GRIZZLY COLLEGE OF EDUCATION

Recognized by ERC, NCTE Bhubaneswar

(Affiliated to Vinoba Bhave University, Hazaribag & JAC, Ranchi)

NAAC Accredited with 'B' Grade

Academic Audit Report

2022-2023

Prepared by
CONSULTIA INTERNATIONAL

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ACADEMIC AUDIT REPORT

(2022-23)

Gumo Satpulia, P.O. Jhumri Telaiya

Dist. Koderma, Jharkhand, PIN-825409

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Acknowledgements

Consultia International extends its sincere appreciation to the management of Grizzly College of Education (GCE) for assigning us the crucial task of conducting the Academic Audit. We are grateful for the collaboration and support extended by the entire team at Grizzly College, which significantly contributed to the successful completion of this assessment.

A special acknowledgment goes to Dr. Sanjita Kumari, Deputy Director, Grizzly College of Education, for her continuous support and guidance throughout the academic audit process. Her expertise and commitment were instrumental in the accomplishment of this audit, ensuring a thorough and insightful assessment of the institution's academic practices.

Our gratitude also extends to the dedicated staff members of GCE who actively participated in data collection and contributed to the field study. Their diligent efforts and cooperation played a crucial role in ensuring the accuracy and comprehensiveness of the audit.

Furthermore, we appreciate GCE for providing us with the opportunity to evaluate and assess the academic performance and practices within the institution. This collaborative effort underscores a shared commitment to academic excellence and continuous improvement.

We would like to acknowledge and express our gratitude to Prof. (Dr.) Baishnab Charan Swain, the esteemed Principal of Grizzly College of Education, for his support and encouragement throughout the academic audit. This collaborative endeavor is a testament to the commitment of GCE to fostering a culture of academic quality and excellence.

Abbreviations

AA	Academic Audit
AAA	Academic and Administrative Audits
CSR	College Social Responsibility
EQA	External Quality Assurance
ERC	Eastern Regional Committee
ERP	Enterprise Resource Planning
GB	Governing Bodies
GCE	Grizzly College of Education
HEIs	Higher Education Institutions
ICT	Information and Communication Technology
IQAC	Internal Quality Assurance Cell
JAC	Jharkhand Academic Council
MoE	Ministry of Education
MoHRD	Ministry of Human Resource Development
NAAC	National Assessment and Accreditation Council
NCTE	National Council for Teacher Education
NSS	National Service Scheme
UBA	Unnat Bharat Abhiyan
VBU	Vinoba Bhave University

Executive Summary

The academic audit of Grizzly College of Education provides a comprehensive overview of the institution's current status, strengths, weaknesses, opportunities, and challenges. The audit identifies several key areas for improvement and strategic initiatives that, when implemented, will elevate the overall educational quality of the college.

Grizzly College of Education demonstrates a commitment to academic excellence through proactive research plans, strategic initiatives in communication and ICT proficiency, and a holistic approach with human and spiritual values. The introduction of additional certificate courses highlights adaptability, while the institution's locational advantage fosters collaborations, enriching the educational experience for students and faculty alike.

Grizzly College of Education faces opportunities for improvement, notably in addressing a lack of faculty mentors for the PhD program and a limited number of faculty with PhD qualifications. Leveraging its locational advantage presents opportunities to strengthen academia-school linkages and explore collaborative research with universities and government institutions. Addressing these challenges can enhance the institution's academic standing and contribute meaningfully to the educational landscape.

Adapting to post-pandemic challenges, the institution prioritizes strategic practices, including research projects, emphasizing holistic education with human and spiritual values, and diversifying offerings through additional certificate courses. These initiatives underscore the institution's proactive approach to change, innovation, and providing a comprehensive educational experience for students.

Key recommendations include strengthening faculty mentorship for the PhD program, increasing the number of faculty with PhD qualifications, emphasizing value-based education, enhancing communication skills, introducing targeted enrichment classes, focusing on green practices, improving library facilities, encouraging interactive teaching methods, and expanding guest lecture topics with technology integration for dynamic learning experiences.

GCE is poised to emerge as a leading institution by addressing identified weaknesses, capitalizing on opportunities, and strategically implementing planned practices and recommendations. The institution's commitment to holistic education, innovation, and sustainability positions it to meet the challenges of the evolving educational landscape and provide a dynamic, inclusive, and forward-thinking learning environment.

Audit Certificate

This is to certify that the **Academic Audit Report** of **Grizzly College of Education** is based on the original data collected during the period of study. Further, it is also certified that the baseline data submitted to us, was collected and prepared by the internal academic audit team of Grizzly College of Education. The accuracy and reliability of the base line data has been individually approved by the Academic Audit Team. The information used in the study is unique and has never been presented or published before.

Date: 02-07-2023

Signatories: -

Prof. (Dr.) Israel Khan

Prof. (Dr.) C. D. Yadav   **Dr. Md. Asif Iqbal**

Dr. Tarique Najamee   **Prof. (Dr.) Baishnab Charan Swain**

Mr. Saurabh Sharma   **Mr. Avinash Kumar Seth**

Audit Participants

Prof. (Dr.) Israel Khan	Former Dean Department of Education Magadh University, Bodhgaya
Prof. (Dr.) C.D. Yadav	Professor Department of Education B.N. Mandal University, Madhepura
Dr. Md. Asif Iqbal	Former Fellow ICSSR, New Delhi
Dr. Tarique Najamee Coordinator Consultia International	Former Faculty Maulana Azad National Urdu University, Hyderabad
Prof. (Dr.) Baishnab Charan Swain	Principal Grizzly College of Education
Mr. Saurabh Sharma	Assistant Professor, Member IQAC Grizzly College of Education
Mr. Avinash Kumar Seth	Secretary Grizzly College of Education

Context and Framework

The National Assessment and Accreditation Council (NAAC) has crafted tools and recommendations aimed at elevating the quality of Higher Education Institutions (HEIs) across different levels and fostering their continuous enhancement. The establishment of an Internal Quality Assurance Cell (IQAC) and active involvement in External Quality Assurance (EQA) processes serve as avenues for the perpetual pursuit of excellence.

A meticulously designed system of internal and external reviews is essential for monitoring and evaluating institutional processes. The NAAC anticipates that institutions will engage in ongoing Academic and Administrative Audits (AAA) to fulfill this expectation.

The Academic Audit (AA) plays a crucial role in achieving excellence in Higher Education, with these concepts being inherently interconnected. A robust academic foundation is essential for fostering a quality-oriented academic environment.

Academic audit is a systematic and scientific approach employed to assess the quality of academic processes within an institution. Its focus lies in quality assurance and the enhancement of academic activities in Higher Education Institutions (HEIs).

The establishment of world-class universities, college or institutions of eminence is not an overnight endeavor and cannot be brought into existence through legislation alone. To achieve this, a rigorous and continuous audit of academic processes should be embraced.

Academic Audits can be conducted through internal and external processes. Internally, the IQAC of institutions should handle the audit, while externally, it can be carried out by the University (for colleges) or by other peer entities.

NAAC has not mandated any particular methodology or guidelines for Academic Audit. It is anticipated that each Higher Education Institution (HEI) will develop its own guidelines and methodology by drawing insights from commendable practices observed in leading institutions, both within and outside India. Successful practices can be

customized to align with the specific context and requirements of the HEI across various aspects.

Higher Education Institutions (HEIs) have the flexibility to devise their own processes, which may encompass self-evaluation by faculty and administrative units, the scheduling of onsite visits, the format of reports, and other related outcomes.

The results of the Academic Audit can be presented to both the Internal Quality Assurance Cell (IQAC) and the Governing Bodies (GB) of Higher Education Institutions (HEIs). A plan of action can then be formulated to implement the accepted suggestions by IQAC and GB.

The Academic Audit has provided a comprehensive assessment of the educational processes within the college, highlighting areas of strength and areas that warrant improvement. Through this audit, the college gains valuable insights into the quality of its academic activities, teaching methodologies, curriculum relevance, and student learning outcomes. The outcome serves as a foundation for strategic planning, enabling the institution to refine and enhance its academic practices. Recommendations from the audit inform targeted interventions and initiatives to further elevate the overall academic excellence and ensure alignment with college goals and standards.

Introduction

Academic audit, a pivotal component of quality assurance in higher education, serves as a systematic and comprehensive evaluation of an institution's academic processes and practices. This proactive assessment is designed to gauge the effectiveness of teaching and learning methodologies, curriculum relevance, faculty performance, and overall educational outcomes. Through a structured and objective review, academic audit identifies strengths and areas for improvement, providing institutions with valuable insights to enhance the quality of education they offer. By fostering a culture of continuous improvement, academic audit plays a crucial role in ensuring that institutions meet and exceed established standards, contributing to the on-going advancement of educational excellence.

Academic Audit stands as a pivotal process within our college's quality assurance framework, designed to systematically evaluate and enhance the effectiveness of our academic endeavors. This comprehensive examination delves into various facets of our educational processes, from curriculum design to teaching methodologies, assessment practices, and overall student learning outcomes.

As we embark on this journey of introspection, the aim is not just compliance but continuous improvement. The insights gained from the Academic Audit will guide us in refining our academic strategies, ensuring that we meet the highest standards of excellence and stay aligned with our institutional goals. Through this process, we affirm our commitment to providing a vibrant and enriching academic environment for our students.

Overview of college

Established in February 2007, the Grizzly College of Education operates as a non-profit, self-financing institution under the Grizzly Charitable Trust, registered under No. 66/02 dated 03.01.2002, with its headquarters located at 3rd Floor, 1st Phase, Ujjala Complex, Jhumri Telaiya, Koderma, 825409. Recognized by the National Council for Teacher Education, Government of India (Vide Regional Director, ERC, NCTE, Bhubaneswar's order no. ERC/7 - 93.6 (I).13/2009/15755 dated March 16, 2009), the college is affiliated with Vinoba Bhave University (vide order no. VBU/ESSTT/1237/2013 dated 27.07.2013).

Pioneering as self-financing college in Jharkhand, the Grizzly College of Education has consistently achieved noteworthy milestones. All its students have successfully graduated with first divisions. The college's commitment to quality professional education is evident through its team of highly educated and experienced teachers, all possessing qualifications in accordance with NCTE norms.

The founding vision of the Grizzly College of Education was to provide high-quality professional education with a focus on individualized support for students. Recognizing the need for well-trained and skillful teachers in the state of Jharkhand, the college was established to offer professional training for primary and secondary educators at an affordable cost. Adhering to NCTE norms, the institution has been instrumental in providing trainees with the opportunity to earn a B.Ed. degree, enabling them to contribute meaningfully to the country's education landscape.

Life at GCE is a vibrant tapestry woven from the rich diversity of cultures and ethnicities that make up our student body. Embracing this diversity, the Grizzly College of Education promises a lifetime of pleasant experiences, creating memories that students will cherish throughout their lives.

At GCE, student life is not only about academic pursuits but also about holistic development. The college provides an extensive array of games and sports, including Football, Cricket, Basketball, Volleyball, and Badminton, offering students opportunities to engage in physical activities and foster a spirit of teamwork.

Recognizing the importance of spiritual growth in the overall development of students, special efforts are made at GCE to address this facet. The institution is dedicated to nurturing not just the intellectual but also the spiritual well-being of its students, acknowledging the evident advantages this brings to a child's holistic development.

In essence, life at GCE goes beyond the classrooms and textbooks; it's a journey of cultural exchange, sportsmanship, and personal and spiritual growth. Students not only gain knowledge within the academic realm but also cultivate a well-rounded, enriching experience that prepares them for the challenges and joys of life beyond college.

The college is dedicated to delivering top-notch education through the adoption of cutting-edge techniques and methodologies in curriculum delivery. Positioned for growth, it aspires to evolve into an institution of higher learning and interdisciplinary research. The overarching goal is to instill in students a passion for lifelong learning and the pursuit of reaching untapped potentials.

The college library houses a remarkable collection of books, comprising 9,820 volumes, along with five daily newspapers (in Hindi and English), periodicals, magazines, journals, DVDs, CD ROMs, and multimedia materials. Additionally, there is a well-equipped computer lab with PCs connected to the internet. Both students and teaching faculties have the privilege of borrowing books to enhance their knowledge. The library has embraced technological advancements by adopting ERP software, allowing students to access the E-Library remotely.

A dedicated reading room, accommodating over 100 students in a serene environment, provides an ideal space for focused study. Beyond academic resources, students can actively engage in sports either through college teams or clubs. Moreover, numerous internship opportunities, including summer training in reputable schools, offer students practical exposure to their chosen fields.

In essence, Grizzly College of Education not only nurtures academic excellence through its well-equipped library and technological resources but also provides ample platforms for students to express themselves and cultivate their talents, creating a holistic and enriching educational experience.

The institution places a strong emphasis on producing high-caliber teachers, recognizing that quality educators are the bedrock of quality education, ultimately shaping the character of individuals within society. Grizzly College of Education, with its outstanding infrastructure and competent faculty, is poised to make a positive contribution by preparing proficient teachers capable of learning, earning, and serving society. This earnest endeavor aims to impart quality teacher education in Jharkhand, empowering teacher-trainees to confidently tackle the challenges that come with playing a pivotal role in the education landscape of an emerging India.

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.

- 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 students
- 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

Mission

Academic Audit Analysis

Particular 1: General Information

<table>
<tr><td colspan="6">General Information about the college</td></tr>
<tr><td>S. No.</td><td colspan="3">Particulars</td><td colspan="2">Fact</td></tr>
<tr><td>1</td><td colspan="3">Name of the College
And code given by the NCTE</td><td colspan="2">Grizzly College of Education
APP/00799</td></tr>
<tr><td>2</td><td colspan="3">College Address</td><td colspan="2">Gumo Satpulia,
P.O. Jhumri Telaiya
Dist. Koderma, Jharkhand,
PIN-825409</td></tr>
<tr><td rowspan="2">3</td><td colspan="3" rowspan="2">Whether the College is accredited by the NAAC</td><td colspan="2">Yes</td></tr>
<tr><td colspan="2">If Yes, Grade- B</td></tr>
<tr><td>4</td><td colspan="3">Date, Month & Year of establishment</td><td colspan="2">21st March, 2007</td></tr>
<tr><td>5</td><td colspan="3">Current programs offered by the institution</td><td colspan="2">B.Ed.</td></tr>
<tr><td>6</td><td colspan="3">Whether there are other Courses offered in the same building</td><td colspan="2">Yes, D.El.Ed.</td></tr>
<tr><td>7</td><td colspan="5">General Facilities of the college</td></tr>
<tr><td></td><td>S. No.</td><td>Particular</td><td>Total</td><td>S. No.</td><td>Particular</td><td>Total</td></tr>
</table>

	S. No.	Particular	Total	S. No.	Particular	Total
	i	Class Room	08	ii	Multi-purpose Hall	01
	iii	Library cum Reading Area	01	iv	ICT Room	01
	v	Teaching Learning Resource Centre for Arts & Work Experience	01	vi	Health & Physical Education Resource Centre	01
	vii	Principal Office	01	viii	Administrative Office	04
	ix	Girls Common Room	01	x	Boys Common Room	01
	xi	Conference Room	01	xii	Canteen	01
	xiii	Toilet (Male)	17	xiv	Toilet (Female)	11
	xv	Urinal (Male)	03	xvi	Urinal (Female)	04
	xvii	Pantry	01	xviii	HoD Room	01
	xix	Psychology Lab	01	xx	No. of Lab	04
	xxi	Store Room	05	xxii	Examination Cell	01
	xxiii	Curriculum Lab	01	xiv	Arts and craft Resource Centre	01
	xv	Staff Room	01	xvi	Parking	01

8	Laboratory Facilities			
	Laboratory Facilities (B.Ed.)			
	Curriculum Lab			
	i. Natural Science Lab	:	Available	
	ii. Mathematics Lab	:	Available	
	iii. Psychology Lab	:	Available	
	iv. Art and Craft Resource Centre	:	Available	
	v. Health & Phy. Edu. Resource Centre (including yoga education)	:	Available	
	vi. ICT Resource Centre	:	Available	
	vii. Language Lab	:	Available	
9	**Library Facilities**			
	e-Library facility with Integrated Library Management System (ILMS)			Available
	Total no. of Title Books	4324	Text book related to course	3991
	Reference Books	840	Encyclopedias	88
	Dictionaries	28	Journals	26
	Periodicals	16	Paper Type	05

No. of Titles		No. of Volumes		Amount Spent
Total No.	Added during 2022-23	Total No.	Added during 2022-23	During 2022-23
9,820	776	26	07	3,25,258/-

S. No.	Particulars	Fact
10	Time table indicating papers, teachers and project wise	Present
11	Parent Teacher Association	Yes
12	Alumni Association of the College (registered)	Yes
13	Steps taken for free from architectural barrier	Yes
14	Staff Council and Student Council meetings	Conducted
15	Extension and Community Participation Programme	Organized by College
16	Whether the College has provided the safeguard against fire hazard in all parts of the building	Yes
17	Whether the College has taken appropriate measures for prevention of ragging in any form, in the light of	Yes

	directions of the Supreme Court of India	
	Is an attendance register maintained for the staff	Yes
	Is any action taken for late comers?	Yes, they are not allowed to enter the College after a few warnings
	Seminars/ Conferences/ workshops conducted by the College	06
	Extension lectures organized	Yes
	University toppers, If any	List awaited form Vinoba Bhave University
18	**Teaching Learning Process**	
	Is an Academic Calendar prepared before commencement of Classes Or if Academic Calendar of VBU is followed	Academic Calendar of VB University is followed, activities of the College are incorporated in the calendar
	Number of instructional days	
	a) Per Year	253
	b) Per Semester	126
	c) Is a Time Table prepared before commencement of a semester	Yes
	d) Is anyone in charge of ensuring that Time Table is being followed	Yes
	e) If anyone is on leave, are classes adjusted or students are left free	Classes are adjusted and informed to students before the class.
19	**Details of the Staff**	
	Number of Teaching staff members, with qualifications and experience:	16
	Lecturers' workload. Lecturers Time Table	All done as per university norms
	Teaching method adopted by the lecturers in the	Lecture and discussion methods

	class	used
	Use of technology in the classrooms	Seminars halls and lecture halls are equipped with ICT
	Are teaching diaries maintained by the staff?	Yes
	Recruitment appraisal done every year?	Yes
	Projects/ Guidance for Projects/ Scheme for Promotion of Research	Yes
	Number of Academic Seminars/ Conferences/ Workshops that the institution has organized	Yes, 06
	Academic linkages/ collaborations the institution has established (average of last two years) for internal quality checks and improvement	Academic linkage with Colleges of Education, Schools and other institution related to education- 04
	Number of publications by the faculty in Indexed/ Non-Indexed Journals/ Books/ Monpograms from the institution	04
	Awards/Recognition received by faculty, if any	01
	Efforts towards Water and Energy Conversion	Water harvesting Done
	Practice of the College to import Value-Based Education	Lecture, Extra-Curricular Activity and Value-Added Courses
	Sensitization to latest managerial concept such as strategic planning and computerization	Done through projects and internship
	Efforts of the College toward all round Personality Development of the learners	Many programs, value-aided course and activities are organized for students and staff members
	Employment Welfare Schemes for the Staff:	Faculty incentive scheme is in place
	Is Staff Room facility available for the staff	Yes

	Number of recognized Ph.D. guides	None
	Faculty Development Programs, if any	Conducted regularly
	Student Teacher Ratio	1:12.5
Evaluation System		
	Internal Tests conducted	Yes
	Who prepares the Question Paper	Concern faculty
	Are portions for internals given on time?	Yes
	Performance in competitive examinations for P.G. entrance for state/ National level for last three years	Good
	Percentage of Students Dropped out	None
Administration Details		
	Is a Staff Counsel Committee present?	Yes
	No. of Meetings scheduled in the last year	03
	No. of Meetings conducted this year	03
	Report of inspection by team form Vinoba Bhave University: Deficiencies pointed out if any and compliance there of	Available No Deficiencies
Student Details		

Total number of students in College						**200**
Total number of students in 1st Years						100
	SCs	**STs**	**EWSs**	**OBCs**	**GEN**	**Total**
Boys	06	01	00	42	02	51
Girls	09	01	00	28	11	49
Total number of students in 2nd Years						100
	SCs	**STs**	**EWSs**	**OBCs**	**GEN**	**Total**
Boys	07	01	01	34	06	49
Girls	02	02	00	34	13	51

	Availability of facility for counseling of students	Yes
	Programmes for improvement of weaker students/ repeaters:	Remedial Teaching, Tutorials, etc.
	Games and Sports facilities available	Yes-Outdoor and indoor games
	Cultural Activities organized	On regular basis
	Number of Awards/Prizes received by students in sports and cultural activities	None
	Schemes for Student's Support	04 Scholarship Scheme sponsored by State Government of Jharkhand, Bihar, Central Govt. of India & College Scholarship
	Utilization of Student Welfare Schemes	Students are benefitted
	Installment for fees Scholarship	Installment facility given

Particular 2: Curriculum

Curriculum Aspects			
Aspects	**Verification**	**Observations**	**Suggestions for improvement**
Steps followed in the designing of Syllabus & Curriculum	Verified/As per University Norms	The College is affiliated with Vinoba Bhave University, Hazaribagh, and is recognized by NCTE, Bhubaneswar is bound by the predetermined courses of university, and does not possess the independence to formulate or alter syllabi and curriculum.	The same practice should continue
Contents of the Curriculum	Verified/As per University Norms		
Academic Flexibility	Verified/As per obligation of university		
Multidisciplinary and Inter Disciplinary Courses	Followed as per mandate		
Credits allotted/ distribution	Verified/As per University Norms		

Curriculum Transaction & Delivery			
Aspects	**Verification**	**Observations**	**Suggestions for improvement**
Workload Allocation & Logic	Verified	The confirmed sanctioned strength and roster information available on website.	The curriculum has been evaluated as satisfactory, and its delivery is noted for its progressive and effective nature.
Teaching methods & teaching aids	Verified	It is comforting and uplifting to note the presence of teaching plans on the website	Assigning additional project-related tasks, with a focus on group projects, can enhance the students' learning experience.
Project work for Course	Verified		
Internal assessment components- uniqueness	Verified	Updated and uploaded on website	There is a requirement for the implementation of more remedial classes and value-added courses.
		The introduction of remedial & value-added classes is a positive and welcomed initiative	
Student support - remedial & value-added classes	Verified		
Evaluation of student's progress	Verified	The practice of analyzing results is a valuable and commendable approach	To further enhance the effectiveness of the implemented regular feedback system, encourage open discussions, incorporate constructive suggestions, and implement timely adjustments based on the received feedback.
Feedback from students	Verified	The implementation of regular feedback is a positive measure, and noticeable improvements are evident on the campus.	

Particular 3: Research and Faculty

Research, Outreach & Extension			
Aspects	**Verification**	**Observations**	**Suggestions for improvement**
Theory/ Practical/ Projects completed/ on-going	Verified	Each student teacher develops an e-portfolio, a reflective journal documenting their experiences. The teaching approach involves the integration of art and drama, incorporating puppetry to enhance language and other subject instruction. Eminent academicians contribute to the educational environment through organized guest lectures, employing interactive teaching methods and visual aids such as charts. Additionally, the performance of the faculty is subjected to quality reviews.	Enhance e-portfolios, diversify teaching with role-playing, broaden guest lectures, use diverse strategies, invest in technology, and ensure continuous faculty development.
Seminars / Conferences attended by faculties	Verified	Faculty actively engaged in seminars, webinars, conferences, and workshops for ongoing professional development and knowledge enrichment.	Encourage ongoing faculty participation in diverse events for continuous professional growth and staying current in their fields.
Papers Published Articles/ Books Published	Verified	Many of the faculty members published Papers/ Articles/ Research Papers etc.	Promote continued faculty contributions to academic literature for scholarly impact.
Training Program Workshop	Verified	Many of the faculty members participate in training programme and workshops	Encourage more faculty to attain training/ workshop program as well as develop e-learning materials for MOOCs
Preparation of E-learning materials/ Content	Verified	Faculty members prepared e-learning materials for students	

	Acted as Resource Persons	Verified	Numbers of faculty members acted as Resource Persons at Webinar/Seminars	
	Number of Faculties with PhD as on date	Verified	Only one faculty have PhD Three faculty are pursuing PhD	Encourage more faculties to pursue and attain PhD qualifications for academic excellence and advancement.
	Research Outreach College Social Responsibility (CSR)	Verified	College's CSR in Inderwatand village includes Value-Added Courses like computer literacy, promoting vocational training, aiding marginalized groups with skill development, and charitable acts such as donating blankets. These initiatives emphasize holistic community upliftment and socio-economic inclusion.	Enhance community engagement by expanding vocational courses, reinforcing digital literacy, and fostering partnerships for sustainable development in Inderwatand village.
	Research Outreach NSS Unit-I	Verified	NSS conducts village outreach with activities like health camps, literacy drives, environmental initiatives, and awareness campaigns on sanitation and social issues, fostering community development.	Expand NSS village activities by incorporating vocational training, sustainable agricultural practices, women's empowerment programs, and regular community feedback sessions for holistic rural development.

Particular 4: Students and Diversity

<table>
<tr><th colspan="5">Diversity & Progression of Students</th></tr>
<tr><th></th><th>Aspects</th><th>Verification</th><th>Observations</th><th>Suggestions for improvement</th></tr>
<tr><td rowspan="5"></td><td>Demand Ratio (Applications received vs. Sanctioned Strength)</td><td>Verified</td><td rowspan="5">Very high and impressive

More than 40% are outstation students and overall College accommodates to 84% underprivileged students from rural area including SCs/STs/OBCs & EWS

Active participation NSS and award-winning performances in sports, cultural activities, and artistic expressions, including mehndi, rangoli, dance, etc. characterize their involvement.</td><td rowspan="2">Efforts are required to streamline the record-keeping process for career progression.</td></tr>
<tr><td>Diversity of Students</td><td>Verified</td></tr>
<tr><td>Students involvement in Extra-Curricular & Curricular Activities</td><td>Verified</td><td rowspan="3">Promote diverse talents with active engagement in sports, arts, and cultural activities.</td></tr>
<tr><td>Study Tour / Industrial Visits/ Exhibitions/ Internship Training</td><td>Verified</td></tr>
<tr><td>Internships</td><td>Verified</td><td rowspan="2">The Internship program proves to be remarkably impactful and transformative. Exceptionally well organized and systematically designed. College excels in career advancement, progression, placements, and notable achievements (TGT-31, Higher education facilitation-33, CTET-53).</td></tr>
<tr><td>Career Advancement/ Progression/ Placements/ Achievements</td><td>Verified</td><td>Enhance internship program impact through continued organization and systematic refinement for transformative experiences. Strengthen career support, progression, and achievements through strategic initiatives and partnerships.</td></tr>
</table>

Particular 5: Infrastructure and Facilities

Infrastructure & Holistic Facilities			
Aspects	**Verification**	**Observations**	**Suggestions for improvement**
Class Rooms	Verified	Classrooms equipped with modern ICT, well-stocked libraries, advanced laboratories, and ample computers for both teachers and students enhance academic excellence and innovation.	Enhance facilities for interactive learning, upgrade equipment, and augment digital resources to foster a dynamic academic environment.
ICT/Smart Classes	Verified		
Laboratories & lab Equipment	Verified		
Computers – for teachers	Verified		
Computers – for students	Verified		
Library Digital Library Recourses	Verified		
Solar Power	Verified	Efficient solar power use, green campus, sports amenities, rainwater harvesting, composting, and meticulous maintenance ensure sustainability, promoting a thriving environment.	Integrate more renewable energy, expand green spaces, and prioritize regular maintenance for an eco-friendly, sustainable campus.
Green Campus & Lawns	Verified		
Sports Facilities & Playground	Verified		
Rainwater Harvesting	Verified		
Compost Pits	Verified		
Campus Maintenance	Verified		

Particular 6: Other Significant Disclosures

	Aspects	Verification	Observations	Suggestions for improvement
	Other Significant Disclosures			
	MoUs signed	Verified	Active MoUs with colleges, consultancy collaborations, and alumni association meetings foster networking and institutional growth, while international collaborations remain absent. Alumni Association Meetings serve as networking hubs. Dynamic student mentoring, five organized conferences, and industry engagements exemplify a commitment to holistic education, fostering collaboration, knowledge exchange, and enhanced placement prospects.	Cultivate international partnerships, diversify collaborations, and amplify alumni engagement to enrich educational and professional opportunities. Strengthen alumni engagement through targeted initiatives. Expand mentorship programs, increase event frequency, and foster more industry collaborations to enhance student support, networking, and placement outcomes.
	Consultancy	Verified		
	Collaborations	Verified		
	International Collaborations	Verified		
	Alumni Association Meetings	Verified		
	Student Mentoring & Support	Verified		
	Conference/ Seminar Workshop Organized	Verified		
	Extension Activity	Verified		
	Interaction with Industry/Research Centres / Educational Institutions / Placements	Verified		

Particular 7: Most Important Institutional Best Practices

	Most Important Institutional Best Practices			
	Aspects	**Verification**	**Observations**	**Suggestions for improvement**
	Going Digital	Verified	It appears that the college has embraced a digital ecosystem. Even during the Covid-19 pandemic, the institution smoothly transitioned to digital methods for both academic and administrative operations. The college promotes faculty to record lectures, providing valuable resources for students' future reference. The campus embraces a cashless system, aligning with Digital India, fostering efficiency, convenience, and a modern, progressive culture.	Digitalization is recommended for record-keeping and office filing, promoting efficiency, accessibility, and reducing reliance on traditional paper-based systems.
	Unnat Bharat Abhiyan (UBA)	Verified	GCE actively participates in Unnat Bharat Abhiyan (UBA 2.0) by adopting five villages (Aragaro, Jongi, Nawadih, Puto, Sardarodih) in the Koderma District of	The outcomes of these efforts should be disseminated for broader awareness. It is recommended that the college continues to bridge gaps by encouraging villagers to actively participate in community awareness

		Jharkhand. Under UBA, GCE has conducted comprehensive surveys in the designated villages. Additionally, the institution actively engaged in the Swachata Hi Sewa campaign, fostering interactions with villagers, village Pradhans, Panchayat Samities, and various stakeholders in the community.	programs.	
	Inclusive Education and Development	Verified	During the current academic session, it has been noted that GCE has consistently adhered to the Principals of Inclusive Education and Development. The college mentoring, remedial classes, and various societies and centers have been operating in synergy, embodying the spirit of inclusiveness.	There is a need to initiate more student-centric multi-disciplinary projects.
	Powered by Renewable (Solar) Energy	Verified	The College's solar power plant is operating efficiently within the premises.	Utilize additional space on the campus for increased renewable energy production.

Particular 8: Accreditation & Rankings

Accreditation & Rankings			
Aspects	**Verification**	**Observations**	**Suggestions for improvement**
NAAC 1 Cyele in 2022	Verified	Grade 'B' in 2022	Needs improvement
University College Code	Verified	VBU College: 051	As per Vision of the college, needs improvement
NCTE Code	Verified	APP/00799	
ISO 9000:2017	Verified		
MoE AISHE	Verified	R.No. C-44411-2020	

Overall Observation on the basis of SWOC Analysis

Strengths

Established in the year 2007, Grizzly College of Education stands as a beacon of educational excellence with the core mission of providing top-tier education to budding educators through its distinguished Bachelor of Education (B.Ed.) program. The college prides itself on not only fostering a robust theoretical foundation but also ensuring a comprehensive exposure to practical work for its students.

At the heart of this commitment to practical learning is the college's unique approach to the B.Ed. program. As part of their educational journey, B.Ed. students are actively immersed in a 120-day teaching practice program within various schools across the district. This hands-on experience serves as a crucial component in shaping well-rounded and capable educators.

Moreover, the B.Ed. course offered at Grizzly College of Education is affiliated with the esteemed Vinoba Bhave University, underscoring the college's dedication to academic rigor and quality. The recognition accorded by the National Council for Teacher Education (NCTE) further validates the college's commitment to maintaining high standards in teacher training.

In essence, Grizzly College of Education not only imparts knowledge but also cultivates a dynamic and practical approach to education, preparing its students to excel as educators in the real-world classroom setting.

The college actively engages in a variety of enriching activities aimed at aligning with global trends in teacher education. To facilitate this, interactive sessions are regularly conducted, featuring distinguished teachers who are invited to share their insights and expertise with the college community. Furthermore, seminars addressing challenges in teacher education are organized, providing a platform for both students and teachers to actively participate and gain valuable perspectives.

Recognizing the importance of staying technologically adept, the faculty is equipped with robust ICT support. Faculty members are encouraged to employ tools such as PowerPoint

and other ICT techniques to enhance the effectiveness of curriculum delivery, ensuring a modern and dynamic learning environment.

In addition to the core curriculum, the college goes the extra mile by offering a range of value-added courses, supplementing academic lectures with discussions on moral and ethical issues. Annual religious talks and functions serve as platforms for exploring and deliberating on matters of moral and ethical values.

Adhering to the guidelines set by Vinoba Bhave University, the college has integrated Environmental Education into its curriculum. Regular classes are conducted to raise awareness among students about pressing issues related to the environment and climate change. Furthermore, human rights are intricately woven into the syllabi of various subjects, fostering a holistic educational approach.

Facilitating digital literacy, the college houses a fully-equipped computer laboratory with accessible computer and internet facilities for both teachers and students on working days. To ensure proficiency, the college also conducts computer orientation classes for both teaching and non-teaching staff, emphasizing the importance of staying abreast of technological advancements in education. This multifaceted approach underscores the college's commitment to providing a comprehensive and contemporary educational experience.

The College's Career Guidance and Counselling Cell plays a pivotal role in ensuring that students are well-informed about job opportunities across various sectors. This is achieved through the proactive display of pertinent information, including eligibility criteria and application deadlines. Notably, the cell recently conducted an Aptitude test as part of its efforts to shortlist students for specialized coaching in different competitive classes, enhancing their prospects.

Underscoring its commitment to holistic student development, the college annually organizes a comprehensive Personality Development and Life Skills program. This initiative is designed to equip students with essential skills for personal and professional growth. To enrich these programs, the college frequently invites resource persons from diverse colleges and universities to share their expertise right on the campus, ensuring students receive valuable insights from seasoned professionals in the field.

The college is dedicated to upholding the highest standards in instructional delivery by employing state-of-the-art equipment, including interactive boards, multimedia speakers, and LCD projectors. Within the classrooms, microphonic teaching is utilized, ensuring that instruction is not only effective but also properly audible to accommodate a large number of students.

To enhance the pedagogical approach, the institution offers comprehensive training on the utilization of audio-visual aids, hardware, software technologies, and other relevant tools. This ensures that both faculty and students are well-versed in leveraging modern educational technologies to augment the learning experience.

The seminar hall is equipped with full multimedia support, creating an immersive environment for engaging and dynamic presentations. Regular internal assessments are conducted, serving as a valuable platform to assess and analyze the progress of students, fostering continuous improvement.

Furthermore, recognizing the importance of connectivity and digital access, the college campus provides high speed 50 Mbps Wi-Fi internet facilities, facilitating seamless access to information and resources. This commitment to integrating advanced technologies and facilitating a conducive learning environment underscores the institution's dedication to staying at the forefront of contemporary educational practices.

Weakness

The academic audit report highlights certain weaknesses that warrant attention for improvement. One notable concern is the absence of faculty mentors for the PhD program. This gap in mentorship could potentially hinder the academic and research progress of doctoral students, as mentorship is crucial for guiding and supporting scholars through their advanced studies.

Additionally, the report points out a limitation in the number of faculty members holding a PhD degree. Having a limited number of faculty with doctoral qualifications may impact the depth of academic expertise available to students. Faculty members with PhD degrees often bring advanced research skills and a deeper understanding of their field, contributing significantly to the academic rigor of the institution.

Addressing these weaknesses by establishing a mentorship structure for the PhD program and strategically increasing the number of faculty with PhD qualifications could enhance the overall academic quality and research culture within the institution. These measures would not only benefit the academic development of students but also contribute to the institution's standing within the academic community.

Opportunities

The academic audit report identifies several promising opportunities that can contribute to the enhancement of the college's academic landscape:

1. **Locational Advantage for Strengthening Academia-School Linkages:**

    - The college's geographical location provides a unique opportunity to forge strong linkages with schools in the vicinity. Establishing robust connections with local schools can facilitate collaborative initiatives, such as practical teaching programs, internships, and knowledge-sharing sessions. This not only enriches the learning experience for students but also strengthens the institution's community engagement.

2. **Streamlining Collaborations and Consultancy:**

    - There is a potential to streamline collaborations and consultancy services, both within the college and with external stakeholders. Initiating partnerships with industry, NGOs, and other educational institutions can lead to mutually beneficial collaborations. This can result in the exchange of expertise, resource-sharing, and the development of practical, industry-relevant curriculum components.

3. **Exploring Possibility of Collaborative Research:**

    - The college has an opportunity to explore collaborative research endeavours with established universities and government institutions. Engaging in joint research projects can foster knowledge exchange, contribute to the college's research output, and create avenues for

accessing external funding. Collaborative research initiatives also elevate the college's standing in the academic community.

By strategically leveraging these opportunities, the college can enhance its academic reputation, broaden its network of collaborations, and create a more vibrant and dynamic learning environment for both students and faculty.

Challenges

The academic audit report recognizes several challenges that the college is currently facing:

1. **Impact of the New World Order Post-Pandemic:**

   - The upheavals brought about by the post-pandemic world present a significant challenge to sustaining quality education. The shift to online and hybrid learning models, coupled with the need for adaptability and resilience, requires the college to reassess and restructure its educational strategies. Ensuring the delivery of effective and engaging education in the face of ongoing uncertainties is a pressing concern.

2. **Sustaining Quality Education in Stressful Times:**

   - The prevailing stressful conditions, exacerbated by external factors such as economic uncertainties and global challenges, pose a challenge to maintaining the quality of education. Student well-being, mental health, and the overall learning experience are critical considerations that need to be addressed. Striking a balance between academic rigor and providing adequate support to students during challenging times is a multifaceted challenge.

3. **Keeping Pace with Rapid Changes in Higher Education:**

   - The rapid evolution of higher education, driven by technological advancements, changing pedagogical approaches, and emerging trends, requires the institution to adapt swiftly. Keeping pace with these changes

necessitates continuous professional development for faculty, investment in modern educational technologies, and the ability to anticipate and respond to shifting educational paradigms.

Effectively addressing these challenges requires a strategic and proactive approach. It involves embracing innovative educational methodologies, fostering a supportive and resilient academic community, and staying attuned to the evolving landscape of higher education. Initiatives aimed at enhancing adaptability, promoting student well-being, and ensuring the college remains at the forefront of educational advancements will be crucial in overcoming these challenges.

The college's forward-looking initiatives in future:

1. **Undertaking Research Projects:**

   - The college is strategically planning to embark on research projects. This initiative is commendable as it signifies a commitment to advancing the college's academic standing and contributing to the body of knowledge in relevant fields. Engaging in research projects not only enhances the college's reputation but also provides valuable opportunities for faculty and students to actively participate in cutting-edge research.

2. **Cultivating Human and Spiritual Values:**

   - A notable focus for the future involves cultivating human and spiritual values. This initiative reflects the college's commitment to holistic education, acknowledging the importance of character development alongside academic pursuits. Integrating human and spiritual values into the educational ethos can contribute to the overall well-being and personal growth of students, fostering a positive and ethical learning environment.

3. **Introduction of More Certificate Courses:**

   - The strategic introduction of additional certificate courses is a forward-thinking move that aligns with the evolving needs of students and the job market. Diversifying the range of certificate courses enhances the college's

offerings, providing students with opportunities to acquire specialized skills and knowledge. This not only enriches the learning experience but also enhances the employability of graduates in a competitive landscape.

These planned practices demonstrate the college's commitment to academic excellence, holistic education, and adaptability to changing educational landscapes. By fostering a research-oriented culture, emphasizing human and spiritual values, and expanding the array of certificate courses, the college is poised to create a dynamic and forward-looking educational environment.

Recommendations

The comprehensive recommendations outlined for enhancing educational quality within the college encompass a multifaceted approach. Prioritizing the implementation of research projects reflects a commitment to stimulating academic inquiry and contributing to knowledge advancement. Emphasizing additional spoken English classes underscores the importance of effective communication skills, essential in the academic and professional realms.

Strengthening students' proficiency in ICT through intensified computer lab sessions aligns with the imperative of technological literacy in contemporary education. The suggestion to arrange supplementary remedial classes tailored for CTET/STET and UPSC preparation demonstrates a targeted effort to cater to specific academic needs and ensure comprehensive student support.

The call to direct attention to targeted enrichment classes for high-achieving students reflects an acknowledgment of diverse learning needs, providing avenues for academic excellence and pursuit of distinctions. Integration of value-based education into the curriculum emphasizes the institution's commitment to holistic development, fostering ethical values and character.

The recommendation for a meticulous green audit, facilitated by a professional agency, underscores environmental sustainability and responsible campus practices. Enhancing library facilities for seamless remote access to educational resources aligns with modern learning trends, ensuring accessibility and relevance.

Diversifying teaching methods, incorporating interactive strategies, and investing in modern visual aids showcase a commitment to dynamic and engaging pedagogy. The emphasis on continuous professional development for faculty, industry partnerships, and alumni engagement signifies a forward-thinking approach to academic growth, practical exposure, and sustained educational excellence. These recommendations collectively form a comprehensive roadmap for the college's evolution towards a vibrant, inclusive, and technologically advanced learning environment.

Conclusion

The academic audit for Grizzly College of Education has provided a thorough and forward-thinking strategy to enhance the overall quality of education within the college. The identified strengths underscore the college's dedication to academic excellence, particularly in its plans to undertake research projects, thereby contributing to the advancement of knowledge and academic inquiry.

Addressing weaknesses, the audit suggests a proactive approach to bridging gaps in faculty mentorship for the PhD program and increasing the number of faculty with PhD qualifications. These measures are pivotal in ensuring a robust academic environment that nurtures both faculty expertise and student learning.

The opportunities outlined in the audit showcase the college's strategic foresight. Leveraging its locational advantage for academia-school linkages and streamlining collaborations and consultancy can result in mutually beneficial partnerships, providing students with real-world exposure and enriching the overall educational experience.

Additionally, exploring collaborative research with universities and government institutions aligns with global trends in academia, fostering a culture of innovation and inquiry within the college.

Turning to the challenges, the report acknowledges the profound impact of the post-pandemic world on education and emphasizes the need to sustain quality education in these stressful times. The college's commitment to addressing these challenges through adaptability and resilience is commendable, highlighting its dedication to providing a supportive and effective learning environment.

Looking to the future, the college's planned practices demonstrate a commitment to staying at the forefront of educational trends. Initiatives such as undertaking research projects, cultivating human and spiritual values, and introducing additional certificate courses reflect a holistic approach to education.

The college's emphasis on green practices, evident in the proposed green audit, underscores a commitment to environmental sustainability. This not only aligns with broader global concerns but also instils a sense of responsibility and consciousness in the college community.

The multifaceted recommendations provide a comprehensive roadmap for improvement. From enhancing communication skills and ICT proficiency to introducing specialized classes for exam preparations and targeted enrichment, the college is poised to create a more dynamic and inclusive learning environment.

The proposed measures also highlight the importance of value-based education, personal growth through reflective practices, and diversified teaching methods, ensuring that students receive a well-rounded and engaging educational experience.

As Grizzly College of Education moves forward with the implementation of these recommendations, it is positioned not only to meet the challenges of the evolving educational landscape but also to emerge as a beacon of academic excellence, nurturing individuals who are not only academically proficient but also socially conscious and globally aware.

GRIZZLY COLLEGE OF EDUCATION

Academic Audit Report- 2022-23

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