initially identified learning needs are catered to. Describe with examples the extent to which the assessment task and the performance of students reflect their initially identified learning needs in not more than 100 -200 words.

During the admission process at Grizzly College of Education, the Principal engages with both parents and students to understand their needs and aspirations. Counseling and guidance are provided to students to ensure they transition smoothly into college life. At the start of each academic year, an orientation program is held to acquaint new students with the course structure, internal assessment methods, curricular and co-curricular activities, and the institute's rules and regulations.

To uncover students' hidden talents and skills, talent search programs are conducted, aiding in the formation of student unions based on these abilities. Through mentoring and counseling, individual learner needs are identified, helping to develop effective classroom practices that lead to improved learning outcomes.

To enhance ICT skills and modern teaching-learning techniques, students participate in project work, action research, online test preparation, ICT-based lessons, and e-content creation. Faculty members regularly evaluate students' learning needs through class tests. Those who score lower are given additional support to boost their academic performance. The institute also offers remedial classes in various subjects for weaker students, focusing on improving their skills and competencies.

File Description	Documents
Documentary evidence in respect to claim	View File
Any other relevant information	No File Uploaded

2.8 - Student Satisfaction Survey

2.8.1 - Online student satisfaction survey regarding teaching learning process

https://docs.google.com/forms/d/1zgcP_JF0nNpz1f7B5k3APhGg3DvYNHQNdq87spPyp9c/edit#responses

RESEARCH AND OUTREACH ACTIVITIES

3.1 - Resource Mobilization for Research

3.1.1 - Number of research projects funded by government and/ or non-government agencies during the year

0

File Description	Documents
Data as per Data Template	No File Uploaded
Sanction letter from the funding agency	No File Uploaded
Any other relevant information	No File Uploaded

3.1.2 - Number of grants received for research projects from government and / or non-government agencies during the year (INR in Lakhs)

0

File Description	Documents
Sanction letter from the funding agency	No File Uploaded
Income Expenditure statements highlighting the research grants received certified by the auditor	No File Uploaded
Any other relevant information	No File Uploaded

3.1.3 - In-house support is provided by the institution to teachers for research purposes during the year in the form of Seed money for doctoral studies / research projects Granting study leave for research field work

All of the above

Undertaking appraisals of institutional functioning and documentation Facilitating research by providing organizational supports Organizing research circle / internal seminar / interactive session on research

File Description	Documents
Data as per Data Template	View File
Institutional Policy document detailing scheme of incentives	View File
Sanction letters of award of incentives	No File Uploaded
Income Expenditure statements highlighting the relevant expenditure with seal and signature of the Principal	No File Uploaded
Documentary evidence for each of the claims	View File
Any other relevant information	No File Uploaded

3.1.4 - Institution has created an eco-system for innovation and other initiatives for creation and transfer of knowledge that include Participative efforts (brain storming, think tank etc.) to identify possible and needed innovations Encouragement to novel ideas Official approval and support for innovative try-outs Material and procedural supports

Two of the above

File Description	Documents
Documentary evidences in support of the claims	View File
Details of reports highlighting the claims made by the institution	No File Uploaded
Reports of innovations tried out and ideas incubated	No File Uploaded
Copyrights or patents filed	No File Uploaded
Any other relevant information	No File Uploaded

3.2 - Research Publications

3.2.1 - Number of research papers / articles per teacher published in Journals notified on UGC website during the year

0

File Description	Documents
Data as per Data Template	No File Uploaded
First page of the article/journals with seal and signature of the Principal	No File Uploaded
E-copies of outer jacket/contents page of the journals in which articles are published	No File Uploaded
Any other relevant information	No File Uploaded

3.2.2 - Number of books and / or chapters in edited books published and papers in National / International conference-proceedings per teacher during the year

0

File Description	Documents
Data as per Data Template	No File Uploaded
• First page of the published book/chapter with seal and signature of the Principal	No File Uploaded
E-copies of outer jacket/contents page of the books, chapters and papers published along with ISBN number in national / international conference-proceedings per teacher	No File Uploaded
Any other relevant information	No File Uploaded

3.3 - Outreach Activities**3.3.1 - Number of outreach activities organized by the institution during the year****3.3.1.1 - Total number of outreach activities organized by the institution during the year**

16

File Description	Documents
Data as per Data Template	View File
Report of each outreach activity organized along with video/ photographs with seal and signature of the Principal	View File
Any other relevant information	No File Uploaded

3.3.2 - Number of students participating in outreach activities organized by the institution during the year

3.3.2.1 - Number of students participating in outreach activities organized by the institution during the year

85

File Description	Documents
Event-wise newspaper clippings / videos / photographs with captions and dates	View File
Report of each outreach activity with seal and signature of the Principal	View File
Any other relevant information	No File Uploaded

3.3.3 - Number of student participation in national priority programmes such as Swachh Bharat, AIDs awareness, Gender sensitivity, Yoga, Digital India, National Water Mission during the year

86

3.3.3.1 - Number of students participated in activities as part of national priority programmes during the year

86

File Description	Documents
Data as per Data Template	View File
Documentary evidence in support of the claim along with photographs with caption and date	View File
Any other relevant information	View File

3.3.4 - Outreach activities in the community in terms of influencing and sensitizing students to social issues and contribute to community development Describe the way in which outreach activities conducted sensitized students to social issues and community development in not more than 100-200 words.

Grizzly College of Education is dedicated to making a positive impact on the country by involving faculty and students in community-oriented initiatives that support their holistic development. The college collaborates with the local community and the National Service Scheme (NSS) Wing to organize programs that raise awareness about cleanliness, plantation, health and hygiene, social issues, and natural resource conservation. Additionally, we partner with private health centers to facilitate health check-up camps and health campaigns.

Our college also conducts gender sensitization programs, awareness sessions, and celebrates significant days in the internship schools. We actively participate in government initiatives such as Swatchh Bharat Abhiyan, Voter Awareness, and Health Awareness Campaigns. Important days like Women's Day, AIDS Day, World Environment Day, Human Rights Day, World Water Day, Youth Day, Yoga Day, Republic Day, and Independence Day are also observed with special events and activities.

File Description	Documents
Relevant documentary evidence for the claim	View File
Report of each outreach activity signed by the Principal	View File
Any other relevant information	No File Uploaded

3.3.5 - Number of awards and honours received for outreach activities from government / recognized agency during the year

0

File Description	Documents
Data as per Data Template	No File Uploaded
Appropriate certificates from the awarding agency	No File Uploaded
Any other relevant information	No File Uploaded

3.4 - Collaboration and Linkages**3.4.1 - Number of linkages for Faculty exchange, Student exchange, research etc. during the year****1****3.4.1.1 - Number of linkages for faculty exchange, student exchange, research etc. during the year****1**

File Description	Documents
Data as per Data Template	View File
List of teachers/students benefited by linkage – exchange and research	View File
Report of each linkage along with videos/photographs	View File
Any other relevant information	View File

3.4.2 - Functional MoUs with institutions of National and / or International importance, other universities, industries, corporate houses etc. during the academic year**2**

File Description	Documents
Data as per Data Template	View File
Copies of the MoU's with institution / industry/ corporate houses	View File
Any other relevant information	View File

3.4.3 - Institution has linkages with schools and other educational agencies for both academic and outreach activities and jointly organizes Local community based activities Practice teaching /internship in schools Organizes events of mutual interest- literary, cultural and open discussions on pertinent themes to school education Discern ways to strengthen school based practice through joint discussions and planning Join hands with schools in identifying areas for innovative practice Rehabilitation

Three/Four of the above

Clinics Linkages with general colleges

File Description	Documents
Data as per Data Template	View File
Report of each activities with seal and signature of the Principal	View File
Any other relevant information	View File

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities**

4.1.1 - The institution has adequate facilities for Teaching- Learning. viz., classrooms, laboratories, sports field, fitness center, equipment, computing facilities, sports complex, etc. for the various programme offered Describe the adequacy of facilities for Teaching –Learning as per the minimum specified requirement by statutory bodies in not more than 100 - 200 words

Grizzly College of Education offers a range of facilities to support teaching, learning, and infrastructure:

Classrooms equipped with overhead projectors

Conference Room for meetings and events

Laboratories including Physical Science Lab, Biological Science Lab, Psychology Lab, Mathematics Resource Centre

Resource Centres for Health and Physical Education, Art and Craft

Common Rooms for boys and girls

Playgrounds for recreational activities

Library with a substantial collection of books

Power Backup with generator and inverter facilities for uninterrupted power supply

Broadband Services providing Wi-Fi across the campus through two providers

Security Systems including internal and external CCTV surveillance, LCD monitors

Climate Control with four air conditioning units installed in

classrooms to manage temperature.

These facilities are designed to enhance the educational experience and ensure a conducive learning environment for students and staff.

File Description	Documents
List of physical facilities available for teaching learning	View File
Geo-tagged photographs	View File
Any other relevant information	No File Uploaded

4.1.2 - Number of classrooms and seminar hall(s) with ICT- enabled facilities such as smart classroom, LMS, video and sound systems etc. during the year.

4.1.2.1 - Number of classrooms and seminar hall(s) with ICT facilities

6

File Description	Documents
Data as per Data Template	View File
Geo-tagged photographs	View File
Link to relevant page on the Institutional website	https://grizzlycollege.org/Home-Page
Any other relevant information	No File Uploaded

4.1.3 - Expenditure for infrastructure augmentation excluding salary during the year (INR in lakhs)

16.17464

File Description	Documents
Data as per Data Template	View File
Income Expenditure statements highlighting the expenditure on infrastructure augmentation with seal and signature of CA and the Principal	View File
Any other relevant information	View File

4.2 - Library as a Learning Resource

4.2.1 - Institution has adopted automation of library using Integrated Library Management System

(ILMS) or any other software Describe the features of Library Automation in not more than 100 – 200 words.

Library automation refers to the use of technology to streamline and enhance library management processes. The Grizzly College of Education's adoption of the Integrated Library Management System (ILMS) N-LIST National Library and Information Services software enables efficient library operations.

ILMS automates the cataloging of books, journals, and other resources, allowing for easy classification using standardized systems. Users can search the library's resources by title, author, subject, or ISBN through an online catalog, improving accessibility. The N-LIST platform offers access to a wide range of e-resources, including e-journals, e-books, and databases, supporting research and learning. Automated generation of reports on usage, stock, and financials, aiding in better decision-making for resource management. ILMS allows efficient management of library users, tracking their borrowing history and overdue items.

This automation enhances efficiency, accuracy, and accessibility, benefiting both library staff and users.

File Description	Documents
Bill for augmentation of library signed by the Principal	View File
Web-link to library facilities, if available	https://grizzlycollege.org/Home-Page
Any other relevant information	View File

4.2.2 - Institution has remote access to library resources which students and teachers use frequently Give details of Gateway for remote access to library resources used by teachers and students in not more than 100 - 200 words

Gateway that allows students and teachers to access a wide range of academic materials from anywhere. This Gateway functions as a centralized portal that connects users to digital resources, including e-books, journals, articles, and databases.

User Authentication Teachers and students can log in securely using their credentials to gain access to authorized resources. E-Resources Access Through the Gateway, users can access resources like e-journals, e-books, and databases from platforms such as N-LIST and other subscribed services, ensuring availability of up-to-date research materials. Users can search for and retrieve digital

content from the library's collection, enhancing their research and learning. 24/7 Availability The Gateway ensures round-the-clock access to library resources, supporting flexible learning and teaching schedules. Remote Assistance Users can seek help through online support features like chatbots or email to resolve any access-related issues.

This system enhances the academic experience by providing convenient, off-campus access to essential learning materials.

File Description	Documents
Landing page of the remote access webpage	View File
Details of users and details of visits/downloads	No File Uploaded
Any other relevant information	No File Uploaded

4.2.3 - Institution has subscription for e-resources and has membership / registration for the following e-journals e-Shodh Sindhu Shodhganga e-books Databases

Two of the above

File Description	Documents
Data as per Data template	View File
Receipts of subscription /membership to e-resources	No File Uploaded
E-copy of the letter of subscription /member ship in the name of institution	No File Uploaded
Any other relevant information	No File Uploaded

4.2.4 - Annual expenditure for purchase of books, journals, and e-resources during the year (INR in Lakhs)

0.91003

File Description	Documents
Data as per Data Template	View File
Income Expenditure statements highlighting the expenditure on purchase of books, journals, e-resources with seal and signature of both the Principal and Chartered Accountant	View File
Any other relevant information	View File

4.2.5 - Per day usage of library by teachers and students during the academic year

4.2.5.1 - Number of teachers and students using library for Month one (not less than 20 working days) during the academic year

39

File Description	Documents
Document showing the number of teachers and students using library / e-library per working day/ logins in remote access for 10 days each for five months during the academic year with seal and signature of both the librarian and principal	View File
Link to certified copies of the ledger pages/screenshots of the data for 5 days each for 5 working months selected by the institution	Nil
Any other relevant information	No File Uploaded

4.2.6 - Efforts are made to make available National Policies and other documents on education in the library suitable to the three streams of teacher education –general teacher education, special education and physical education by the following ways Relevant educational documents are obtained on a regular basis Documents are made available from other libraries on loan Documents are obtained as and when teachers recommend Documents are obtained as gifts to College

All of the above

File Description	Documents
Data as per Data Template	View File
Any other relevant information	No File Uploaded

4.3 - ICT Infrastructure

4.3.1 - Institution updates its ICT facilities including Wi-Fi Describe ICT facilities including Wi-Fi with date and nature of updation in not more than 100 - 200 words

Grizzly College of Education ensures its IT infrastructure remains current with a range of resources, including desktop computers, multimedia projection systems, and specialized applications. The computer lab is equipped with systems to support Pupil-Teachers in acquiring essential IT skills. High-speed internet and Wi-Fi are available throughout the campus for both Pupil-Teachers and faculty.

The College has updated Wi-Fi in its ICT facilities This includes:

Wi-Fi Facility: 24x7 Wi-Fi facility is available across the campus, allowing students and faculty members to access the internet.

ICT Equipment: Multimedia projectors, computers and other ICT equipment have been updated.

Internet Bandwidth: Internet bandwidth has been enhanced so that students and faculty members can get fast and reliable internet facility.

These updates are aimed at providing modern and effective education facilities to students and faculty members.

File Description	Documents
Document related to date of implementation and updation, receipt for updating the Wi-Fi	View File
Any other relevant information	No File Uploaded

4.3.2 - Student – Computer ratio during the academic year

7:1

File Description	Documents
Data as per data template	View File
Purchase receipts and relevant pages of the Stock Register with seal and signature of the principal	View File
Any other relevant information	No File Uploaded

4.3.3 - Available bandwidth of internet connection in the Institution (Leased line) Opt any one:

D. 50 MBPS - 250MBPS

File Description	Documents
Receipt for connection indicating bandwidth	View File
Bill for any one month during the academic year indicating internet connection plan, speed and bandwidth	View File
Any other relevant Information	No File Uploaded

4.3.4 - Facilities for e-content development are available in the institution such as Facilities for e-content development are available in the institution such as Studio / Live studio Content distribution system Lecture Capturing System (LCS) Teleprompter Editing and graphic unit

One of the above

File Description	Documents
Data as per Data Template	No File Uploaded
Link to videos of the e-content development facilities	Nil
List the equipment purchased for claimed facilities along with the relevant bills	No File Uploaded
Link to the e-content developed by the faculty of the institution	Nil
Any other relevant information	No File Uploaded

4.4 - Maintenance of Campus and Infrastructure

4.4.1 - Expenditure incurred exclusively on maintenance of physical and academic support

facilities during the year (INR in Lakhs)**12.15668**

File Description	Documents
Data as per Data Template	View File
Income Expenditure statements highlighting relevant items with seal and signature of the Principal and Chartered Accountant	View File
Any other relevant information	View File

4.4.2 - Systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. are in place. Describe policy details of systems and procedures for maintaining and utilizing physical, academic and support facilities in not more than 100 - 200 words

Grizzly College of Education follows several procedures to effectively maintain and utilize its physical, educational, and ancillary facilities:

Laboratories: Trainees gain hands-on experience through activities such as psychological tests and Art & Craft workshops.

Library: Books and manuals are issued to both Pupil-Teachers and faculty. An E-Library facility allows remote access to library resources. A suggestion box is available for requests for new books and journals. The library also provides five types of newspapers in Hindi and English, along with various journals.

Sports: Annual Sports Day is organized, and facilities for both indoor and outdoor games are included in the Pupil-Teachers' timetable.

Computer Classes: Conducted as per the timetable, with facilities available for creating PowerPoint presentations.

Language Lab: Developed for enhancing language skills among Pupil-Teachers.

Teaching-Learning: The use of LCD projectors, overhead projectors (OHP), and Smart Boards supports interactive teaching in classrooms.

Housekeeping: Ensures hygiene and cleanliness to maintain a healthy

environment in the college.

File Description	Documents
Appropriate link(s) on the institutional website	https://grizzlycollege.org/Home-Page
Any other relevant information	No File Uploaded

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - A range of capability building and skill enhancement initiatives are undertaken by the institution such as Career and Personal Counseling Skill enhancement in academic, technical and organizational aspects Communicating with persons of different disabilities: Braille, Sign language and Speech training Capability to develop a seminar paper and a research paper; understand/appreciate the difference between the two E-content development Online assessment of learning

All of the above

File Description	Documents
Data as per Data Template	View File
Report on each capability building and skill enhancement initiative adopted with seal and signature of the Principal	View File
Sample feedback sheets from the students participating in each of the initiative	No File Uploaded
Photographs with date and caption for each initiative	View File
Any other relevant information	No File Uploaded

5.1.2 - Available student support facilities in institution are Vehicle Parking Common rooms separately for boys and girls Recreational facility First aid and medical aid Transport Book bank Safe drinking water Hostel Canteen Toilets for girls Indicate the one/s applicable

Nine or more of the above

File Description	Documents
Geo-tagged photographs	View File
Any other relevant information	No File Uploaded

5.1.3 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

A. All of the above

File Description	Documents
Data as per Data Template for the applicable options	View File
Institutional guidelines for students' grievance redressal	View File
Composition of the student grievance redressal committee including sexual harassment and ragging	View File
Samples of grievance submitted offline	No File Uploaded
Any other relevant information	No File Uploaded

5.1.4 - Institution provides additional support to needy students in several ways such as Monetary help from external sources such as banks Outside accommodation on reasonable rent on shared or individual basis Dean student welfare is appointed and takes care of student welfare Placement Officer is appointed and takes care of the Placement Cell Concession in tuition fees/hostel fees Group insurance (Health/Accident)

Five or more of the above

File Description	Documents
Data as per Data template	View File
Income Expenditure statement highlighting the relevant expenditure towards student concession along with approval / sanction letter	View File
Report of the Placement Cell	No File Uploaded
Any other relevant information	No File Uploaded

5.2 - Student Progression

5.2.1 - Number of students of the institution placed as teachers/teacher educators during the year

Number of students placed as teachers/teacher educators	Total number of graduating students
10	14

File Description	Documents
Data as per Data Template	View File
Reports of Placement Cell for during the year	No File Uploaded
Appointment letters of 10 percent graduates for each year	View File
Any other relevant information	View File

5.2.2 - Number of student progression to higher education during the academic year

5.2.2.1 - Number of outgoing students progressing from Bachelor to PG (A1).

14

File Description	Documents
Data as per Data Template	View File
Details of graduating students and their progression to higher education with seal and signature of the principal	View File
Documentary evidence in support of the claim	View File
Any other relevant information	No File Uploaded

5.2.3 - Number of students qualifying state/national level examinations during the year (eg: NET/SLET/ TET/ CTET)

3

File Description	Documents
Data as per Data Template	View File
Copy of certificates for qualifying in the state/national examination	View File
Any other relevant information	No File Uploaded

5.3 - Student Participation and Activities

5.3.1 - Student council is active and plays a proactive role in the institutional functioning Describe the ways in which student council plays a proactive role in the institutional functioning and contribute for students welfare in not more than 100 - 200 words

The institution has a Student Council that participates in both academic and administrative bodies. At the start of each academic year, various committees are established, including both Pupil-Teachers and faculty members as coordinators and members. These coordinators are regularly called to meetings to discuss and plan various activities. Pupil-Teacher representatives are involved in these discussions and are guided by coordinators on how to organize events and extension activities that align with the college's objectives and vision. The committees, with Pupil-Teacher involvement, focus on cultural activities and other significant events.

File Description	Documents
Copy of constitution of student council signed by the Principal	View File
List of students represented on different bodies of the Institution signed by the Principal	View File
Documentary evidence for alumni role in institution functioning and for student welfare	View File
Any other relevant information	View File

5.3.2 - Number of sports and cultural events organized at the institution during the year

13

File Description	Documents
Data as per Data Template	View File
Reports of the events along with the photographs with captions and dates	View File
Copy of circular / brochure indicating such kind of events	No File Uploaded
Any other relevant information	No File Uploaded

5.4 - Alumni Engagement

5.4.1 - Alumni Association/Chapter (registered / non-registered but functional) contributes significantly for the development of the institution Describe the role of alumni association in the development of institution in not more than 100 - 200 words highlighting two significant contributions in any functional aspects

The Alumni Association of Grizzly College of Education, registered under the Society Act Registration 1860, operates under the name "Alumni Association of Grizzly College of Education" and engages in several key activities:

Fostering Relationships: Encourages strong connections between the institution and its alumni, as well as among the alumni themselves.

Promoting Community: Builds friendly relationships among all members of the alumni body and maintains an interest in the institution's welfare.

Program Development: Initiates and develops programs that benefit alumni.

Fundraising Support: Assists the institution in obtaining funds for development projects.

Academic Support: Provides a platform for alumni to support and enhance academic excellence at the institution.

Career Assistance: Guides and helps recent graduates in securing employment and engaging in productive societal activities.

Committee Participation: Includes alumni as members of various committees and invites them to college meetings, where they can interact with teachers and offer suggestions for curriculum improvements.

File Description	Documents
Details of office bearers and members of alumni association	View File
Certificate of registration of Alumni Association, if registered	View File
Any other relevant information	No File Uploaded

5.4.2 - Alumni has an active role in the regular institutional functioning such as Motivating the freshly enrolled students Involvement in the in-house curriculum development Organization of various activities other than class room activities Support to curriculum delivery Student mentoring Financial contribution Placement advice and support

All of the above

File Description	Documents
Documentary evidence for the selected claim	View File
Income Expenditure statement highlighting the alumni contribution	No File Uploaded
Report of alumni participation in institutional functioning for the academic year	View File
Any other relevant information.	No File Uploaded

5.4.3 - Number of meetings of Alumni Association held during the year**2**

File Description	Documents
Data as per Data Template	View File
Agenda and minutes of the meeting of Alumni Association with seal and signature of the Principal and the Secretary of the Association	View File
Any other relevant information	No File Uploaded

5.4.4 - Alumni Association acts as an effective support system to the institution in motivating students as well as recognizing, nurturing and furthering any special talent/s in them. Describe the mechanism through which Alumni Association acts as an effective support system to the institution in motivating, nurturing special talent in not more than 100 - 200 words

The Alumni Association of Grizzly College of Education plays a vital role in supporting the institution's various activities. With a strong and engaged alumni network, the college benefits from their contributions in numerous ways:

- Alumni conduct short lectures, offer spoken English classes, and lead personality development sessions, along with providing training on interview skills and resume writing.
- They offer guidance to postgraduates on educational, vocational, and personal matters.
- Alumni assist in the pre-internship preparation for new Pupil-Teachers by sharing insights about school environments and related experiences.
- Those residing outside remain connected with the college and help Pupil-Teachers by advising on opportunities for further studies overseas after completing their B.Ed.
- They provide employment counseling to Pupil-Teachers, helping them navigate job opportunities.
- Alumni serve as judges for cultural and sports competitions, lending their expertise and support.
- They actively participate in organizing and managing extensive outreach activities for the institution.

File Description	Documents
Documentary evidence in support of the claim	View File
Any other relevant information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership and participatory mechanism in tune with the vision and mission. Describe the vision and mission statement of the institution on the nature of governance, perspective plans and participation of the teachers, students and non-teaching staffs in its decision making bodies of the institution in not more than 100 - 200 words.

VISION

The Institution becomes a knowledge hub where the next generation teachers would be equipped with a multidisciplinary perspective of knowledge; grounded with values rooted in Indian culture and history; empowered with twenty-first-century skills; and committed to professional excellence to produce manpower for the country as well as for the global world.

MISSION

- To Provide experience-based learning for multifaceted development
- To contribute to National development through teacher education
- To integrate pedagogy and technology for learning
- To promote self-learning and group learning
- To develop global competencies and life skills among Pupil Teacher
- To acquire multilingual skills and demonstrate effective communication
- To relate knowledge with day-to-day experience
- To adopt technology to address the explosion of knowledge
- To imbibe constitutional and human values based on Indian culture.
- To follow inclusive practices in all activities organized by the institution
 - To identify the uniqueness of every learner and nurture him/her.

File Description	Documents
Vision and Mission statements of the institution	View File
List of teachers, students and non-teaching staff on decision making bodies of the institution with seal and signature of the Principal	View File
Documentary evidence in support of the claim	No File Uploaded
Any other relevant information	No File Uploaded

6.1.2 - Institution practices decentralization and participative management Describe the process of decentralization and participative management practiced in the institution in not more than 100 - 200 words

Grizzly College of Education is deeply committed to decentralization and participative management, ensuring prompt decision-making. For instance, in response to an urgent need for new books and journals for the college library, as requested by the Principal on 25-08-2022, the management demonstrated its decentralized approach by empowering the Principal to make timely decisions. This delegation of authority, reflected in the Secretary's communication dated 27-08-2022, highlights the institution's adaptability and responsiveness to immediate needs. Such practices not only indicate transparency and accountability but also promote a culture of shared responsibility and ownership within the institution.

File Description	Documents
Relevant documents to indicate decentralization and participative management	No File Uploaded
Any other relevant information	No File Uploaded

6.1.3 - The institution maintains transparency in its financial, academic, administrative and other functions Describe the efforts of the institution towards maintenance of transparency in its financial, academic, administrative and other functions in not more than 100 - 200 words.

Grizzly College of Education upholds full transparency and accountability across all its functions—academic, financial, administrative, and beyond. The institution has developed a robust and integrated system for managing internal processes such as admissions, examinations, internal quality assurance, and library management.

Financial transparency is a priority; the finance department, led by the Principal, regularly monitors financial operations and statements. The Governing Body reviews these financial statements during annual general meetings. To ensure public access and accountability, the audited financial statements are published on the college's website.

In academic matters, the Governing Body serves as the highest decision-making authority, overseeing academic program functions, advising on syllabus revisions, and making key decisions to enhance academic processes. Transparency is maintained through the publication of meeting minutes on the college's website and distribution to department heads, the Pupil-Teacher Council, and both teaching and non-teaching staff. The website also provides access to disclosure documents, including minutes from various meetings.

File Description	Documents
Reports indicating the efforts made by the institution towards maintenance of transparency	View File
Any other relevant information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic plan is effectively deployed Describe one activity successfully implemented based on the strategic plan with details of deployment strategy, during the year in not more than 100 - 200 words

Grizzly College of Education adopts a precise and action-oriented approach, employing both short- and long-term strategies to meet its objectives. The institution has implemented a time-bound strategic plan that is effectively executed and supported by adequate financial resources. Staff members adhere to standards of engagement and transparency, ensuring a well-regulated and accountable environment.

The college boasts a well-structured management system designed to capture, align, and incorporate data related to academic and administrative functions. Regular meetings and decision-making processes are integral to this system. Specific areas of focus include:

- Pupil-Teacher Attendance Records
- Use of Audiovisual Aids
- Coverage of the Syllabus

- Internal Assessments
- Organization of Co-Curricular Activities (CCA)
- ICT and Educational Technology
- Use of Laboratory Facilities
- Committee Work

These activities are managed under the guidance of the college's Principal, ensuring effective oversight and integration into the overall management framework.

File Description	Documents
Link to the page leading to Strategic Plan and deployment documents	https://grizzlycollege.org/Home-Page
Documentary evidence in support of the claim	View File
Any other relevant information	No File Uploaded

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc. Describe the functioning of the institutional bodies in not more than 100 - 200 words.

Grizzly College of Education operates with a decentralized administrative structure, as detailed in the institution's organogram. This structure reflects a collaborative effort among the Principal, teaching and non-teaching staff, and Pupil-Teachers, all working together towards common objectives.

Effective organization is crucial for achieving the institution's goals. The organizational structure defines how various activities are managed to align with the institution's aims. It encompasses task allocation, coordination, and supervision, ensuring that roles and processes are integrated to fulfill the institution's purpose.

This structure outlines:

- Task Allocation: Distribution of responsibilities among different roles to ensure efficient functioning.
- Coordination: Mechanisms to align various activities and roles.
- Supervision: Oversight to ensure that tasks are carried out effectively and objectives are met.

By defining these aspects, the organizational structure helps in achieving the institution's goals and ensures that all components

work harmoniously towards fulfilling its mission.

File Description	Documents
Link to organogram on the institutional website	https://ctrlpanel.in/CMS-PAGE/cms_eDocument/A91B1GRIZZLYCOLLEGE7269476A69796.1.2%20Organogram_page-0001.jpg
Documentary evidence in support of the claim	View File
Any other relevant information	No File Uploaded

6.2.3 - Implementation of e-governance are in the following areas of operation Planning and Development Administration Finance and Accounts Student Admission and Support Examination System Biometric / digital attendance for staff Biometric / digital attendance for students

All of the above

File Description	Documents
Data as per Data Template	View File
Screen shots of user interfaces of each module	View File
Annual e-governance report	No File Uploaded
Geo-tagged photographs	No File Uploaded
Any other relevant information	No File Uploaded

6.2.4 - Effectiveness of various bodies / cells / committees is evident through minutes of meetings and implementation of their resolutions / decisions Describe one decision based on the minutes of the meetings of various Bodies / Cells / Committees which is successfully implemented in not more than 100 - 200 words.

At Grizzly College of Education, decisions are made based on discussions held in various committee meetings. Minutes of these meetings are meticulously recorded for reference. The college's activities and strategies are designed to align with the guidelines set by Vinoba Bhave University, Hazaribag, Jharkhand, as well as the institution's own vision and mission.

Key information regarding the college's operations and announcements is made available on the college's website and notice board. The academic and cultural calendars are implemented according to the

schedules set by the respective committees and bodies within the college. Decisions from meetings are documented, and practical steps are taken to ensure their effective implementation.

The college operates through several major committees and cells to ensure its smooth functioning, including:

- Internal Quality Assurance Cell
- Academic Council
- Examination Cell
- Library Advisory Committee
- Sports and Recreation Committee
- Guidance and Counseling Cell
- Admission Cell
- Outreach Activity Committee
- Alumni Association
- College Magazine Committee
- Feedback and Evaluation Committee
- Pupil-Teacher Welfare Committee
- Cultural Committee

These committees and cells work collaboratively to manage various aspects of the college's operations and maintain its standards of excellence.

File Description	Documents
Minutes of the meeting with seal and signature of the Principal	View File
Action taken report with seal and signature of the Principal	View File
Any other relevant information	No File Uploaded

6.3 - Faculty Empowerment Strategies

6.3.1 - Effective implementation of welfare measures for teaching and non-teaching staff is in place
Describe the existing welfare measurements for teaching and non-teaching staff and their implementation in not more than 100 - 200 words

Grizzly College Of Education focus welfare to its staff on following areas :-

1. **Professional** : The college emphasizes the professional development of all staff. Workshops and training enhance skills, ensuring the entire team excels in their roles, contributing to the institution's progress.

2. **Social** : The college provide free single and family accommodations to some employees and centralized canteen facility to all.
3. **Economic** : The college ensures timely and correct salary disbursements to all employees. Facilities of PF, ESI and Gratuity are available to all employees.
4. **Health and well being** : Wellness programs, healthcare benefits, and mental health sessions are provided to ensure that employees take care of their physical and mental health well.
5. **Clothing** : Free uniforms are provided to all employees according to their dress codes.
6. **Leave** : For healthy work-life balance, the management ensures leave to all employees for personal and family needs according to the circumstances as under mentioned :-

(a) **Casual Leave** : All are eligible (Teaching -14 days, NonTeaching-21 days) in a Financial year.

(b) **Out-Station Duty (OD)/Duty Leave** : OD is granted to employees who go out on official duties/Seminars/Workshop/Conferences etc as approved by Principal/Designated Authority.

(c) **Maternity Leave** : Applicable to all women employees as per the norms.

(d) **Medical Leave** : All employees are eligible.

(e) **Earned Leave** : All employees are eligible 5 days in a Financial year.

(f) **Bereavement Leave** : All employees are granted approximately 13 days of leave on sympathetic grounds according to individual circumstances.

File Description	Documents
List of welfare measures provided by the institution with seal and signature of the Principal	View File
List of beneficiaries of welfare measures provided by the institution with seal and signature of the Principal	No File Uploaded
Any other relevant information	No File Uploaded

6.3.2 - Number of teachers provided with financial support to attend seminars / conferences / workshops and towards membership fees of professional bodies during the year**47005**

File Description	Documents
Data as per Data Template	View File
Institutional Policy document on providing financial support to teachers	View File
E-copy of letter/s indicating financial assistance to teachers	No File Uploaded
Certificate of participation for the claim	View File
Certificate of membership	No File Uploaded
Income Expenditure statement highlighting the financial support to teachers	View File
Any other relevant information	View File

6.3.3 - Number of professional development /administrative training programmes organized by the institution for teaching and non-teaching staff during the year.**2**

File Description	Documents
Data as per Data Template	View File
Brochures / Reports along with Photographs with date and caption	No File Uploaded
List of participants of each programme	View File
Any other relevant information	No File Uploaded

6.3.4 - Number of teachers undergoing online / face to face Faculty Development Programmes (FDPs) viz., Orientation Programme and Refresher Course of the ASC / HRDC, Short Term Course and any other similar programmes**16**

File Description	Documents
Data as per Data Template	View File
Copy of Course completion certificates	View File
Any other relevant information	No File Uploaded

6.3.5 - The institution has a performance appraisal system for teaching and non-teaching staff Describe the process of performance appraisal system for teaching and non-teaching staff in not more than 100 - 200 words.

Grizzly College of Education has established a thorough process for evaluating faculty and other personnel, using these evaluations to improve teaching, study, and service. The college assesses both teaching and non-teaching staff regularly, analyzing the results of their assessments and annual reviews to inform improvements.

Feedback mechanisms are in place to gather input from all stakeholders. There is a suggestion box available for anonymous feedback regarding faculty performance. Pupil-Teachers are encouraged to provide feedback continuously and have the opportunity to discuss their concerns and suggestions directly with the Principal and management.

Throughout the academic year, Pupil-Teachers can express their views on various academic and co-curricular programs. Additionally, the evaluation process includes comprehensive reviews from both Pupil-Teachers and peers, ensuring a well-rounded assessment of performance and areas for enhancement.

File Description	Documents
Proforma used for performance appraisal for teaching and non-teaching staff with seal and signature of the Principal	View File
Performance Appraisal Report of any three teaching and three non-teaching staff with seal and signature of the Principal	View File
Any other relevant information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal or /and external financial audit regularly Describe the process of internal and external financial audits along with the mechanism for settling audit objections, if any,

during the year in not more than 100 - 200 words

Grizzly College of Education maintains rigorous financial oversight through dedicated accounting and Chartered Accountant services for both internal and external audits. This ensures accurate accounting of all receipts and payments, including Pupil-Teacher fees.

An internal financial committee conducts reviews of all vouchers on a half-yearly basis. Bills and vouchers are meticulously double-checked to confirm that expenditures across various categories are correct. Any discrepancies identified are promptly reported to the Principal for resolution.

The college budget encompasses regular expenses such as salaries, utilities, internet charges, maintenance costs, and stationery, as well as non-recurring expenditures for lab purchases, furniture, and construction. The accounting department diligently monitors all expenditures to ensure adherence to the budget.

File Description	Documents
Report of Auditors of during the year signed by the Principal.	View File
List of audit objections and their compliance with seal and signature of the Principal	No File Uploaded
Any other relevant information	No File Uploaded

6.4.2 - Funds / Donations received from non-government bodies, individuals, philanthropists averaged over the year (not covered in Criterion III)(INR in Lakhs)

0

File Description	Documents
Data as per Data Template	No File Uploaded
Income Expenditure statements highlighting the relevant items with seal and signature of both the Chartered Accountant / Principal	No File Uploaded
Copy of letter from the NGO / Individual / Philanthropists stating the Fund / Donation given	No File Uploaded
Any other relevant information	No File Uploaded

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources are in place. Describe the procedure of mobilization of funds and its optimal utilization in not more than 100 - 200 words.

Grizzly College of Education ensures reliable and transparent funding through well-established sources. Financial planning is meticulously conducted to secure adequate funding for all college programs. The college adheres strictly to financial regulations and follows approved financial management procedures.

All visible expenses are covered by the college's funds, and it complies with all regulatory requirements in the financial sector to maintain transaction transparency. The sole revenue source for the college is the fee collected from Pupil-Teachers, in accordance with regulations set by the NCTE and the affiliating university.

File Description	Documents
Documentary evidence regarding mobilization and utilization of funds with seal and signature of the Principal	No File Uploaded
Any other relevant information	No File Uploaded

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) or any other mechanism has contributed significantly for institutionalizing the quality assurance strategies Describe the process adopted by the institution for quality assurance through IQAC or any other mechanism in not more than 100 - 200 words

The Institutional Quality Assurance Cell (IQAC) at Grizzly College of Education is dedicated to advancing quality across various aspects of the institution. It regularly reviews and enhances the quality of teaching and learning processes. Faculty members are encouraged to use modern ICT tools, including smart classrooms, PowerPoint presentations, video streaming, and audio components, to improve classroom effectiveness.

IQAC supports faculty development by promoting participation in Faculty Development Programs (FDP), seminars, workshops, and research paper publications. It also organizes Student Induction Programs to foster student development and Staff Induction Programs to enhance administrative skills.

To support academic pursuits, IQAC provides faculty with computers and encourages the use of the college library for knowledge enhancement. Faculty members are also motivated to enroll in Ph.D.

programs for further academic growth. IQAC ensures staff discipline and compliance with established norms.

The institution has established various committees to address various areas essential for smooth functioning and professional improvement. Throughout the academic year, IQAC ensures that all agenda items are thoroughly discussed in meetings, resolved, and successfully implemented.

File Description	Documents
List of activities responsible for ensuring quality culture in the Institution with seal and signature of the principal	View File
Any other relevant information	No File Uploaded

6.5.2 - The institution reviews its teaching-learning process periodically through IQAC or any other mechanism Describe the process adopted by the institution for reviewing Teaching-Learning Process periodically in not more than 100 - 200 words.

The Internal Quality Assurance Cell (IQAC) at Grizzly College of Education plays a crucial role in ensuring the effective implementation of the academic calendar and assessing progress through monthly syllabus completion reports.

To review and enhance the teaching-learning process, the IQAC has adopted the following measures:

- **Student-Centric Methods:** Methods focused on Pupil-Teachers are employed to clarify concepts effectively.
- **Resource Enrichment:** The library is continually updated with resources pertinent to the curriculum.
- **Course Completion:** Emphasis is placed on completing the course content within the stipulated time frame.
- **Classroom Participation:** Strategies are implemented to boost Pupil-Teacher participation in classroom discussions.
- **Transparency in Assessments:** Internal assessments are conducted with transparency.
- **Performance Monitoring:** IQAC oversees the implementation and analysis of both academic and administrative performances across the institution.
- **Utilization of Facilities:** Efforts are made to ensure maximum use of infrastructural facilities and available ICT resources.
- **Feedback Analysis:** A dedicated Feedback Analysis Committee reviews both online and offline feedback from Pupil-Teachers.

- **Overall Well-being:** IQAC monitors the overall well-being of the institution in all aspects.

File Description	Documents
Appropriate documents to show the visible improvement/s in Teaching-Learning Process with seal and signature of the Principal	View File
Any other relevant information	No File Uploaded

6.5.3 - Number of quality initiatives taken by IQAC or any other mechanism for promoting quality culture during the year

4

File Description	Documents
Data as per Data Template	View File
Report of the work done by IQAC or other quality mechanisms	View File
List of quality initiatives undertaken by IQAC / other quality mechanism signed by the Principal	View File
Any other relevant information	No File Uploaded

6.5.4 - Institution engages in several quality initiatives such as Regular meeting of Internal Quality Assurance Cell (IQAC) or other mechanisms; Feedback collected, analysed and used for improvements Timely submission of AQARs (only after 1st cycle) Academic Administrative Audit (AAA) and initiation of follow up action Collaborative quality initiatives with other institution(s) Participation in NIRF

Four of the above

File Description	Documents
Data as per Data Template	View File
Link to the minutes of the meeting of IQAC	https://ctrlpanel.in/CMS-PAGE/cms_eDocument/A91B1GRIZZLYCOLLEGE7269476A69792023-24.pdf
Link to Annual Quality Assurance Reports (AQAR) of IQAC	https://ctrlpanel.in/CMS-PAGE/cms_eDocument/A91B1GRIZZLYCOLLEGE7269476A6979AQAR-2022-23.pdf
Consolidated report of Academic Administrative Audit (AAA)	View File
e-Copies of the accreditations and certifications	View File
• Supporting document of participation in NIRF	No File Uploaded
Feedback analysis report	View File
Any other relevant information	No File Uploaded

6.5.5 - Institutions keeps track of the incremental improvements achieved in academic and administrative domains of its functioning through quality assurance initiatives For first cycle: Describe two examples to show incremental improvements achieved within the institution during the year in not more than 100 - 200 words each For second and subsequent cycles: Describe two examples to show incremental improvements achieved within the institution due to quality initiatives since the previous accreditation in not more than 100 - 200 words each

Grizzly College of Education is committed to enhancing quality across various domains. Recent improvements include:

Academic:

1. The introduction of a digital smart board in one classroom, promoting interactive and dynamic teaching methods and creating a richer learning environment.
2. Increased use of ICT tools in academic activities to support and improve the teaching-learning process.

Administrative:

1. Implementation of cooling systems in all college rooms to ensure a comfortable environment for both students and faculty during the summer.
2. Regular maintenance of infrastructure and prompt replacement

of defective equipment with high-quality materials to ensure optimal functioning.

File Description	Documents
Relevant documentary evidence in support of the claim	View File
Any other relevant information	No File Uploaded

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Institution has a stated energy policy streamlining ways of energy conservation, use of alternate sources of energy for meeting its power requirements Describe the institution's energy policy streamlining ways of energy conservation, use of alternate sources of energy for meeting its power requirements in not more than 100 - 200 words.

Grizzly College of Education has adopted a comprehensive energy policy to promote conservation across the campus. Key measures include:

- **Energy Conservation Practices:** Pupil-Teachers and staff are encouraged to turn off lights, exhaust fans, OHPs, and other electronic devices when not in use.
- **LED Lighting:** Only LED bulbs are used throughout the institution to reduce energy consumption.
- **Awareness Campaigns:** "SAVE ENERGY" stickers are placed on switchboards, and the college conducts poster-making and essay-writing competitions on energy conservation to raise awareness among Pupil-Teachers.
- **Solar Lights:** Two solar-powered lights have been installed on campus to enhance security while significantly reducing energy usage.

These initiatives aim to foster a culture of energy efficiency and environmental responsibility within the institution.

File Description	Documents
Institution's energy policy document	View File
Any other relevant information	View File

7.1.2 - Institution has a stated policy and procedure for implementation of waste management Give a brief note on the institution policy for waste management along with its implementation procedure in not more than 100 - 200 words.

Grizzly College of Education has established a comprehensive waste management policy to ensure efficient handling of waste and promote environmental sustainability. Key elements of this policy include:

- **Segregation of Waste:** The College uses separate dumping tanks for biodegradable and non-biodegradable waste. Organic waste, such as leaves and grass, is collected in designated tanks to be converted into manure for campus plants.
- **Vermicomposting:** The institution produces vermicompost on campus, which is used to support the organic kitchen garden, flowering plants, and other greenery.
- **Waste Disposal:** Large dustbins are strategically placed across the campus to maintain cleanliness and promote proper waste disposal.
- **Plastic-Free Campus:** The College has successfully implemented a "Plastic-Free" policy to eliminate the use of plastic products on campus.

These measures reflect the institution's commitment to effective waste management and environmental stewardship.

File Description	Documents
Documentary evidence in support of the claim	View File
Any other relevant information	View File

7.1.3 - Institution waste management practices include Segregation of waste E-waste management Vermi-compost Bio gas plants Sewage Treatment Plant

All of the above

File Description	Documents
Documentary evidence in support of each selected response	View File
Geo-tagged photographs	View File
Income Expenditure statement highlighting the specific components	View File
Any other relevant information	View File

7.1.4 - Institution has water management and conservation initiatives in the form of 1. Rain water harvesting 2. Waste water recycling 3. Reservoirs/tanks/ bore wells 4. Economical usage/ reduced wastage

All of the above

File Description	Documents
Income Expenditure statement highlighting the specific components	View File
Documentary evidence in support of the claim	View File
Geo-tagged photographs	View File
Any other relevant information	View File

7.1.5 - Institution is committed to maintenance of cleanliness, sanitation, green cover and providing a pollution free healthy environment Describe the efforts of the institution towards maintenance of cleanliness, sanitation, green cover and providing a pollution free healthy environment in not more than 100 - 200 words

Grizzly College of Education is dedicated to maintaining a pristine and healthy environment for both faculty and students. The institution's commitment to cleanliness and sanitation is reflected in the following practices:

- **Regular Cleaning:** Classrooms, toilets, drinking stations, and other rooms are cleaned daily. The cleaning process is monitored and documented through video recordings to ensure thoroughness.
- **Housekeeping Vigilance:** The housekeeping department is responsible for continuous sanitization of the entire building and campus.
- **Lush Greenery:** The campus features extensive greenery, including beautiful flower beds, a kitchen garden, and an herbal garden. These areas contribute to a cool, attractive, and eco-friendly environment.
- **Sanitization Products:** Capital use of phenyl, toilet screen, and air fresheners ensures that all toilets remain fresh and hygienic.
- **Sports and Assembly Areas:** The badminton and basketball courts, as well as the assembly area, are meticulously maintained to complement the overall cleanliness and aesthetic appeal of the campus.

These efforts collectively ensure a pollution-free, healthy, and pleasant environment conducive to both teaching and learning.

File Description	Documents
Documents and/or photographs in support of the claim	View File
Any other relevant information	View File

7.1.6 - Institution is committed to encourage green practices that include Encouraging use of bicycles / E-vehicles Create pedestrian friendly roads in the campus Develop plastic-free campus Move towards paperless office Green landscaping with trees and plants

Four of the above

File Description	Documents
Videos / Geotagged photographs related to Green Practices adopted by the institution	View File
Circulars and relevant policy papers for the claims made	View File
Snap shots and documents related to exclusive software packages used for paperless office	No File Uploaded
Income- Expenditure statement highlighting the specific components	View File

7.1.7 - Number of expenditure on green initiatives and waste management excluding salary component during the year (INR in Lakhs)

2.88276

File Description	Documents
Data as per Data Template	View File
Income Expenditure statement on green initiatives, energy and waste management	View File
Any other relevant information	No File Uploaded

7.1.8 - Institution puts forth efforts leveraging local environment, locational knowledge and resources, community practices and challenges. Describe institution's efforts showcasing the way it leverages

local environment, locational knowledge and resources, community practices and challenges in not more than 100 - 200 words

Grizzly College of Education fosters an inclusive environment that embraces and respects a wide range of diversities, including cultural, regional, linguistic, communal, and socio-economic differences. The enrollment process is completely transparent, ensuring fairness and equality. The college is committed to providing equal opportunities for all Pupil-Teachers in various activities conducted throughout the year, regardless of their background.

Each year, the college hosts a "Fresher's Day" to warmly welcome first-year Pupil-Teachers, helping them integrate with their peers and boosting their confidence and creativity. This event features a variety of colorful activities, including traditional, fusion, and western dances, singing performances, and vibrant decorations.

The college also celebrates important days such as Yoga Day, Youth Day, and Teachers' Day, promoting national integration and communal harmony among people of all religions and languages.

File Description	Documents
Documentary evidence in support of the claim	View File
Any other relevant information	No File Uploaded

7.1.9 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized

A. All of the above

File Description	Documents
Copy of the Code of Conduct for students, teachers, administrators and other staff of Institution / Affiliating University	View File
Web-Link to the Code of Conduct displayed on the institution's website	View File
Reports / minutes of the periodic programmes to appraise adherence to the Code of Conduct	No File Uploaded
Details of the Monitoring Committee, Professional ethics programmes, if any	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Describe at least two institutional best practices (as per NAAC format given on its website)
Describe any two best practices successfully implemented by the institution as per NAAC format

Best Practice-1 : Honesty Shop

Best Practice-2 :comuniy outreach programme

File Description	Documents
Photos related to two best practices of the Institution	View File
Any other relevant information	View File

7.3 - Institutional Distinctiveness

7.3.1 - Performance of the institution in one area of distinctiveness related to its vision, priority and thrust Describe the institutional performance in one area of distinctiveness related to its vision, priority and thrust in not more than 100 -200 words

Grizzly College of Education excels in its commitment to student success, which aligns with its vision, priorities, and strategic goals. A notable aspect of this commitment is the integration of technological advancements into the educational process, exemplified by the use of smart boards in classrooms. This reflects the institution's dedication to enhancing the learning experience through modern tools.

Another distinctive feature is the daily House Voice Prayer Meeting, which serves as a platform for the self-development of trainees. College professors evaluate the performance of each house, and at the end of each month, an award is given to the house with the best performance. This initiative fosters a sense of community and encourages students to actively engage in their personal growth.

To promote consistent attendance, the college recognizes and rewards students who achieve 100% attendance each month with certificates and provides additional monetary incentives for perfect attendance throughout the year. This recognition extends to trainees during their internships as well. Such measures reinforce the institution's commitment to fostering a supportive community where students actively participate in various activities and continually strive for excellence.

File Description	Documents
Photo and /or video of institutional performance related to the one area of its distinctiveness	View File
Any other relevant information	View File