

# GRIZZLY COLLEGE OF EDUCATION

Recognized by ERC, NCTE Bhubaneswar  
(Affiliated to Vinoba Bhave University, Hazaribagh & JAC, Ranchi)  
NAAC Accredited with 'B' Grade



## Academic Audit Report

2023-2024

# **GRIZZLY COLLEGE OF EDUCATION**

*Recognized by ERC, NCTE Bhubaneswar*

*(Affiliated to Vinoba Bhave University, Hazaribagh & JAC, Ranchi)*

*NAAC Accredited with 'B' Grade*



Grizzly College of Education

## **Academic Audit Report**

### **2023-2024**



Prepared by

**AbuKonslutia  
International**



## **Academic Audit Report of Grizzly College of Education**

Prepared by AbuKonsultia International

© ®2024 AbuKonsultia International. All Rights Reserved.

This report is the intellectual property of AbuKonsultia International and is intended exclusively for Grizzly College of Education. Unauthorized reproduction, distribution, modification, or use of this document, in whole or in part, without prior written permission from AbuKonsultia International, is strictly prohibited.

All data, findings, analyses, recommendations, and conclusions contained in this report are based on research, assessment, and professional evaluation conducted by AbuKonsultia International. The contents of this report are confidential and may not be shared with third parties without explicit authorization.

For permissions, inquiries, or licensing requests, please contact:

AbuKonsultia International

[mail@abuconsultiainternational.co.in](mailto:mail@abuconsultiainternational.co.in)

# Acknowledgement

**W**e extend our profound gratitude to the management of Grizzly College of Education (GCE) for entrusting us with the critical responsibility of conducting the Academic Audit. The successful completion of this comprehensive evaluation was made possible through the invaluable cooperation and proactive engagement of the entire team at GCE.

We wish to place on record our sincere appreciation for the exceptional leadership and unwavering support of Dr. Sanjita Kumari, Deputy Director, Grizzly College of Education. Her strategic guidance and expertise were pivotal in facilitating a thorough and insightful assessment of the institution's academic practices and standards.

Our heartfelt thanks also go to the dedicated faculty and staff of GCE, whose active participation in data collection and field studies significantly contributed to the accuracy, depth, and rigor of this audit. Their professionalism and commitment to this process were integral to its success.

We commend GCE for its openness to external evaluation and its unwavering commitment to fostering a culture of academic excellence and continuous improvement. This proactive approach reflects the institution's vision for achieving and sustaining high standards of educational quality.

Finally, we extend our gratitude to Dr. Mridula Bhagat, Principal of Grizzly College of Education, for her consistent support and encouragement throughout this academic audit. Her leadership and dedication underscore GCE's commitment to cultivating an environment of academic distinction and institutional integrity.

## Contents

Acknowledgement .....	iii
Abbreviations .....	v
Executive Summary .....	vi
Academic Audit Certificate .....	viii
1. Introduction .....	1
2. Objectives of the Academic Audit.....	2
3. Methodology of Academic Audit .....	4
4. Context and Framework.....	8
5. Overview of Grizzly College of Education .....	10
5.1 Vision .....	12
5.2 Mission .....	12
6. Academic Audit Analysis.....	14
6.1 General Information.....	14
General Information about the College .....	14
6.2 Curriculum .....	18
6.2.1 Curriculum Aspects.....	18
6.2.2. Curriculum Transaction & Delivery .....	20
6.3. Research and Faculty .....	22
6.4 Students and Diversity .....	24
6.4.1 Diversity & Progression of Students.....	24
6.5. Infrastructure and Facilities .....	26
6.5.1 Infrastructure & Holistic Facilities.....	26
6.6 Other Significant Disclosures .....	28
6.7 Most Important Institutional Best Practices.....	30
6.8 Accreditation & Rankings.....	31
7. SWOC Analysis.....	32
8. Recommendations .....	39
9. Conclusion .....	42
Annexure I .....	44

## Abbreviations

AA	Academic Audit
AAA	Academic and Administrative Audits
CSR	College Social Responsibility
FDP	Faculty Development Programme
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

**T**he Academic Audit for Grizzly College of Education (GCE) for the academic session 2023-24 provides a thorough and systematic assessment of the institution's academic processes, governance structures, and student outcomes in accordance with the **National Assessment and Accreditation Council (NAAC)** guidelines. This audit is a part of GCE's ongoing commitment to ensuring institutional effectiveness, maintaining high academic standards, and fostering an environment conducive to continuous improvement in teaching, learning, and research.

### **Audit Process and Methodology:**

The audit process was methodologically structured, incorporating a comprehensive review of institutional records, policies, and academic performance metrics. The audit team comprised experienced academic professionals, institutional administrators, and external experts, who conducted evaluations through faculty, student, and staff surveys, interviews, peer reviews, and benchmarking exercises. The audit drew on a variety of data sources, including academic records, feedback forms, results, and inspection reports, to provide a well-rounded perspective on the institution's performance. The audit process spanned from September 2023 to March 2024, focusing on key academic areas such as curriculum development, teaching-learning methodologies, faculty engagement, and student outcomes.

### **Key Findings:**

#### **Strengths:**

**Academic Performance:** GCE has consistently demonstrated strong academic

outcomes, with all students graduating with first-division results, reflecting the institution's effective teaching and assessment strategies.

**Adherence to National Standards:** The college adheres to National Council for Teacher Education (NCTE) standards, with a qualified and experienced faculty meeting regulatory requirements. This ensures that students receive high-quality professional education.

**Infrastructure and Resources:** The college boasts a well-equipped library, computer labs, and sports facilities that provide a comprehensive learning environment. Additionally, the integration of technological resources, including an ERP system for library management and a remote-access E-Library, supports both academic and administrative functions.

**Holistic Development:** The college fosters an environment that promotes not only academic excellence but also personal and spiritual growth. The inclusion of diverse extracurricular activities and a focus on spiritual well-being enhance the overall student experience.

#### **Areas for Improvement:**

**Faculty Mentorship and Research Development:** There is a recognized need to strengthen faculty mentorship, particularly for doctoral candidates, to foster a more robust research culture within the institution.

**Curriculum Innovation:** While the curriculum aligns with NCTE standards, there is an opportunity to incorporate more contemporary teaching methods, including the integration of Information and Communication Technology (ICT) tools, to

further enhance the teaching-learning process.

**Student Support Services:** The college can enhance career guidance and internship opportunities, providing students with more real-world teaching experiences and preparing them for the demands of the profession.

**Technological Integration:** While the institution has made strides in adopting technology, greater emphasis should be placed on utilizing digital tools for pedagogy and assessments, including the potential use of e-learning platforms and digital examination systems.

#### **Recommendations:**

**Curriculum and Pedagogical Innovation:** Regular updates to the curriculum should be undertaken, incorporating new educational trends, pedagogical innovations, and digital tools to ensure that the teaching-learning process remains relevant and student-centered.

**Faculty Development:** A more structured and targeted professional development program should be implemented, with a focus on research, technology integration, and active learning strategies to enhance the faculty's pedagogical skills and research capabilities.

**Enhanced Student Engagement:** The college should expand its student support services, particularly in terms of career

counseling and internship programs, to provide students with greater exposure to practical teaching environments and career pathways.

**Governance and Infrastructure:** Strengthen governance structures by promoting transparency in decision-making processes. Additionally, investments should be made in enhancing digital infrastructure to support e-learning, research initiatives, and remote student engagement.

The **Academic Audit of Grizzly College of Education (2023-24)** highlights both the strengths and areas for growth within the institution. The college's commitment to academic excellence, adherence to regulatory standards, and focus on holistic student development are commendable. However, there are opportunities for further improvement, particularly in the areas of faculty development, curriculum innovation, and the integration of technology in pedagogy. By addressing the recommendations outlined in this report, GCE is well-positioned to enhance its academic offerings, improve student learning outcomes, and maintain its trajectory toward becoming a leading institution for teacher education in Jharkhand. Through sustained efforts towards quality enhancement and continuous adaptation to the evolving educational landscape, Grizzly College of Education can further solidify its role in shaping the future of education in India.



# Academic Audit Certificate

*This is to certify that the Academic Audit Report of*

## **Grizzly College of Education**

*has been prepared based on original data collected and analyzed during the audit period. The baseline data utilized for this purpose was provided by the internal academic audit team of Grizzly College of Education and has been verified for its accuracy and reliability by the Academic Audit Team.*

*It is further certified that the information, findings, and conclusions contained in this report are derived from the validated data provided and have been independently reviewed to ensure compliance with standard academic audit protocols. The contents of this report are original, authentic, and have not been previously published, presented, or disseminated in any form.*

*This certificate is issued as a formal declaration of the integrity and rigor of the academic audit process, conducted in accordance with relevant legal, regulatory, and institutional guidelines.*



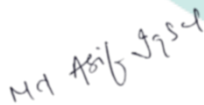
**Prof. (Dr.) Israil Khan**  
Former, Dean  
Dept. of Education  
Magadh University



**Prof. C.D. Yadav**  
Professor  
Dept. of Education  
B.N. Mandal University



**Dr. Mridula Bhagat**  
Principal  
Grizzly College of Education



**Dr. Md Asif Iqbal**  
Coordinator  
AbuKonsultia  
International



**Dr. Tarique Najamee**  
Former Faculty  
MANN University  
Coordinator  
AbuKonsultia International

# 1. Introduction

**A**cademic auditing represents a cornerstone of quality assurance in higher education, serving as a comprehensive, systematic process aimed at evaluating and enhancing the effectiveness of an institution's academic framework. This multifaceted assessment is designed to critically examine the key components of an institution's academic ecosystem, including the design and delivery of the curriculum, the implementation of teaching and learning methodologies, faculty performance, assessment practices, and the overall academic and student learning outcomes. Through this structured and objective review, an academic audit not only highlights areas of strength but also uncovers opportunities for improvement, providing invaluable insights that can drive institutional development and the enhancement of academic practices.

The primary purpose of the Academic Audit is to ensure that the institution adheres to the highest standards of educational quality while also fostering a culture of continuous improvement and reflective practice. By rigorously assessing the effectiveness of academic processes, the audit ensures that the institution's teaching, learning, and assessment mechanisms are aligned with best practices, contemporary educational standards, and the ever-evolving needs of students and society. This proactive approach enables institutions to remain agile in a dynamic academic landscape and to continuously refine their strategies to meet and exceed established benchmarks.

In the context of our college's ongoing commitment to educational excellence, the Academic Audit for this academic session will serve as a vital instrument for introspection and institutional growth. The

audit process will encompass a thorough evaluation of several key aspects of our academic framework, such as curriculum design, pedagogical approaches, faculty performance, and student learning outcomes, while also examining how effectively the institution is responding to the evolving demands of higher education. Through this process, we seek to identify both areas of strength and opportunities for strategic enhancement, ensuring that we not only maintain but also elevate the quality of education we offer.

Beyond compliance with regulatory standards, the Academic Audit is conceived as a tool for continuous academic advancement. The insights and recommendations arising from this review will guide us in refining our academic strategies, implementing innovative practices, and aligning our educational objectives with our long-term institutional goals. By embracing this audit process, we demonstrate our commitment to providing a dynamic, enriching, and responsive academic environment, one that supports the holistic development of our students and equips them with the skills, knowledge, and competencies necessary to thrive in an increasingly complex and globalized world.



## 2. Objectives of the Academic Audit

The **academic audit** of Grizzly College of Education (GCE) aims to achieve a comprehensive evaluation of the institution's academic processes, ensuring that they meet national standards, particularly those outlined by the **National Assessment and Accreditation Council (NAAC)**. The key objectives of this audit are as follows:

### 2.1 Ensure Adherence to NAAC Requirements for Quality Assurance

The academic audit seeks to ensure that GCE meets the **NAAC** guidelines and standards for quality assurance in higher education. This includes evaluating institutional practices in teaching, learning, governance, research, and student support to ensure they align with NAAC's established criteria. By adhering to these standards, GCE affirms its commitment to delivering high-quality education and fostering academic excellence.

### 2.2 Evaluate Academic Processes to Enhance Learning Outcomes

The audit critically assesses the effectiveness of GCE's academic processes, including curriculum design, teaching methods, assessment techniques, and student engagement. The primary goal is to evaluate whether these processes contribute to enhanced **learning outcomes** for students. The audit identifies areas where improvements can be made to ensure that students not only achieve academic success but also develop the critical skills necessary for their professional and personal growth.

### 2.3 Foster Continuous Improvement in Teaching-Learning, Research, and Governance

A key objective of the academic audit is to promote a culture of **continuous improvement** within GCE. The audit encourages the institution to reflect on its strengths and weaknesses and provides actionable recommendations for **enhancing teaching-learning methodologies**, fostering research and innovation, and strengthening governance structures. By focusing on areas such as faculty development, curriculum updates, and administrative processes, the audit ensures that GCE remains adaptable and responsive to the evolving educational landscape.

### 2.4 Assess the Alignment of Institutional Practices with NAAC Core Values

The audit also evaluates the alignment of GCE's institutional practices with the **core values** established by NAAC. These values include **student-centricity, transparency, accountability, integrity,** and a **commitment to social responsibility**. The audit assesses whether the institution's policies, teaching approaches, and community outreach efforts reflect these values, ensuring that GCE's operations contribute to the holistic development of students and the broader societal good.

By achieving these objectives, the academic audit helps GCE uphold its mission of providing quality education, fostering professional growth, and contributing to the development of skilled and competent educators for Jharkhand and beyond. The audit process, therefore, serves as a tool for institutional growth and continuous progress.

# Academic Audit

Ensuring Quality in Education

## NAAC Compliance



Focus on adhering to NAAC guidelines to maintain quality assurance and academic excellence.

## Evaluate Process

Assess academic processes including curriculum design and teaching methods to enhance learning outcomes.



## Continuous Improvement



Promote reflective practices to strengthen teaching and governance, fostering innovation and faculty development.

## Alignment with Values

Evaluate institutional practices to ensure alignment with NAAC core values like accountability and integrity.



## Enhance Outcomes



Ensure that all practices contribute to student development and social responsibility in the academic environment.

## Quality Assurance



The audit aims to ensure adherence to standards for enhancing education quality and continual improvement.



## 3. Methodology of Academic Audit

### 3.1 Audit Process and Team Composition:

The academic audit of **Grizzly College of Education (GCE)** follows a structured and systematic approach designed to assess the institution's academic processes, identify strengths and areas for improvement, and ensure the quality and relevance of its educational offerings. The audit process involves the following key stages:

- **Initial Preparation:** The audit begins with the identification of the audit objectives, scope, and key areas for evaluation. The team reviews the institutional goals and sets benchmarks against national standards for teacher education, as set by the **National Council for Teacher Education (NCTE)** and the **Vinoba Bhave University**.
- **Team Composition:** The audit team comprises experienced educators, institutional development experts, and external reviewers with expertise in teacher education. The team is led by an **Audit Coordinator** and includes subject matter specialists, **faculty representatives**, **administrative staff**, and **external evaluators** from peer institutions. This diverse team ensures that the audit process is comprehensive and reflects a range of perspectives on academic quality.
- **Collaboration with the Internal Quality Assurance Cell (IQAC):** The IQAC plays a central role in facilitating the audit, ensuring that the process aligns with institutional standards and objectives. It also

coordinates the collection of data, feedback, and necessary documentation.

### 3.2 Tools and Techniques:

The audit process employs a variety of tools and techniques to assess the different facets of academic performance at GCE. These tools help in gathering qualitative and quantitative data that provide a comprehensive picture of the institution's academic standards.

- **Review of Institutional Records and Policies:** A thorough examination of institutional records, policies, and procedures forms the foundation of the audit. This includes reviewing the college's academic regulations, faculty qualifications, course syllabi, teaching methodologies, examination patterns, and other essential documents. The goal is to ensure alignment with **NCTE guidelines** and **Vinoba Bhave University** standards. Policies related to curriculum design, teaching-learning processes, assessment practices, and professional development are reviewed to assess their effectiveness.
- **Faculty, Student, and Staff Surveys/Interviews:** Surveys and interviews are conducted with faculty, students, and administrative staff to gather direct feedback on various academic aspects such as teaching effectiveness, curriculum relevance, student engagement, and institutional support. The faculty

survey focuses on teaching methodologies, professional development needs, and pedagogical innovations. The student survey assesses academic satisfaction, perceived learning outcomes, and campus facilities, while the staff survey evaluates administrative processes and support systems. Interviews are also conducted with key stakeholders to gain deeper insights into specific areas of academic performance.

- **Peer Review and Benchmarking:** Peer review involves the evaluation of GCE's academic practices by external experts or peer institutions. This step helps compare GCE's performance with similar institutions in the region or country, identifying best practices and areas for improvement. Benchmarking is used to establish how the institution's academic standards measure up to national and international standards of excellence in teacher education.
- **Feedback Mechanisms:** Feedback is actively sought from multiple stakeholders, including students, faculty, alumni, and employers. This feedback helps identify strengths and areas for enhancement within the academic processes. Structured feedback forms are distributed after teaching sessions, and periodic feedback surveys are conducted to gauge satisfaction with academic programs and services. Alumni feedback offers valuable insights into the long-term effectiveness of the college's programs in preparing graduates for the workforce.

### 3.3 Data Sources:

The data collected during the audit process comes from a variety of sources that provide both qualitative and quantitative insights into the functioning of academic processes at GCE. These sources include:

**Academic Records:** A comprehensive review of academic records, including student attendance, exam results, and grade distributions, is conducted to assess academic performance trends. This data helps evaluate the effectiveness of the curriculum, teaching methods, and assessment strategies.

**Feedback Forms:** The feedback forms collected from students, faculty, staff, and alumni serve as a primary source of data for assessing satisfaction levels and identifying areas that require attention. These forms include structured questions on teaching quality, learning resources, infrastructure, and support services.

**Results:** Examination results, both at the internal and university levels, are analyzed to understand the academic outcomes of the institution. A deep dive into the success rates, average grades, and trends over time helps evaluate the effectiveness of the curriculum and instructional strategies.

**Inspection Reports:** Reports from external inspections or accreditations, such as NCTE and university audits, are reviewed to identify compliance with regulatory standards and uncover any previous recommendations that need to be addressed during the current audit.

### 3.4 Timeline and Scope of the Audit:

The timeline for the academic audit of GCE is typically structured over several months to ensure thorough assessment and review. The key stages include:

- **Pre-Audit Preparation (1-2 months):** The initial phase involves planning, forming the audit team, and setting up the scope of the audit.

Key documents and data sources are identified and gathered during this stage.

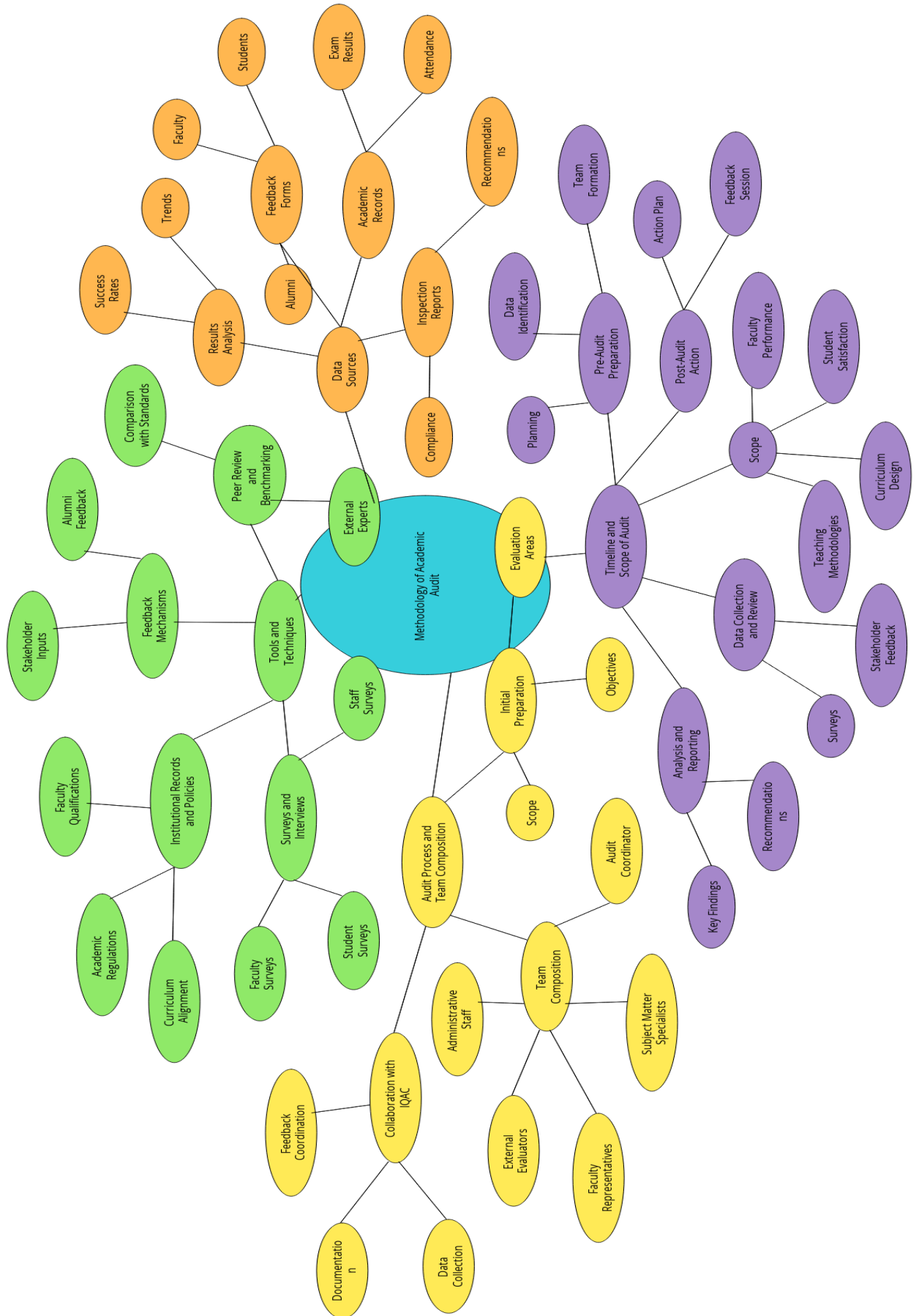
- **Data Collection and Review (2-3 months):** During this phase, the team conducts surveys, interviews, and reviews academic records and institutional policies. Stakeholder feedback is collected, and peer review processes are initiated.
- **Analysis and Reporting (1-2 months):** Once data collection is complete, the audit team analyzes the data to identify key findings, strengths, weaknesses, and recommendations for improvement. The audit report is drafted and reviewed by the IQAC and leadership team.
- **Post-Audit Action (1 month):** Following the completion of the audit report, a feedback session is organized with the college's

leadership team, faculty, and administrative staff. An action plan is developed to implement the recommendations, and follow-up procedures are established for monitoring progress.

The **scope of the audit** encompasses all academic areas, including curriculum design, teaching methodologies, assessment practices, faculty performance, student satisfaction, infrastructure, and support services. The audit also considers the broader institutional goals of GCE, such as its vision to contribute to the development of skilled and competent educators for Jharkhand and beyond.

This audit methodology ensures a comprehensive, rigorous, and transparent process that ultimately serves to enhance the quality of education provided by Grizzly College of Education, ensuring that the institution remains aligned with national standards and continually improves in response to emerging educational needs.







## 4. Context and Framework

The National Assessment and Accreditation Council (NAAC) plays a pivotal role in enhancing the quality of Higher Education Institutions (HEIs) by providing comprehensive tools and recommendations designed to support continuous institutional development. One of the key initiatives in this regard is the establishment of an Internal Quality Assurance Cell (IQAC) within institutions, which, alongside active participation in External Quality Assurance (EQA) processes, facilitates the ongoing pursuit of educational excellence.

A robust and well-designed system of both internal and external reviews is fundamental for monitoring and evaluating the diverse processes within an institution. NAAC envisions that HEIs will consistently engage in Academic and Administrative Audits (AAA) as part of their commitment to ensuring sustainable improvement and accountability in all institutional processes.

Among the various processes aimed at driving institutional growth, the Academic Audit (AA) stands out as a critical component in achieving excellence in higher education. The principles of academic auditing and continuous improvement are inherently interconnected, as a solid academic foundation is essential for fostering a high-quality, intellectually stimulating environment. The primary goal of academic auditing is to ensure that the academic processes, including curriculum delivery, teaching methodologies, assessment practices, and student learning outcomes, meet the highest standards of quality.

Academic audits provide a systematic and evidence-based framework to assess the quality of academic processes within an

institution. These audits focus on quality assurance, identifying areas for enhancement and ensuring that academic activities in HEIs align with established standards of excellence. The establishment of world-class universities and institutions of eminence requires a long-term commitment to rigorous, continuous evaluation of academic practices, which goes beyond legislation to embed quality at every level of operation.

The audit process can be carried out both internally and externally. Internally, the responsibility of conducting the audit typically falls on the IQAC, which oversees the institution's academic and administrative functions. Externally, the audit may be undertaken by the university (for colleges) or by other peer entities recognized for their expertise in higher education. While NAAC has not prescribed a specific methodology for conducting academic audits, it encourages each institution to tailor its own process based on best practices from leading institutions, both within India and internationally. This flexibility allows HEIs to design audit frameworks that suit their unique contexts and operational needs.

Institutions have the freedom to establish their own procedures for conducting academic audits, which may include self-evaluation by faculty and administrative units, scheduling onsite visits by external evaluators, and determining the format and structure of the audit reports. The results of the audit are typically shared with the IQAC and the Governing Bodies (GB) of the institution, who then collaborate to develop an action plan for implementing the recommendations derived from the audit findings. This ensures that the suggestions are not only heard but actively incorporated into institutional planning and decision-making.

Through the academic audit process, the college gains a detailed and holistic assessment of its educational processes. The audit highlights areas of strength, such as effective teaching practices or alignment with industry standards, as well as areas in need of improvement, such as gaps in curriculum design, student engagement, or learning outcomes. The outcomes of the audit serve as a foundational basis for strategic planning and decision-making, enabling the institution to refine and enhance its academic practices

in a manner that aligns with both short-term goals and long-term institutional aspirations.

The audit recommendations, once endorsed by the IQAC and Governing Bodies, provide a clear roadmap for targeted interventions aimed at improving the overall quality of education. This ensures that the institution remains adaptable and responsive to evolving educational trends, enabling it to uphold high standards of academic excellence in an increasingly competitive and dynamic higher education landscape.



## 5. Overview of Grizzly College of Education

**Grizzly College of Education (GCE)**, established in February 2007, is a non-profit, self-financing institution under the aegis of the **Grizzly Charitable Trust**, registered under No. 66/02, dated 03.01.2002. The college is located in the heart of Jharkhand, specifically at the 3rd floor of the 1st Phase, Ujjala Complex, Jhumri Telaiya, Koderma (Pin: 825409). Recognized by the **National Council for Teacher Education (NCTE)**, Government of India, and affiliated with **Vinoba Bhave University**, the institution has carved a niche for itself in the field of teacher education, offering programs designed to foster the intellectual and professional growth of future educators.

From its inception, GCE has positioned itself as a pioneering force in the educational landscape of Jharkhand, particularly as one of the first self-financing colleges in the state. Its impact on the region's educational infrastructure is reflected in its unwavering commitment to providing high-quality teacher education. This is evidenced by the fact that all of its graduates consistently achieve first division results, a remarkable achievement that speaks volumes about the institution's academic rigor and the quality of instruction it imparts. The college's faculty members, all of whom meet the qualification standards set by the **NCTE**, bring with them a wealth of experience and expertise, ensuring that students receive an education of the highest caliber.

The founding vision of Grizzly College of Education was to address the pressing need for well-trained and skilled educators in the state of Jharkhand. The establishment of the college was a response to the growing demand for quality teachers who could contribute to the state's educational development, particularly in the context of

primary and secondary education. The college offers a **Bachelor of Education (B.Ed.)** program, which is designed to equip students with the necessary pedagogical skills, theoretical knowledge, and practical experience to thrive in their teaching careers. The program adheres strictly to the guidelines set by the **National Council for Teacher Education (NCTE)**, ensuring that the curriculum is relevant, rigorous, and aligned with the latest trends in education.

At GCE, education goes beyond the conventional classroom boundaries. The college embraces a holistic approach to student development, focusing not only on academic excellence but also on the cultivation of personal, social, and ethical values. The diverse student body at GCE enriches the campus environment, with individuals from various cultural, ethnic, and socio-economic backgrounds coming together to engage in learning, exchange ideas, and collaborate. This diversity is celebrated, and the institution actively fosters an inclusive environment where students are encouraged to broaden their perspectives and develop a deeper understanding of the world around them.

**Student life at Grizzly College of Education** is dynamic and multifaceted, providing students with ample opportunities to develop skills outside of the academic realm. The college recognizes the importance of physical fitness, mental well-being, and social engagement in shaping well-rounded individuals. As such, GCE offers a wide array of extracurricular activities, particularly in the realm of sports. Students have the opportunity to participate in **football, cricket, basketball, volleyball, and badminton**, which not only help in maintaining physical fitness but also promote



teamwork, leadership, and discipline—qualities essential for both personal growth and professional success. These sports programs are designed to foster a spirit of camaraderie and healthy competition, ensuring that students have a well-balanced educational experience.

In addition to physical activities, the college is also committed to nurturing the **spiritual development** of its students. Recognizing the importance of spiritual growth in holistic education, GCE places significant emphasis on integrating spiritual and ethical learning into its curriculum. This is achieved through regular activities that encourage self-reflection, mindfulness, and personal development, helping students develop a strong moral compass and a sense of responsibility towards society.

At the heart of the college's academic and co-curricular framework is its state-of-the-art infrastructure and the use of modern teaching methodologies. The institution continuously strives to adopt the latest pedagogical techniques, technologies, and innovations to enhance the learning experience. With a keen focus on evolving educational trends, GCE aspires to become an institution of higher learning that offers interdisciplinary research and professional development opportunities. The overarching goal is to cultivate a culture of lifelong learning among students, inspiring them to continue their educational journey long after they have graduated.

The **college library** stands as a testament to GCE's commitment to fostering academic excellence. With an impressive collection of over **10,344 volumes**, the library offers an extensive range of books, periodicals, journals, and multimedia materials that support both faculty and student learning. The collection is continually updated to reflect the latest trends in education, ensuring that students have access to current and

relevant resources. The library also features **ERP software**, enabling students to access digital resources remotely, thereby facilitating continuous learning and research beyond the classroom. A dedicated **reading room**, which can accommodate over 100 students, provides an ideal space for quiet study and individual reflection.

GCE also boasts a fully equipped **computer lab** with internet access, enabling students to enhance their technological skills, which are critical in today's digital age. The integration of technology in education is a key component of the college's approach, with students encouraged to leverage various digital tools and platforms to complement their learning.

**Internships and practical exposure** are integral to the academic experience at GCE. The college has established robust partnerships with numerous educational institutions, offering students valuable internship opportunities that allow them to apply theoretical knowledge in real-world settings. These internships, including **summer training programs** at reputed schools, help students develop practical teaching skills, providing them with the experience and confidence needed to succeed in the classroom.

At Grizzly College of Education, the emphasis on producing high-caliber teachers goes hand in hand with a commitment to shaping responsible and socially aware individuals. Recognizing that the quality of education is directly linked to the quality of its teachers, GCE strives to ensure that its graduates are not only academically competent but also equipped with the skills, values, and outlook necessary to make a meaningful impact on society. Through its comprehensive academic programs, state-of-the-art infrastructure, and focus on holistic development, Grizzly College of Education is

poised to make a lasting contribution to the field of teacher education in Jharkhand, and to the nation's educational advancement as a whole.

In essence, Grizzly College of Education is not merely an academic institution; it is a **nurturing ground** for future educators who will go on to shape the educational landscape of India. The college's focus on quality teacher education, coupled with its holistic approach to student development, ensures that its graduates are well-prepared to tackle the challenges of an evolving educational system, while also embodying the values of lifelong learning, ethical leadership, and social responsibility. Through its dedication to academic excellence and continuous improvement, GCE stands as a beacon of educational progress in Jharkhand and beyond.

## 5.1 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.

## 5.2 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 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

# Grizzly College of Education

## ACADEMIC AUDIT ANALYSIS

Session 2023-2024

## 6. Academic Audit Analysis

### 6.1 General Information

General Information about the College						
S. No.	Particulars			Fact		
1	Name of the College And code given by the NCTE			Grizzly College of Education APP/00799		
2	College Address			Gumo Satpulia, P.O. Jhumri Telaiya Dist. Koderma, Jharkhand, PIN-825409		
3	Whether the College is accredited by the NAAC			Yes		
				If Yes, Grade- B		
4	Date, Month & Year of establishment			21 <sup>st</sup> March, 2007		
5	Current programs offered by the institution			D.El.Ed., B.Ed.		
6	Whether there are other Courses offered in the same building			D.El.Ed.		
7	<b>General Facilities of the college</b>					
	<b>S. No.</b>	<b>Particular</b>	<b>Total</b>	<b>S. No.</b>	<b>Particular</b>	<b>Total</b>
	i	Class Room	08	ii	Multi-purpose Hall	01
	iii	Library cum Reading Area	01	iv	ICT Room	01
	v	Arts & Craft Resource Centre Room	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)	15	xiv	Toilet (Female)	10
	xv	Urinal (Male)	19	xvi	Urinal (Female)	02
	xvii	Pantry	01	xviii	HoD D.El.Ed. Room	01
	xix	Psychology Lab	01	xx	Biological Lab	01
	xxi	Physical Lab	01	xxii	Mathematics Lab	01
	xxiii	Computer Lab	01	xxiv	IQAC Cell	01
	xxv	Examination Hall	02	xxvi	Examination Cell	01
	xxvii	Dance Room	01	xxviii	Deputy Director Room	01
	xxix	Staff Room	01	xxx	Parking	01
	xxxi	Store Room	09	xxxii	Care Room	01
	xxxiii	Language Lab	01			

8 Laboratory Facilities			
<b>Laboratory Facilities (B.Ed.)</b>			
i.	Biological Science Lab	:	Available
ii.	Physical Science 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
viii.	Mathematics Lab		Available
9 Library Facilities			
e-Library facility with Integrated Library Management System (ILMS)			Available
N List E-Book subscription			Available
N List Books	190,000	N List e-journals	6,000
E-journal			07
Total no. of Title Books	4,637	Text book related to course	4,726
Reference Books	840	Encyclopedias	113
Dictionaries	28	Journals	23
Periodicals	15	Paper Type	06
<b>No. of Titles</b>		<b>No. of Volumes</b>	<b>Amount Spent (in rupees)</b>
<b>Added during 2022-23</b>		<b>Added during 2023-24</b>	<b>During 2023-24</b>
776		383	91,003

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 directions of the Supreme Court of India	Yes
	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



S. No.	Particulars	Fact
	Seminars/ Conferences/ workshops/ FDP conducted by the College	Yes, 01 (FDP)
	Extension lectures organized	Yes
	University toppers, If any	List awaited form Vinoba Bhave University
18	<b>Teaching Learning Process</b>	
	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
	<b>Number of instructional days</b>	
	a) Per Year	230
	b) Per Semester	115
	c) Is a Time Table prepared before commencement of a semester	Yes
	d) Is anyone incharge 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	<b>Details of the Staff</b>	
	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 class	Lecture and discussion methods 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
	Academic linkages/ collaborations/MoUs the institution has established for internal quality checks and improvement	Academic linkage/MoUs 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
	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



S. No.	Particulars	Fact				
	Number of recognized Ph.D. guides	None				
	Faculty Development Programs, if any	Conducted regularly				
	Student Teacher Ratio	1:12.5				
20	<b>Evaluation System</b>					
	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				
21	<b>Administration Details</b>					
	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 Bhawe University	Awaited				
22	<b>Student Details</b>					
<b>Total number of students in College</b>						<b>200</b>
Total number of students in 1 <sup>st</sup> Years						100
	<b>SCs</b>	<b>STs</b>	<b>EWSs</b>	<b>OBCs</b>	<b>GEN</b>	<b>Total</b>
<b>Boys</b>	05	01	00	28	02	36
<b>Girls</b>	04	00	00	53	07	64
Total number of students in 2 <sup>nd</sup> Years						100
	<b>SCs</b>	<b>STs</b>	<b>EWSs</b>	<b>OBCs</b>	<b>GEN</b>	<b>Total</b>
<b>Boys</b>	06	01	00	42	02	51
<b>Girls</b>	09	01	02	28	09	49
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				23		
Schemes for Student's Support				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		

## 6.2 Curriculum

### 6.2.1 Curriculum Aspects

Aspect	Verification	Observations	Suggestions for Improvement	Action Taken (2023-24)	Remarks
<b>Steps Followed in Designing the Syllabus &amp; Curriculum</b>	Verified/As per University Norms	The college is affiliated with Vinoba Bhave University and follows NCTE guidelines. No autonomy to alter the curriculum.	Continue following university and NCTE guidelines.	Continued adherence to Vinoba Bhave University and NCTE norms. Participation in university syllabus workshops was documented.	Proper adherence noted; proactive engagement with university appreciated.
<b>Contents of the Curriculum</b>	Verified/Aligned with University Norms	Curriculum meets academic and professional requirements of teacher education.	Maintain adherence to university and NCTE guidelines.	The college adheres to the university curriculum and complies with NCTE guidelines.	Efforts to align with the university and NCTE guidelines are commendable; continue adhering to their curriculum and standards.
<b>Academic Flexibility</b>	Verified/As per University Obligation	Limited flexibility; courses and electives predetermined by the affiliating university.	Advocate for inclusion of more elective or skill-based courses if feasible.	Skill-based workshops on ICT and classroom management were organized to supplement curriculum.	Workshops effectively supplement rigid curriculum; more initiatives recommended.

<b>Credits Allotted/Distribution</b>	Verified/As per University Norms	Credit distribution aligns with the prescribed structure of the affiliating university.	No immediate changes required, ensure adherence to any future university revisions.	Maintained adherence to prescribed credit structure; monitored any updates from the university.	Credit system properly followed; no further remarks.
<b>Feedback on Curriculum from Stakeholders</b>	Verified/Feedback forms reviewed	Stakeholders (students, alumni, faculty) have expressed interest in updated and practical coursework.	Formalize a process to collect and consolidate stakeholder feedback annually.	Semester-wise feedback system was formalized, and collected feedback was shared with the IQAC.	Implementation of structured feedback appreciated; ensure data is reviewed periodic.
<b>Integration of NEP 2020 Guidelines</b>	Partially Verified	Limited alignment with NEP 2020 due to university mandates.	Recommend engaging with the university to explore NEP-aligned reforms.	Faculty attended NEP orientation sessions and shared outcomes with the university during meetings.	Engagement with NEP implementation is encouraging; further integration needed in curriculum.
<b>Curriculum Relevance to Employability</b>	Verified	Curriculum supports teacher training but lacks exposure to emerging education technologies.	Introduce skill-based workshops or seminars to bridge gaps.	Workshops on digital teaching tools were conducted.	Workshops are aligned with employability goals; additional emphasis on internships suggested.

## 6.2.2. Curriculum Transaction & Delivery

Aspect	Verification	Observations	Suggestions for Improvement	Action Taken (2023-24)	Remarks
<b>Workload Allocation &amp; Logic</b>	Verified	Sanctioned strength and roster information available on the website. Teaching plans are accessible online.	Assign additional project-related tasks, focusing on group projects to enhance collaborative learning.	Group projects were incorporated into coursework for experiential learning.	Positive initiative. Continue integrating real-world projects for hands-on experience.
		Remedial and value-added classes have been introduced and are well-received.	Expand remedial and value-added courses to cater to diverse student needs.	Additional remedial classes introduced, including sessions on advanced teaching techniques.	Significant improvement noted. Monitor effectiveness and student outcomes.
		Regular feedback implementation is evident, with campus-wide improvements observed.	Enhance feedback mechanisms by encouraging open discussions and implementing timely changes based on inputs.	Open forums for feedback discussions initiated; results reviewed by IQAC for actionable insights.	Constructive use of feedback; a commendable step forward.
<b>Teaching Methods &amp; Teaching Aids</b>	Verified	Modern teaching aids (ICT tools, smartboards) are utilized in most classrooms.	Conduct workshops for faculty on innovative teaching methods and tools.	Faculty attended workshops on flipped classrooms and active learning techniques.	Innovative teaching practices are increasingly evident; expand faculty development opportunities.

Aspect	Verification	Observations	Suggestions for Improvement	Action Taken (2023-24)	Remarks
<b>Project Work for Course</b>	Verified	Project work is a mandatory part of the curriculum, emphasizing research and presentation skills.	Introduce interdisciplinary project themes to broaden learning scope.	Interdisciplinary projects piloted in advanced courses; themes included environment and digital tools.	Broadening project scope enhances learning outcomes; ensure proper guidance is provided.
<b>Internal Assessment Components - Uniqueness</b>	Verified	Internal assessments include diverse components like quizzes, group discussions, presentations assignment test, attendance, and active participation.	Explore new assessment techniques such as peer evaluation and real-time case studies.	Peer evaluation was integrated into select courses as a pilot project.	Effective step toward diversifying assessments; consider expanding its use.
<b>Student Support - Remedial &amp; Value-Added Classes</b>	Verified	Support classes are available, with significant participation and positive outcomes.	Increase the frequency and scope of remedial classes, focusing on subject-specific challenges and skill gaps.	Frequency of classes increased; new sessions included digital literacy and time management skills.	Expanded programs are valuable; track impact on student performance through feedback and analysis.
<b>Evaluation of Student's Progress</b>	Verified	Results are analyzed at department and institutional levels to monitor academic progress.	Implement digital tools for progress tracking to streamline evaluation and reporting.	Progress reports digitized for efficient monitoring and reporting.	Digital tracking improves transparency; expand data analytics to identify trends and gaps.
<b>Feedback from Students</b>	Verified	Students regularly provide feedback on teaching quality, curriculum, and facilities.	Conduct feedback analysis sessions with students and faculty to ensure actionable insights are implemented.	Feedback analysis sessions initiated; improvement plans shared with stakeholders.	Active engagement with feedback is noteworthy; ensure consistency in implementation.

### 6.3. Research and Faculty

Aspect	Verification	Observations	Suggestions for Improvement	Action Taken (2023-24)	Remarks by Academic Auditor
<b>Theory/ Practical/ Projects Completed/Ongoing</b>	Verified	Students document teaching experiences with the integration of art, drama, and creative activities.	Diversify teaching methods with role-playing and invest in innovative technology.	Teaching methods diversified; technology-enhanced tools integrated.	Notable progress; recommend further workshops on advanced teaching methodologies.
<b>Seminars/Conferences Attended by Faculty</b>	Verified	Faculty actively participate in seminars, webinars, and conferences for professional growth.	Encourage broader faculty participation in interdisciplinary and international events.	Faculty attended international webinars and submitted conference papers; collaboration opportunities explored.	Participation aligns with improvement goals; suggest focus on international publishing platforms.
<b>Papers/Articles/Books Published</b>	Verified	Faculty members are currently engaged in the research process, with upcoming plans to contribute to academic journals in the near future.	Promote collaborative research and incentivize publications in high-impact journals.	Faculty focused on refining research and academic development, with plans for future publications.	Strong academic engagement; recommend expanding collaborative research opportunities.
<b>Training Programs/Workshops</b>	Verified	Faculty participate in various training programs and workshops for skill enhancement.	Encourage more faculty to pursue advanced training programs, particularly for MOOCs and online pedagogy.	Faculty attended workshops on online pedagogy and started developing MOOCs content for teacher training.	Positive step towards digital education; recommend structured peer review of e-learning materials.
<b>Preparation of E-learning Materials/Content</b>	Verified	Faculty have prepared e-learning content to support student learning.	Develop a structured repository of e-learning materials for better accessibility.	A centralized repository for e-learning content created; accessible through the college website.	Repository is commendable; ensure regular updates and inclusion of diverse content.

Aspect	Verification	Observations	Suggestions for Improvement	Action Taken (2023-24)	Remarks by Academic Auditor
<b>Number of Faculty with PhD (as on date)</b>	Verified	Half of the faculty members have earned their PhD, showcasing a strong academic foundation.	Motivate more faculty to enroll in PhD programs and provide research guidance opportunities.	Faculty members are focusing on enhancing their current expertise, with future plans for academic growth and development.	Encouraging progress; track completion rates and provide institutional support for research initiatives.
<b>Research Outreach: College Social Responsibility (CSR)</b>	Verified	CSR initiatives include computer literacy, vocational training, and aid to marginalized groups in Inderwatand village.	Expand vocational training courses and forge partnerships for sustainable community development.	Vocational training expanded to include tailoring and digital marketing; partnerships established with local community leaders.	Holistic initiatives positively impact the community; suggest monitoring outcomes to measure effectiveness.
<b>Research Outreach: NSS Unit-I</b>	Verified	NSS conducts health camps, literacy drives, and environmental initiatives, addressing key rural development issues.	Broaden NSS activities with sustainable agriculture, women's empowerment, and regular community feedback.	The NSS conducted a series of awareness programs aimed at educating and engaging the community on a wide range of important social issues.	New initiatives strengthen NSS efforts; track feedback to align with community needs.



## 6.4 Students and Diversity

### 6.4.1 Diversity & Progression of Students

Aspect	Verification	Observations	Suggestions for Improvement	Action Taken (2023-24)	Remarks
<b>Demand Ratio (Applications Received vs. Sanctioned Strength)</b>	Verified	Very high demand; more than 40% outstation students. 90% underprivileged students, including SCs /STs /OBCs /EWS.	Develop a robust digital system for tracking and reporting career progression.	Implemented a digital career tracking system, enabling better alumni and placement data analysis.	Noteworthy improvement; digital tracking enhances transparency and accessibility.
<b>Diversity of Students</b>	Verified	Students from diverse socio-economic backgrounds, representing a mix of rural, urban, and marginalized communities.	Encourage mentorship programs that leverage diversity to foster peer learning.	Initiated a peer mentorship program connecting underprivileged students with achievers from alumni networks.	Excellent initiative; recommend regular review to ensure inclusivity and efficacy.
<b>Student Involvement in Extra-Curricular and Curricular Activities</b>	Verified	Students excel in sports, cultural, and artistic activities, achieving awards in mehndi, rangoli, dance, quiz, speech, debates and	Facilitate additional platforms for showcasing student talents ( <i>e.g.</i> , inter-college events, online competitions).	Participated Inter-B.Ed. College Athletes meet & <i>Jhumer</i> . Encouraged students to participate in regional and national competitions.	Positive step; continue expanding opportunities for showcasing talents at national/international levels.

Aspect	Verification	Observations	Suggestions for Improvement	Action Taken (2023-24)	Remarks
		various extra-curricular activities.			
<b>Educational Excursion Tours/ Exhibitions/ School Internship Training</b>	Verified	Educational excursion tours, exhibitions, and school internship training are well-organized and contribute significantly to student development.	Continue to provide diverse experiential learning opportunities.	Excursion tours and internships have been effectively conducted, fostering student growth.	Strong development; recommend incorporating more interdisciplinary learning experiences.
<b>Internships</b>	Verified	Internship programs are highly impactful, promoting professional readiness and hands-on experiences.	Strengthen partnerships with diverse organizations for internships to provide varied academic exposure.	Collaboration expanded with new partner organizations in education sectors.	Exceptional impact; partnerships enhance student employability.
<b>Career Advancement/ Progression/ Placements/ Achievements</b>	Verified	Excellent placement record : CTET qualifiers-12, PGT-2	Develop alumni networks and tie-ups with institutions for better placement and career progression opportunities.	Alumni network strengthened; new tie-ups with placement cells of other institutions for shared opportunities.	Effective progress; leverage alumni network further to strengthen placement pipelines.

## 6.5. Infrastructure and Facilities

### 6.5.1 Infrastructure & Holistic Facilities

Aspect	Verification	Observations	Suggestions for Improvement	Action Taken (2023-24)	Remarks
<b>Classrooms</b>	Verified	Classrooms are equipped with ICT tools, fostering academic excellence and innovation.	Enhance facilities for interactive learning and upgrade ICT tools to remain up-to-date.	Smart boards upgraded; interactive learning apps integrated for dynamic teaching methods.	Noticeable improvements; regular audits of ICT equipment recommended.
<b>ICT/Smart Classes</b>	Verified	Smart classes utilized effectively for curriculum delivery.	Expand the number of ICT-enabled classrooms and trained teachers in advanced tools.	Three additional classrooms equipped with smart technology; teachers received ICT training.	Positive development; ensure user training aligns with emerging tech.
<b>Laboratories &amp; Lab Equipment</b>	Verified	Laboratories are well-equipped for practical learning.	Regularly update lab equipment and introduce emerging technology tools (e.g., AR/VR).	Updated science lab equipment.	Comprehensive upgrades appreciated.
<b>Computers – for Teachers</b>	Verified	Adequate computers provided for faculty members.	Ensure regular upgrades to computer systems and software.	All faculty computers upgraded with the latest software.	Upgrades are well-implemented; encourage ongoing faculty feedback.
<b>Computers – for Students</b>	Verified	Ample computers available for students, fostering digital literacy and learning.	Increase access hours for students and offer specialized IT training workshops.	Extended lab hours introduced; weekly IT skill sessions organized for students.	Improved accessibility and training noted; recommend tracking participation metrics.
<b>Library</b>	Verified	Library is well-stocked with physical and digital resources, meeting academic needs effectively.	Add more subscriptions to e-journals and digital databases for diverse subject areas.	Subscribed to two new e-journal platforms; expanded digital resources section.	Robust additions to resources; ensure periodic review of library usage data.
<b>Digital Library Resources</b>	Verified	Accessible and increasingly used by both students and faculty.	Conduct training on accessing digital resources to optimize utilization.	Conducted workshops for students and faculty on	Effective utilization training implemented;

Aspect	Verification	Observations	Suggestions for Improvement	Action Taken (2023-24)	Remarks
				effective use of digital libraries.	assess adoption rates for further refinement.
<b>Solar Power</b>	Verified	Solar power usage contributes to sustainability; green initiatives visible across the campus.	Expand solar energy capacity to power more campus facilities.	Installed additional solar panels.	Solar initiatives are commendable; suggest incorporating energy usage analytics.
<b>Green Campus &amp; Lawns</b>	Verified	Green spaces and lawns well-maintained, promoting a serene academic environment.	Expand greenery and integrate indigenous plant species for ecological benefits.	Planted 50 indigenous trees; eco-awareness programs conducted among students.	Green campus initiatives are thriving; indigenous planting adds significant value.
<b>Sports Facilities &amp; Playground</b>	Verified	Sports facilities and playgrounds are actively used by students for physical development and extracurricular growth.	Enhance sports infrastructure with advanced equipment and add more sports coaching programs.	Introduced new sports equipment.	Expanded facilities and coaching positively impact student engagement and wellness.
<b>Rainwater Harvesting</b>	Verified	Rainwater harvesting system is operational and effectively maintained.	Expand the rainwater harvesting capacity and conduct awareness drives on water conservation.	Harvesting capacity increased by 15%; students participated in water conservation drives.	Effective system in place; awareness drives foster responsibility among students.
<b>Compost Pits</b>	Verified	Compost pits are operational, promoting waste management and sustainability.	Introduce training programs on organic composting techniques for students.	Awareness campaign on organic composting conducted; student participation in maintenance encouraged.	Positive engagement noted; composting efforts align well with sustainability goals.
<b>Campus Maintenance</b>	Verified	Campus maintenance is efficient, ensuring a safe and clean environment.	Develop a structured maintenance tracking system for regular updates and reports.	Maintenance efforts continued effectively, ensuring timely repairs and cleanliness.	Maintenance efforts well-organized; suggest formalizing tracking for future improvements.

## 6.6 Other Significant Disclosures

Aspect	Verification	Observations	Suggestions for Improvement	Action Taken (2023-24)	Remarks
<b>MoUs Signed</b>	Verified	Strategic partnerships with regional colleges foster networking and institutional growth.	Explore international collaborations and strengthen alumni engagement.	Ongoing collaborations with regional institutions for research and academic development.	Positive progress; focusing on expanding global partnerships will further enhance growth.
<b>Collaborations</b>	Verified	Various national collaborations with institutions and industry, focusing on skill development and research.	Pursue collaborations with international universities and research centers for cross-border knowledge exchange.	Strengthened partnerships with national and local industries for skill-based programs.	National collaborations are solid; recommend pursuing global collaborations for exposure.
<b>International Collaborations</b>	Verified	No current international collaborations.	Initiate partnerships with foreign universities for academic exchanges and research cooperation.	Exploring opportunities for future international collaborations.	International partnerships are a key area for growth; need action in this area.
<b>Alumni Association Meetings</b>	Verified	Alumni engagement is strong with regular meetings and networking opportunities.	Strengthen alumni relations with targeted initiatives to increase active involvement.	Organized two major alumni meetups; created a dedicated alumni portal for better interaction.	Alumni engagement is commendable; enhancing alumni mentorship programs will add value.
<b>Student Mentoring &amp; Support</b>	Verified	Mentoring programs are in place, with faculty members guiding students	Increase frequency of mentoring sessions and introduce alumni mentorship.	Introduced monthly mentoring sessions; launched an alumni-mentorship.	Mentoring is effective; expanding the alumni network for mentoring will strengthen support.

Aspect	Verification	Observations	Suggestions for Improvement	Action Taken (2023-24)	Remarks
		in academic and career paths.		student mentorship platform.	
<b>Conference/ Seminar/ Workshop Organized</b>	Verified	Multiple conferences, seminars, and workshops organized, contributing to faculty and student development.	Organize more interdisciplinary events, focusing on global educational trends and innovations.	Several events were held, focusing on the latest trends in pedagogy and educational technology.	Strong engagement through events; consider expanding topics to include emerging global educational issues.
<b>Extension Activity</b>	Verified	Extensive extension activities, including community service, health camps, and education outreach.	Expand extension programs to include sustainability and skill development workshops for local communities.	Organized a community health camp and digital literacy program in neighboring villages.	Well-structured extension programs; additional focus on sustainable development recommended.
<b>Interaction with Industry/ Research Centers/ Educational Institutions/ Placements</b>	Verified	Effective placement cell with successful placements and internships for students.	Strengthen academic partnerships for joint research and internships.	Established new internship partnerships with local academic institutions.	Excellent progress in placements; suggest improving research interactions with academic institutions.

## 6.7 Most Important Institutional Best Practices

Aspect	Verification	Observations	Suggestions for Improvement	Action Taken (2023-24)	Remarks
<b>Going Digital</b>	Verified	College has embraced a digital ecosystem. Transition to digital operations was smooth during the pandemic. Faculty records lectures, and a cashless system is in place.	Digitalization should be extended to record-keeping, office filing, and student data management to further improve efficiency.	Introduced digital record-keeping system for administrative tasks; continued recording of lectures for student reference.	Digital transition is progressing well; further integration of digital tools is encouraged for all administrative tasks.
<b>Inclusive Education and Development</b>	Verified	GCE follows the principles of Inclusive Education, with mentoring, remedial classes, and multiple student-centric programs operating cohesively.	Initiate more multi-disciplinary, student-driven projects to foster deeper engagement in inclusive education.	Launched new multi-disciplinary projects with focus on student participation in community development and peer support programs.	Inclusive education initiatives are strong; expanding student-led projects will enhance inclusivity and diversity.

## 6.8 Accreditation & Rankings

Aspect	Verification	Observations	Suggestions for Improvement	Action Taken (2023-24)	Remarks
NAAC 1st Cycle in 2022	Verified	Grade 'B' in 2022 (VBU College: 051, APP/00799, AISHE -44411). The college is actively working on improving its academic quality and infrastructure.	Target higher grades by focusing on continuous improvement in academic processes, infrastructure, and student support.	Initiated quality enhancement programs, including faculty development and infrastructure upgrades.	The NAAC grade 'B' reflects satisfactory progress. Efforts should be intensified to achieve a higher grade in the next cycle.
University College Code	Verified	College code verified (VBU College: 051); aligned with university norms.			Verified and compliant with university code.
NCTE Code	Verified	NCTE Code verified; compliance with regulatory norms.			In full compliance with NCTE regulations.
MoE AISHE	Verified	College registered with the Ministry of Education's All India Survey on Higher Education (AISHE).	Enhance data accuracy and reporting in AISHE to reflect the college's growth.	Ensured timely and accurate submission of AISHE data; focused on increasing institutional visibility.	AISHE registration is confirmed; further improvement in data accuracy is encouraged.



## 7. SWOC Analysis

### 7.1 Strengths

**G**rizzly College of Education, established in 2007, has consistently positioned itself as a distinguished institution in the domain of teacher education, dedicated to preparing future educators with a comprehensive, innovative, and forward-thinking approach to pedagogy. The institution's flagship Bachelor of Education (B.Ed.) program exemplifies a robust blend of theoretical instruction and hands-on experience, which is critical in nurturing well-rounded educators capable of meeting the complex demands of contemporary classrooms.

A key strength of Grizzly College lies in its distinctive B.Ed. program, which incorporates an extensive 120-day teaching practicum across various schools within the district. This immersive experience is integral to bridging the gap between academic knowledge and practical teaching skills. By engaging in real-world classroom settings, students gain valuable insights into instructional strategies, classroom management, and learner engagement, all of which are essential for fostering effective teaching. This approach ensures that graduates are not only knowledgeable in theory but are also well-prepared to apply their expertise in diverse educational environments.

The college's affiliation with Vinoba Bhave University, coupled with accreditation from the National Council for Teacher Education

(NCTE), reinforces its commitment to upholding rigorous academic standards and maintaining the quality of teacher training. These affiliations not only enhance the institution's credibility but also provide a solid framework for academic and professional excellence in the field of teacher education.

Grizzly College places a strong emphasis on the integration of academic excellence with practical application. To this end, the institution actively participates in a variety of supplementary activities designed to align with global trends in teacher education. Through regular workshops, seminars, and guest lectures featuring distinguished educators and thought leaders, students are exposed to contemporary teaching practices, emerging challenges in education, and innovative methodologies. These interactive platforms encourage students to critically engage with global educational discourse, helping them stay abreast of developments in the field.

In line with the needs of 21st-century education, the college integrates cutting-edge Information and Communication Technology (ICT) into its curriculum. Faculty members are encouraged to utilize digital tools such as interactive presentations, multimedia resources, and online platforms to enhance teaching effectiveness and student engagement. The inclusion of ICT in teaching not only enriches the learning experience but also ensures that Grizzly College remains



Grizzly College of Education

responsive to the evolving educational landscape.

Grizzly College's commitment to holistic education is further demonstrated through its focus on value-added courses that address critical ethical, social, and environmental issues. These courses not only prepare students for the academic aspects of teaching but also shape them into conscientious educators with a strong sense of social responsibility. The inclusion of environmental education, in line with the guidelines set by Vinoba Bhave University, as well as topics on human rights and ethical education, ensures that students develop a comprehensive worldview, which is crucial for fostering inclusive and compassionate educational environments.

As digital literacy continues to gain prominence, Grizzly College has invested in a state-of-the-art computer laboratory equipped with high-speed internet access. This facility is available to both students and faculty, providing them with the resources to enhance their technological proficiency. The college offers specialized computer orientation programs to ensure that both teaching and non-teaching staff are adept at using digital tools effectively. This commitment to digital literacy is pivotal in preparing students for a technology-driven educational future.

The college also offers a Career Guidance and Counseling Cell, which plays an instrumental role in supporting students' professional aspirations. By providing information on career pathways, job



Grizzly College of Education  
INTERNATIONAL

opportunities, eligibility criteria, and application deadlines, the cell helps students make informed decisions about their career trajectories. In addition, the recent organization of an aptitude test demonstrates the college's proactive approach in preparing students for competitive job markets by helping them identify their strengths and areas for improvement.

Grizzly College understands the importance of holistic development in shaping well-rounded individuals. The institution's annual Personality Development and Life Skills program is a cornerstone of this initiative. The program equips students with essential life skills, such as communication, leadership, and emotional intelligence, which are crucial for personal and professional success. Additionally, the college regularly invites expert resource persons from diverse fields to conduct workshops and seminars, providing students with exposure to a wide range of perspectives and knowledge.

To support effective pedagogy, Grizzly College is equipped with modern instructional tools, including interactive boards, multimedia speakers, and LCD projectors. The use of these tools enhances the interactive nature of teaching and ensures that lessons are engaging and accessible. The college also integrates audio-visual aids and provides training in their use, ensuring that both faculty and students can maximize the educational experience.

The seminar hall, equipped with full multimedia support, serves as a dynamic space for hosting seminars, conferences, and



Grizzly College of Education

collaborative discussions. This facilitates the exchange of ideas, fostering an environment of continuous learning and intellectual growth. Internal assessments are regularly conducted to monitor academic progress, identify areas for improvement, and guide both students and faculty in achieving their academic and professional goals.

Recognizing the need for seamless connectivity, the college provides high-speed 50 Mbps Wi-Fi internet throughout its campus. This ensures that both students and faculty have uninterrupted access to a wide array of digital resources, facilitating research, learning, and communication. This commitment to technological integration reflects the institution's dedication to remaining at the forefront of educational advancements and providing a modern, digitally connected learning environment.

In conclusion, Grizzly College of Education is distinguished by its unwavering commitment to providing a comprehensive, forward-thinking educational experience. By blending academic rigor with practical application, integrating modern technologies, and fostering holistic development, the institution ensures that its graduates are not only capable educators but also adaptable, digitally literate, and socially responsible individuals. Grizzly College stands as a beacon of excellence in teacher education, poised to continue shaping the next generation of educators who are well-equipped to meet the challenges of a rapidly evolving educational landscape.

## 7.2 Weaknesses



The academic audit report of Grizzly College of Education highlights several areas that require attention for improvement to further strengthen the institution's academic framework.

One significant concern is the absence of faculty mentors for the PhD program. Mentorship is a critical component in the academic journey of doctoral students, as it provides guidance, support, and insight throughout the research process. The lack of a structured mentorship system may hinder the progress of PhD candidates, potentially affecting the quality of their research and overall academic development. Establishing a formal mentorship structure for PhD students would help mitigate this issue, ensuring that doctoral candidates receive the necessary guidance from experienced faculty members to navigate their advanced studies effectively.

Another notable weakness highlighted in the report is the limited number of faculty members holding PhD degrees. A higher proportion of faculty with doctoral qualifications is crucial for fostering a robust academic environment. Faculty members with PhDs bring advanced research skills, critical thinking, and a deeper expertise in their respective fields. This expertise contributes significantly to enhancing the academic rigor of the institution and providing students with the opportunity to engage in high-level research. The current limitation in this area may impact the depth and breadth of academic instruction and research opportunities available to students.



To address these weaknesses, it is recommended that the institution take proactive measures to establish a mentorship framework for the PhD program and focus on strategically increasing the number of faculty with doctoral qualifications. This will not only elevate the academic quality of the institution but also cultivate a stronger research culture, benefiting both students and the broader academic community. Furthermore, these improvements will contribute positively to the institution's reputation, enhancing its standing within the academic and research spheres.

### 7.3 Opportunities

The academic audit report identifies several promising opportunities that can play a key role in enhancing the academic landscape of Grizzly College of Education:

1. **Locational Advantage for Strengthening Academia-School Linkages:** The geographical location of the college presents a unique opportunity to build strong linkages with nearby schools. By establishing robust collaborations with local educational institutions, the college can create opportunities for students to engage in practical teaching programs, internships, and knowledge-sharing sessions. These initiatives will not only enrich the learning experience of students but also foster stronger community engagement, enhancing the college's reputation as an active contributor to local educational development.



2. **Streamlining Collaborations and Consultancy:** The college has the potential to streamline its collaborations and consultancy services, both internally within the institution and externally with industry partners, NGOs, and other educational institutions. Strengthening these partnerships can lead to mutually beneficial outcomes, such as the exchange of expertise, resource-sharing, and the development of an industry-relevant curriculum. Additionally, consultancy services could be expanded to offer professional development and training to educators and organizations, positioning the college as a hub of expertise in the field of education.
3. **Exploring Possibility of Collaborative Research:** There is a significant opportunity for the college to explore collaborative research initiatives with established universities, government research institutions, and international organizations. These partnerships could result in joint research projects that foster knowledge exchange, increase the college's research output, and open avenues for securing external funding. Collaborative research not only enhances the academic standing of the institution but also contributes to the global body of knowledge in the field of education, improving the

institution's visibility in the academic community.

By strategically leveraging these opportunities, Grizzly College of Education can elevate its academic reputation, broaden its network of partnerships, and create a more dynamic, innovative, and impactful learning environment for both students and faculty. These initiatives would contribute significantly to the overall growth of the college, positioning it as a leader in teacher education and academic research.

## 7.4 Challenges

The academic audit report identifies several key challenges that Grizzly College of Education must address to maintain and enhance its academic excellence:

1. **Adapting to the Evolving Educational Landscape:** The rapid shift toward digital and hybrid learning models presents ongoing challenges in ensuring the delivery of high-quality, engaging education. The growing integration of technology into the educational process requires the institution to continually assess and refine its teaching methodologies. Adapting to this evolving landscape demands a strategic approach to integrating innovative pedagogical tools while maintaining academic rigor. The college must ensure that faculty are well-prepared to navigate this digital transformation and that students have access to dynamic, interactive

learning experiences that meet contemporary educational standards.

2. **Ensuring Student Well-being and Support:** The pressures associated with academic achievement, combined with external socio-economic challenges, create a demanding environment for both students and faculty. As such, ensuring the well-being and mental health of students is a significant concern. The challenge lies in balancing the institution's commitment to academic excellence with the need for comprehensive support systems that address the emotional and psychological needs of students. The college must implement targeted initiatives that foster resilience, promote well-being, and provide resources to help students thrive academically and personally.
3. **Keeping Pace with Rapid Advancements in Higher Education:** Higher education is evolving at an accelerated pace, driven by technological advancements, new teaching methods, and shifting global trends. To remain competitive and relevant, the college must stay attuned to these changes and proactively adapt to emerging educational paradigms. This requires a commitment to continuous professional development for faculty, investment

in cutting-edge educational technologies, and a forward-thinking approach to curriculum design. The institution must ensure that both faculty and students are equipped with the skills and tools necessary to thrive in this ever-changing academic environment.

To address these challenges, the college must adopt a strategic, proactive approach. This includes embracing innovative teaching methodologies, fostering a supportive academic community, and staying responsive to evolving educational needs. Ensuring that students receive a comprehensive, well-rounded education—one that combines academic rigor with personal and professional growth—will be essential in overcoming these challenges.

## 7.5 Future Initiatives

Grizzly College of Education is also planning several strategic initiatives aimed at fostering continued growth and excellence:

- 1. Engagement in Collaborative Research Projects:** The college is committed to advancing its academic standing through active participation in collaborative research endeavors. These projects, in partnership with established universities, research institutions, and industry partners, will provide valuable opportunities for faculty and students to engage in cutting-edge research. Collaborative research initiatives will not only enhance the college's reputation but also contribute to the broader academic community by generating knowledge that addresses contemporary challenges in education and society.
- 2. Promoting Holistic Development Through Human and Spiritual Values:** The college is committed to cultivating holistic education by integrating human and spiritual values into its core curriculum. This initiative recognizes the importance of nurturing ethical, compassionate, and well-rounded individuals who can contribute positively to society. By emphasizing the development of character alongside academic achievement, the college aims to foster a learning environment that supports both intellectual and personal growth, creating a foundation for students to lead with integrity and purpose.
- 3. Expansion of Certificate Courses to Enhance Employability:** In response to the evolving demands of the job market, the college is planning to introduce a wider array of certificate courses. These programs will offer students the opportunity to acquire specialized skills and knowledge, enhancing their employability and career prospects. By diversifying its course offerings, the college aims to provide students with a competitive edge in

the job market, while also enriching the academic experience by offering more opportunities for practical, skills-based learning.

These future initiatives underscore the college's commitment to fostering a dynamic, forward-thinking educational environment.

By embracing research-oriented practices, promoting the development of human and spiritual values, and expanding its course offerings, Grizzly College of Education is positioning itself to continue its tradition of academic excellence and to meet the evolving needs of students and the broader educational community.



## 8. Recommendations

The recommendations for advancing educational quality at Grizzly College of Education aim to address both current challenges and future opportunities within the rapidly evolving educational landscape. These strategies reflect a holistic approach that incorporates contemporary trends, technological advancements, and a commitment to nurturing well-rounded, future-ready educators.

### 1. Fostering Research and Academic Inquiry

A critical step in enhancing the academic rigor of the college is the implementation of targeted research projects. Encouraging faculty and students to engage in collaborative research initiatives will not only contribute to knowledge generation but also elevate the college's standing in the academic community. Research-based learning fosters critical thinking, problem-solving, and a deeper understanding of educational issues. Furthermore, integrating research with teaching will help students develop strong analytical skills and prepare them for the demands of a constantly evolving educational field.

### 2. Strengthening Communication and Language Skills

Effective communication remains a cornerstone of academic and professional success. To address the growing importance of proficiency in spoken and written English,

the college should consider expanding its language support offerings, such as dedicated spoken English classes. These classes should focus on improving students' confidence and fluency in both academic and professional contexts, enabling them to articulate their ideas clearly and engage more effectively with diverse audiences in an increasingly globalized world.

### 3. Enhancing Digital Literacy and ICT Integration

In an era where technology is rapidly transforming education, strengthening students' proficiency in Information and Communication Technology (ICT) is paramount. The college should intensify its ICT programs, offering advanced computer lab sessions that incorporate modern tools such as artificial intelligence (AI) and educational software. This initiative will equip students with the digital literacy required to succeed in a technology-driven world and adapt to the increasing integration of AI in teaching and learning processes. Faculty should be trained to use AI-driven tools that personalize learning, enhance classroom interactions, and streamline administrative tasks, thereby fostering a more efficient and effective teaching environment.

### 4. Targeted Academic Support for Competitive Exams

Recognizing the diverse aspirations of its students, Grizzly College should offer tailored remedial classes to support those





Grizzly College of Education

preparing for competitive exams such as CTET/STET and UPSC. These classes should be specifically designed to address the knowledge gaps of students while providing strategic insights into exam patterns and techniques. This initiative will ensure that students are better equipped for competitive academic and professional exams, enhancing their employability and career prospects.

### **5. Enrichment Programs for High-Achieving Students**

To further cultivate academic excellence, the college should establish enrichment programs for high-achieving students. These programs could include advanced coursework, independent study opportunities, and mentoring sessions with faculty members or industry professionals. By providing these students with tailored opportunities for growth, the college will foster a culture of academic distinction and encourage the pursuit of knowledge beyond the standard curriculum.

### **6. Integration of Value-Based Education**

In alignment with the college's commitment to holistic development, it is recommended that value-based education be more deeply integrated into the curriculum. This can include topics on ethics, social responsibility, and global citizenship, helping students cultivate the moral compass and professional integrity necessary for effective teaching. By emphasizing the development of strong character and ethical decision-making, the college can contribute to the formation of



Grizzly College of Education  
INTERNATIONAL

educators who prioritize the well-being and ethical growth of their students.

### **7. Environmental Sustainability and Green Audits**

Given the growing significance of environmental sustainability in education, the college should prioritize conducting a professional green audit. This process will assess the environmental impact of campus activities and identify areas where improvements can be made. Implementing sustainable practices, such as energy-efficient buildings, waste reduction strategies, and eco-friendly teaching materials, will position Grizzly College as a responsible and forward-thinking institution. A green audit can also be incorporated into the curriculum, educating future educators on the importance of sustainability in their professional lives.

### **8. Enhancing Access to Educational Resources**

With the increasing shift towards digital learning, enhancing library facilities for remote access to educational resources is a key recommendation. This would include expanding digital libraries, providing online access to journals, e-books, and multimedia content, and ensuring that students and faculty can easily access necessary resources from any location. This alignment with modern learning trends ensures that the college remains relevant and accessible to students, particularly those who may be studying remotely or on hybrid schedules.

### **9. Diversification of Teaching Methods**

To address the needs of diverse learners and improve engagement, the college should diversify its teaching methods. This includes incorporating more interactive teaching strategies such as flipped classrooms, project-based learning, and gamification. These pedagogical innovations can help cater to different learning styles, enhance student participation, and promote active learning. Additionally, investing in modern visual and interactive aids, such as virtual reality (VR) and augmented reality (AR), can further enrich the learning experience by providing immersive educational environments.

#### **10. Continuous Professional Development for Faculty**

Professional development for faculty should be an ongoing process to ensure that educators remain adept in the latest teaching methodologies and educational technologies. By offering regular training sessions on emerging trends in pedagogy, AI in education, and the integration of digital tools in the classroom, faculty can continue to enhance their teaching practices. Collaboration with industry experts and alumni can further enrich faculty development programs, ensuring that Grizzly College remains at the forefront of educational innovation.

#### **11. Strengthening Industry Partnerships and Alumni Engagement**

To enhance the practical exposure of students and provide them with industry insights, it is essential to strengthen partnerships with relevant educational institutions, industry stakeholders, and alumni. Collaborative initiatives such as internships, mentorship programs, and guest lectures can bridge the gap between academic theory and real-world practice. Alumni engagement, in particular, can provide valuable networking opportunities and mentorship for current students, fostering a sense of community and long-term connection to the institution.

These recommendations collectively represent a forward-thinking strategy aimed at enhancing Grizzly College of Education's academic environment, ensuring that it remains adaptive to the rapidly changing educational landscape. By embracing technological advancements, fostering research, integrating value-based education, and supporting both students and faculty in their professional growth, the college will continue to thrive as a center of excellence in teacher education. Through these initiatives, Grizzly College will not only prepare educators for the challenges of today's educational context but also equip them with the tools and mindset required for navigating the future of education in the digital age.



## 9. Conclusion

The academic audit for Grizzly College of Education has provided a comprehensive and forward-thinking framework aimed at advancing the institution's educational quality. The identified strengths reinforce the college's unwavering commitment to academic excellence, particularly in its plan to initiate research projects that will contribute to the body of knowledge and foster a culture of academic inquiry.

Addressing weaknesses, the audit recommends a proactive approach to enhancing faculty mentorship, especially within the PhD program, and increasing the number of faculty members with PhD qualifications. These measures are crucial for cultivating an intellectually vibrant academic environment that supports both faculty development and student learning, ensuring that Grizzly College remains at the forefront of teacher education.

The opportunities outlined in the audit reflect the college's strategic foresight and recognition of its potential to strengthen academia-school linkages. By leveraging its locational advantage and streamlining collaborations with educational institutions, industry stakeholders, and consultancy partners, the college can provide students with valuable real-world experiences and create a more dynamic learning environment. Further, pursuing collaborative research initiatives with universities and governmental institutions will not only enhance the

college's academic standing but also cultivate a culture of innovation, positioning the college as a thought leader in teacher education.

The report also acknowledges the challenges faced by the education sector, particularly the shifts in the post-pandemic world. While the global educational landscape has undergone significant transformations, Grizzly College's commitment to adapting to these changes is evident. Its focus on ensuring high-quality education amid these challenges, with an emphasis on flexibility, resilience, and student well-being, demonstrates its capacity to navigate the complexities of modern education.

Looking ahead, the college's planned initiatives underscore its intent to remain at the cutting edge of educational trends. By integrating research projects, cultivating human and spiritual values, and introducing additional certificate courses, the college continues to adopt a holistic approach to education. These forward-thinking practices not only prepare students for professional success but also foster personal growth, ethical decision-making, and social responsibility.

The commitment to environmental sustainability is equally evident in the proposed green audit, which reinforces the importance of sustainable practices within the college environment. This initiative reflects broader global concerns about environmental stewardship and fosters a culture of

responsibility among students, preparing them to be leaders in a sustainable future.

The comprehensive recommendations outlined in the audit provide a strategic pathway for the college's continued evolution. By enhancing communication skills, advancing ICT proficiency, and offering targeted academic support for competitive exams, Grizzly College is poised to create a more inclusive and adaptable learning environment. Furthermore, the emphasis on value-based education, reflective practices, and diversified teaching methodologies will ensure that students receive an engaging, holistic education that

prepares them for the complex challenges of the modern world.

In conclusion, as Grizzly College of Education progresses with the implementation of these recommendations, it is well-positioned to meet the demands of the evolving educational landscape. The college's commitment to academic excellence, ethical leadership, and global awareness ensures that its graduates will not only be proficient educators but also socially responsible and forward-thinking individuals, ready to make meaningful contributions to society.



## Annexure I

### Details of the Faculty for B.Ed. Programme

S. No.	Name	Subject	Designation	Qualification
1.	Dr. Mridula Bhagat	Psychology	Principal	Ph.D. M.A., M.Ed.
2.	Mr. Manish Kumar Sinha	Commerce	Asst. Prof.	M.Com., M.Ed., NET
3.	Dr. Pankaj Kumar Pandey	Sociology	Asst. Prof.	Ph.D. M.A., M.Ed.
4.	Dr. Pawan Kumar	Education	Asst. Prof.	Ph.D. M.A., M.Ed.
5.	Mr. Awadhesh Kumar Yadav	Philosophy	Asst. Prof.	M.A., M.Ed., NET
6.	Dr. Manish Kumar Paswan	Hindi	Asst. Prof.	Ph.D., M.A., M.Ed.
7.	Dr. Pooja Kumari	English	Asst. Prof.	Ph.D., M.A., M.Ed.
8.	Mr. Saurabh Sharma	Chemistry	Asst. Prof.	M.Sc., M.Ed.
9.	Mr. Swarn Singh	Economics	Asst. Prof.	M.A., M.Ed., NET
10.	Mr. Virendra Yadav	Mathematics	Asst. Prof.	M.Sc. M.Ed., NET
11.	Dr. Ravikant Tiwari	Political Science	Asst. Prof.	Ph.D., M.A., M.Ed.
12.	Dr. Chandra Prakash	Geography	Asst. Prof.	Ph.D., M.A., M.Ed.
13.	Dr. Gautam	Zoology	Asst. Prof.	Ph.D., M.Sc., M.Ed.
14.	Mr. Amit Kumar Das	Physical Education	Asst. Prof.	B.Ed., M.P.Ed.
15.	Mrs. Binita Bandyopadhyay	Fine Arts	Asst. Prof.	B.Ed., M.F.A.
16.	Mr. Ambrij Sarkar	Performing Art	Asst. Prof.	B.Ed., M.A. in Performing Art

# GRIZZLY COLLEGE OF EDUCATION



Grizzly College of Education

## Academic Audit Report- 2023-24

Prepared by

**AbuKonsultia  
INTERNATIONAL**



GUM SATPUJA, P.O. JHUMRI TELAYA  
DIST. KODERMA, JHARKHAND, PIN-825409

[www.grizzlycollege.org](http://www.grizzlycollege.org)