SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

GRIZZLY COLLEGE OF EDUCATION

PLOT 468 NEAR SATPULIA, GUMO, DISTT KODERMA
825409
www.grizzlycollege.org

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

(Draft)

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Top of FormBottom of FormGrizzly College of Education is a co-educational college located in Jhumri Telaiya, Jharkhand, India. It was founded in 2007 by Grizzly Charitable Trust. The College is affiliated with Vinoba Bhave University, Hazaribagh, and is recognized by NCTE, Bhubaneswar.

: Gumo Path, Jhumri Telaiya, Jharkhand 825409.

: 070700 98793.

Grizzly College of Education came into existence on 21st March 2007.

The college is located at a familiar (on radio request) place called Jhumri Telaiya. It has witnessed a steady growth, both in terms of infrastructure and reputation.

The College has made significant contributions in the field of higher education by providing quality education and research output. Sincere efforts and due care have been taken to present the summary of overall activities and achievements of the college during last five years focusing on all the seven criteria prescribed by NAAC. The criteria wise summary of the activities and the department wise self-study reports have been compiled in two volumes. The objectives and motivation of this exercise are to assess our strengths, weaknesses and the opportunities offered in higher education and prepare the challenges that are at the forefront. I take this opportunity to appreciate and thank the Coordinator and members of the NAAC steering committee and Internal Quality Assurance Cell for sharing the responsibility of drafting the SSR. I also thank all the academic departments and administrative sections of the University for their supports in preparation of the SSR and Performance Criteria. I hope and believe that the NAAC will find our efforts to be of use in the process of assessment.

The College with all its glorious academic achievement and ceaseless scholastic pursuits had already created a distinct niche for itself in India and beyond.

Vision

To develop socially competent, culturally accepted, nationally recognized, and educationally fitted with demands of global trends in the field of Teachers' Education.

Mission

To foster total development of personality.

 • To provide integrated courses in teacher education, marked and defined by value-education, global outlook,

and interdisciplinary.

Objectives

To prepare committed teachers for colleges in the state of Jharkhand and the country.

• To prepare highly skillful and effective teachers to teach in primary, secondary and senior secondary schools.

• To foster an all around training i.e. .mental, physical, cultural, social, moral and spiritual through education system.

• To implement teachers' education that would provide education and training to prospective teachers that aims at development of teachers.

• To equip teachers with the competencies requisite for dealing with the issues of the choices and challenges of students.

• To introduce innovations in the education so as to reflect India's knowledge, robust intellectuality and inexhaustible creativity.

• To undertake, conduct and promote programs that will enhance the highest aims of pedagogy and synthesis of knowledge-systems and internationalism.

• To create a sensible and sensitive teacher accountable to students as well as society.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

• One of the premier College in Jharkhand with a very long list of eminent alumni.

•Easily accesible location with a well maintained andgreen campus and in close proximity to other educational institutions.

• Well-designed, competitive and up-to-date curriculum

• High demand for the courses offered with top quality students take admission in different courses. Low dropout rate and average pass percentage is very high (more than 98%).

• Highly qualified and dedicated faculty with diversified knowledge base.

• Optimum physical infrastructures in campus for class rooms and labs and library along with sports complex, playground and other facilities.

• Large number of student participation in various co and extra-curricular

programme.

• Placement of students is very good.

Institutional Weakness

Limited industry-university collaborations and patent output.

• Lack of foreign collaborations with provision of student and faculty exchange

programme.

• Maintaining financial viability given the limited number of students and restricted fee structure.

Institutional Opportunity

Scope for expansion of physical infrastructure in the second campus to offer a range of new academic programmes in emerging disciplines and to establish centres of research in pedagogy..

• Strengthening the existing infrastructure of departments and Library to

create more scope for independent and interdisciplinary research.

• Introduction of value added and skill development programmes.

• To strengthen the alumni network helps in resource generation, placement activities and knowledge dissemination.

• Strengthening the library facilities to provide more e-resources.

• Collaboration with foreign Universities for student and faculty exchange programme and also for more collaborative research in emerging fields.

Institutional Challenge

Currently reluctance of other colleges to work together to achieve a larger goal

• Non availability of Credit Based System in affiliating University

• Risk of losing well trained and experienced faculty for better opportunities at other universities/institutes due to non-implementation of Career Advancement Scheme.

• Generating more resources to meet growing expenses for creating state-of-art facilities for quality teaching and research.

• To maintain the peaceful academic environment in campus for effective utilisation of potentials of faculty and staff for overall growth of the University to meet the increasing competition from private/deemed and foreign Universities.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

One of the main strengths of the University to which Grizzly College of Education is affiliated to is its curriculam design, which has been done both in terms of the extensity and intensity of the subjects. All the curriculum have been reviewed periodically by the appropriate academic bodies of the College in close coordination with teachers, subject experts and external specialists taking into account the students' needs, teaching potential of the faculty, emerging trends in various knowledge regimes and above all the regional needs.

Emphasis on practical training in terms of laboratory work, field work, project work, practical training, etc. has been given to enhance the employability of the S the students to get ready to face the challenges in real life situations.

Semester pattern examinations have been introduced in all levels. Topics on motivation, leadership, values, ethical sciences, communication and self-awareness have also been introduced in the curriculam of subjects wherever required for the overall development of the students. Feedback from students both on courses and on teachers as an integral part of all academic programmes has provided a much needed scope for improvement in design and implementation of curriculum**.**

Teaching-learning and Evaluation

2.1 Student Enrolment and Profile

The institute gives admission to local students as well as students from other states The institute has a High demand ratio, which reflects the Institute's reputation in terms of state-of - the-art facilities, research emphasis, creative programs, teaching-learning efficiency.

2.2 Catering to Student Diversity

The institute practices student centric approach. Each student is given personal attention and grooming throughout his/her journey during the program. Bridge courses, remedial courses, and self-study guided courses are provided to support slow learners. The student-faculty ratio is optimally maintained. The physical infrastructure of the institute ensures disabled friendly.

2.3 Teaching - Learning Process

The Institute Practices student's and believes in experiential learning. Methods like case study, Business Project, SIP, CSR, Sports and Cultural competition, Live Projects etc are used for experiential learning. The academic calendar is every year in advance and strictly followed. ICT is used by every faculty to make teaching more effective. ICT and LMS are incorporated into teaching to improve the learning experience of students.

Each and every student is assigned to a mentor from the faculty, industry and alumni based on their academic background, career interests and preference for industry / sector.

2.4 Teacher Profile and Quality

The Institute ensures sufficiently qualified and experienced Faculty Members, who are experts in their own field.

2.5 Evaluation Process and Reforms The institute has fully automated examination system from generation of admit cards to declaration of results. The results are declared as per the academic calendar and all grievances of student are addressed timely.

2.6 Student Performance and Learning Outcomes The PO & PSO helps to develop the teaching and learning process. The Course outcomes give a clear picture of the course's employability, skill development and entrepreneurship prospects. The attainment of outcomes of the program is evaluated through continuous evaluation. At the end of the semester Feedback is taken from the students regarding attainment of COs.

2.7 Student Satisfaction Survey The Institute continuously strives to improve the Teaching learning processes, and engage the students to improve students' results and students' satisfaction.

Infrastructure and Learning Resources

Infrastructure and Learning Resources The present campus of the College is spread over an area of 1.17 acres. After the upgradation of Grizzly College Of Education , it has paid special attention not only to create new physical infrastructure but also to renovate/upgrade the existing infrastructure through proper planning and phase wise execution from its own. The college has two main buldings namely administrative and academic building. The build up area for academic buiding is 2214 Sqr. M. consisting five classrooms with projector facility and others in a very good condition, computer lab with 25 systems, language lab, separate common rooms for boys and Girls. Laboratories, Art and Craft, curriculum Lab, Psychology and Math reosource centre etc. And build up area for administrative block is 1786 Sqr. M. Include Conference room, Principal office, Examination cell, staff cabins, administrative office, library, big Examination hall with the capacity of more than 200 students and Multipurpose hall. The college has 975.48 sqr. M. Area for multipurpose play ground particularly for Basket ball and Badminton. Hostel facility is also available for 25 boys. Staff quarters are also available for the employees.

Beside all the common facilities are available in the present campus to cater to the needs of the faculty and students. These include health care room, internet/Wi-Fi, photocopy, canteen etc., The College is committed to improve the teaching-learning process with modern teaching aids and research equipment. Accordingly efforts have been taken to upgrade/equip some of the classrooms and ICT room with modern teaching aids like LCD with Laptop/Desktops, portable projector etc. The major requirements of learning resources are met through Library which has adequate number text and reference books and other facilities like reading hall in the building with a capacity of 100 students and equipped with Wi-Fi connectivity, digital library with 5 computers for student access, etc. In order to facilitate the needs of students, the library has been kept open to extended hours and also during vacations.. The college has 30 MBPs internet connectivity from NS broadband and 4 MBPs Wi-Fi connectivity from Railtel services.

Student Support and Progression

Students support is an integral part of the College academic programmes. The overall students support and progression are monitored by the Principal, chief proctor and various committee coordinators and Wardens. The Equal opportunity cell extends supports for different student activities like information for scholarship, Counselling and Guidance cell providing career guidance and counselling services and promoting placement opportunities, organising academic and cultural programmes for participation in different events etc. In addition, each faculty is assigned a group of students for academic (like seminar, project and other activities) and mentoring. The guidance and placement cell is also active through a faculty member assigned the responsibility as placement officer. Placement officer facilitating Campus selection fair every year and till now 1355 candidates got selection in various reputed schools. Besides, special classes are arranged for CTET/JTET/BTET for student teachers. During the last five years 35 students qualified CTET/JTET/BTET. Special assistances to students belonging to ST/SC/OBC/DA/Minority categories are also provided. All women, SC, ST and DA students are getting rebate. The College has all the major requirements of an educational institution like the Grievance Redressal Cell, Gender Sensitization Committee Against Sexual Harassment (GSCASH), Anti-Ragging Committee, Equal Opportunity Cell, Academic council, Admission cell, Advisory and library committee, Alumni Association, curriculum assessment, Examination cell, feedback evaluation, analysis and action taken committee, Internal quality assurance cell, sports and recreation committee staff welfare committee etc. The Students Parliament system and House system under the direct supervision of House masters organize various inter-house cultural and sports events which provide opportunities to students for participation at different level of events is significant and a few of them could win prizes/medals in University/College level competitions and bring laurels to the College. The College has recently registered his Alumni asscication through Society Act Registration Act 1860 as a name "Alumni Association of Grizzly College of Education". A good number of alumni after the formation of College in 2009, have been able to establish themselves in different areas of Teaching-learning and got placement in Government Schools as well as in reputed public schools.

Governance, Leadership and Management

6.1: Institutional Vision and Leadership: The governance of institute is aligned with its vision of carving physically fit, mentally robust and professionally competent individuals and its mission to impart holistic and industry oriented management Training. Grizzly College of Education has a well-defined organogram where the institute follows the hierarchy of leadership to ensure effective organizational working and incremental improvement. Presence of Alumni/ present students/faculty/director in various committees reflects participative management approach of the institute.

6.2: Strategy Development and Deployment The Governing Council of Grizzly College of Education consists of experienced academicians and industry professionals ensuring quality education by effective teaching learning process, adding to innovation and best practices opted by the institute. The institute prepares strategic plans annually which are bifurcated into long term and short term plans and achieved. The institute has a well-defined organogram with detailed job description to maintain transparency and smooth working of the system. E governance is opted in various departments for speedy decision making. Institute has various committees which are working with transparency and efficiency to step towards vision and mission.

6.3: Faculty Empowerment Strategies The institute has a well-defined welfare and promotion policy for the employees. Faculties are provided financial and other support to improve their professional efficiency. Institute funds various national and international conferences and workshops attended by the faculty. We organize

Faculty & Staff Development programs and thus ensure continuous professional growth. Institute has a well-defined performance appraisal system.

6.4: Financial Management and Resource mobilization The institute follows a transparent procedure of maintaining finances. The institute mobilizes the fund by focusing the Grizzly College of Education vision. The Fund received is utilized for Holistic development and is ensured by year round academic events and placement calendar. The institute plans a budget well in advance, which is approved by the governing counseling.

6.5: Internal Quality Assurance IQAC ensures quality in working of all process it also designs incremental improvement plans for various departments and check points to ensure effective implementation of plans. IQAC assures implementation of Bloom's Taxonomy in design and delivery of curriculum.

Institutional Values and Best Practices

Innovations and adoption of best practices greatly influence the overall growth and functioning of a College.

Grizzly College Of Education has taken several measures in the last five years in translating some of innovative ideas into reality and has made sincere efforts to adopt new practices for eco-friendly campus (energy conservation, rain water harvesting, carbon neutrality, plantation and waste management), grievance redressal systems (GSCASH, anti-ragging cell, equal opportunity cell etc.) along with traditional best practices like discipline, professional ethics, excellence in teaching and research, selflessness, honesty etc. The College has also introduced some transformative and innovative options in administration, academics including reforms in admission and examination processes, research and extensions activities which have produced definite tangible benefits on the functioning of the College. In order to evaluates the academic and administrative activities of the College on regular basis and formulate strategies. This practice has not only helped the College to provide faster solutions to many outstanding/present issues through deliberation but also to make future planning in different areas. Among other best practices, the release of a part of the overhead of research projects helped the faculty to establish their research labs for better research outputs through publications and dissemination of research findings. The College has been successfully marching ahead into the globalised era to achieve its goals and objectives through imparting quality education to youths for the development of manpower commensurate with the needs of industry and society as a whole. The College looks forward to seeking better and more comprehensive social accreditation, which will be based on value based judgment through an objective process of evaluation, assessment and accreditation.

Research and Outreach Activities

Grizzly College of Education promotes continual outreach activities. These are considered as an essential tool in the overall development of the student.

The College is attached with NSS and conducts activities that help the student integrate with the community as well as the nation.

Research in the Teachers Training is currently limited. However, as a good initiative, several seminars and workshops are held and teachers are encouraged to go for further research. Within this limitation, staff has published papers. Students have been involved in Action Research.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	GRIZZLY COLLEGE OF EDUCATION
Address	Plot 468 Near Satpulia, Gumo, Distt Koderma
City	Jhumri Telaiya
State	Jharkhand
Pin	825409
Website	www.grizzlycollege.org

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Sanjeeta Kumari	0840-9662763	7070098793	-	grizzlycollege@gmail.com
IQAC / CIQA coordinator	Mohit Kumar Tiwari	-	9452325788	-	mohit.tiwari@grizzlycollege.org

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details

State	University name	Document
Jharkhand	Vinoba Bhave University	View Document

Details of UGC recognition		
Under Section	**Date**	**View Document**
2f of UGC		
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	**Recognition/Approval details Institution/Department programme**	**Day,Month and year(dd-mm-yyyy)**	**Validity in months**	**Remarks**
NCTE	View Document	09-10-2020	24	

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	**Address**	**Location***	**Campus Area in Acres**	**Built up Area in sq.mts.**
Main campus area	Plot 468 Near Satpulia, Gumo, Distt Koderma	Rural	1.25	4400

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BEd,Education	24	UG	English,Hindi,Bengali	100	68

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0				0				16
Recruited	0	0	0	0	0	0	0	0	13	3	0	16
Yet to Recruit				0				0				0
Sanctioned by the Management/Society or Other Authorized Bodies				0				0				0
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit				0				0				0

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				3
Recruited	3	0	0	3
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				5
Recruited	5	0	0	5
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	13	3	0	16

Temporary Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	1	0	0	1

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
Diploma	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0
UG	Male	30	0	0	0	30
	Female	36	2	0	0	38
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Programme		Year 1	Year 2	Year 3	Year 4
SC	Male	3	1	4	5
	Female	4	4	1	4
	Others	0	0	0	0
ST	Male	0	0	2	0
	Female	1	1	0	0
	Others	0	0	0	0
OBC	Male	30	30	13	22
	Female	31	31	44	24
	Others	0	0	0	0
General	Male	7	9	9	3
	Female	24	24	27	10
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		100	100	100	68

Extended Profile

1 Students

1.1

Number of students on roll year-wise during the last five years..

2019-20	2018-19	2017-18	2016-17	2015-16
168	194	100	100	100

File Description	Document
Institutional data in prescribed format	View Document

1.2

Number of seats sanctioned year wise during the last five years..

2019-20	2018-19	2017-18	2016-17	2015-16
200	200	100	100	100

File Description	Document
Letter from the authority (NCTE / University / R	View Document
Institutional data in prescribed format	View Document

1.3

Number of seats earmarked for reserved category as per GOI/ State Govt. rule year wise during the last five years..

2019-20	2018-19	2017-18	2016-17	2015-16
100	100	50	50	50

File Description	Document
Institutional data in prescribed format	View Document
Central / State Govt. reservation policy for adm	View Document

1.4

Number of outgoing/ final year students who appeared for final examination year wise during the last five years..

2019-20	2018-19	2017-18	2016-17	2015-16
68	97	102	102	100

File Description	Document
List of final year students with seal and signat	[View Document]
Institutional data in prescribed format	[View Document]

1.5

Number of graduating students year-wise during last five years..

2019-20	2018-19	2017-18	2016-17	2015-16
68	97	102	102	100

File Description	Document
Institutional data in prescribed format	[View Document]
Consolidated result sheet of graduating students	[View Document]

1.6

Number of students enrolled(admitted) year-wise during the last five years..

2019-20	2018-19	2017-18	2016-17	2015-16
200	194	100	100	100

File Description	Document
Institutional data in prescribed format	[View Document]
Enrollment details submitted to the state / univ	[View Document]

2 Teachers

2.1

Number of full time teachers year wise during the last five years..

2019-20	2018-19	2017-18	2016-17	2015-16
32	26	16	16	16

File Description	Document
Institutional data in prescribed format	[View Document](#)
Copy of the appointment orders issued to the tea	[View Document](#)

2.2

Number of Sanctioned posts year wise during the last five years..

2019-20	2018-19	2017-18	2016-17	2015-16
32	32	16	16	16

File Description	Document
University letter with respect to sanction of p	[View Document](#)

3 Institution

3.1

Total expenditure excluding salary year wise during the last five years (INR in lakhs)..

2019-20	2018-19	2017-18	2016-17	2015-16
15741682	11403482	10848716	2088235	3744188

File Description	Document
Audited Income Expenditure statement year wise d	[View Document](#)

3.2

Number of Computers in the institution for academic purposes..

Response: 30

File Description	Document
Invoice bills of purchase of computers	[View Document](#)
Copy of recent stock registers	[View Document](#)