

## **Title of the Best Practice**

### PEDAGOGY TRAINING PROGRAMME

#### **Objective**

- Teachers are encouraged to design effective pedagogies involving scaffolding pupil learning beyond their current stage of understanding, with an emphasis on the importance of discussion, dialogue, the social context of learning and teachers' ability.
- Teachers are encouraged to be learners. It relates to teaching across the curriculum, and focus on the quality of interaction and higher quality pupil thinking. Develop higher order thinking and meta-cognition, and make good use of dialogue and questioning in order to do so. Plan activities that promote higher order thinking skills.
- Embed assessment for learning, improving outcomes for learners.
- Evaluate their own teaching style and integrate it with digital learning pedagogy.
- Teachers are encouraged to design their pedagogy after mapping their course so that their style of teaching culminates in activities, Goals, Objectives and Media Choices.
- Bloom's taxonomy of educational objectives are kept as the background standard. The proportion of higher order questions are kept at around 50 per cent brought significant gains in terms of student attitude and performance. Successful questioning moves through a hierarchy from knowledge, recall through comprehension, analysis and application, to synthesis or evaluation. Pedagogy focuses explicitly on open-ended questions at the upper end of the taxonomy

#### **The Practice**

Because of personality traits all teachers differ in their believed style of teaching and the role they wish to play in the teaching learning process. At MREC(A) teachers are advised to take a student centred approach, which has an inquiry based activities. Teachers are also encouraged to be facilitator in the collaborative environment approach, sometimes even preferring multi-disciplinary approach.

1. To make the pedagogy effective give serious consideration is given to listening to student voices to gauge their level of comprehension.
2. Effective pedagogies depend on behaviour (what teachers do), knowledge and understanding (what teachers know) and beliefs (why teachers act as they do). So at MREC(A) teachers are advised to set model to students.
3. Effective pedagogies involve clear thinking about longer term learning outcomes as well as short-term goals. So the design of curriculum and the methods of evaluation are designed in such a way that long/short term objectives, are achieved.
4. Teachers are advised to adopt pedagogy to build on pupils' prior learning and experience.
5. In the process of consolidating learning, teaching system supports the weak learners and act as scaffolding to student learning.
6. To make pedagogy effective a range of techniques are used under the Management's encouragement, which include whole-class and structured group work, guided learning and individual activity.
7. At MREC(A) pedagogy focuses on developing higher order thinking and metacognition, and makes good use of dialogue and questioning in order to do so, to make it effective.
8. Assessment for learning is embedded to make pedagogy effective.

- Needs of a range of learners, as well as matters of student participation are taken into account. The research underpinning the claims is outlined below. Effective pedagogies are inclusive and take the diverse.
- To make pedagogy further effective connections between the teaching, and the broader industrial community and society.
- Technology is changing at a rapid pace, and information is becoming a more prominent feature in society. Many of these arguments in support of educational uses of technology emphasize the fact that virtual worlds have the potential to foster a more student-centered learning environment which is a shift from teacher centred methods – have the potential to create a more effective learning situation for the students.
- Mind Map > Used to revise and remember things for a longer time
- e-Learning > Enhanced learning through videos & simulations
- Think - Pair – Share & Group Work > Develops skills like, taking initiative, leadership and conflict resolution, Learn to work in teams
- Case Studies & Scenarios > Understand concepts through real life situations
- Personality Development > Develop a Winning Attitude
- Brain Storming > Links knowledge or experience with the discussion in class
- Practical > Get hands - on Training
- Yoga & Social work activities
- Improve your retention power, understand the relevance of learning link with society.
- Quiz > Competitiveness.

### **Uniqueness:**

- To make class room learning at MREC(A) meaningful and effective the learning solutions are blended with technology. Teaching pedagogy engages students through active student centric learning strategies and is the key to building strong concepts and confidence. The methodology integrates employability skills, task based learning, simulated workplace and time allocated to practical work and troubleshooting. This kind of learning environment provides students a practical real world experience of an actual workplace.
- It is recognised that, no two learners are alike in their abilities, interests and talents. Hence, the design of pedagogy on one hand should cater to the lagging student simultaneously all the opportunities to be in the forefront of latest in the knowledge.
- Students are challenged to question their own thoughts and ideas, beliefs, and practices, to think critically and gain a deeper understanding. They are asked to try and figure out things on their own, and in their own way. They are encouraged to have knowledge about their own learning called Metacognition.
- Lot web based application and audio visual materials are developed and practice contexts. Out of research that is happening some 'unique pedagogy' are developed.
- Digital videos were recorded of well researched teachings dialogue among participants and resource person, desktop videoconferencing that has opened up the classroom environment and provided opportunities to share our knowledge with others; email correspondences; multimedia and web based resources enabled us to design, develop and evaluate for use in teaching. i
- Students and faculty are currently executing Projects where communities are contextual to their needs. These projects ensure development of social sensitivity towards problems of under developed and poverty.
- Competency Mapping: The in-house expert panel, maps the competencies of the students, in order to guide them in their academic pursuits. Feed back of students are also very valuable in deciding the methods of pedagogy adopted by different teachers.
- Students are selected for the Internships by the companies where students contribute in fresh thinking of the industrial problems. They come back after executing their project and they present and share the details of the projects.

- The institute arranges regular visits to select industrial and commercial undertakings, to enhance their experience of practical problems and solutions..
- Consultancy: Experienced faculty are involved in the sponsored research work for industry. Since students are actively involved in the consultancy, this enhances their learn- by practice.

### **Constraints:**

- In practice, the rate of change in new technologies where technologies evolve rapidly and newer technologies are created and becomes popular. In such circumstances, teacher educators must perpetually examine how technology selection facilitates and constrains the intended learning outcomes of the courses they teach.
- When technology is changing or new technology is created, the resources, training that teacher himself receives and achieves mastery, in them is a big constraint, particularly, when the older technology is still in use.
- The institution proposes to dedicate spare some teaching faculty always forward looking, so that teacher community is lagging behind.

### **Evidence of Success:**

- The metrics to measure the success at MREC(A) are both qualitative and quantitative inputs from students.
- The feed back received from the students is indicating that in general students them selves have appreciated the efforts of teachers which helped their comprehension of the subject matter.
- The feed back from parents has been good. The increase in the pass percentages and the marks obtained has given satisfaction to the teachers and parents alike.
- The employment rate of the passed out students have progressively improved, which indicates the belief the industry representatives on the students of the institution.

### **Problems Encountered and Resources required:**

- As mentioned in the constraints the development of teaching pedagogy for rapidly evolving technologies is a problem encountered as the rate of change in the recent years is very rapid in some sectors.
- To do justice in such circumstances the limited resources of the institutions have in terms` of manpower to spare and money to be spent in sending teachers for advanced training becomes a bottle neck in the better performance.
- If there are any sponsored schemes of financial assistance from the Government the problems can be better encountered.

## **Title of the Best Practice**

Summer Internship

### **Objectives**

Internships are generally thought of to be reserved for college students looking to gain experience in a particular field. However, a wide array of people can benefit from Training Internships in order to receive real world experience and develop their skills. An objective for this position should emphasize the skills you already possess in the area and your interest in learning more.

1. Assist the student's development of employer-valued skills such as teamwork, communications and attention to detail.
2. Expose the student to the environment and expectations of performance on the part of accountants in professional accounting practice, private/public companies or government entities.
3. Enhance and/or expand the student's knowledge of a particular area(s) of accounting.
4. Expose the student to professional role models or mentors who will provide the student with support in the early stages of the internship and provide an example of the behaviours expected in the intern's workplace.

### **Context**

An internship can help you narrow down the broadness of your knowledge in order to specialize in a certain field. If we again assume you to be an IT student, we can be certain that you learned a range of things from programming to designing.

You certainly have a number of concepts in your mind, they are college classes. In professional life, you are not going to use the whole set of things you learned. Similarly, you may have to do a few things you were never taught.

Benefits of Internship:

#### 1. Gain valuable work Experience

Interns have the opportunity to apply acquired knowledge to real work experiences, witnessing first-hand the day-to-day job duties they can expect to encounter in their chosen field. In addition to learning the specialized skills of a particular field, transferable skills such as communication, teamwork, and computer proficiency are also obtained in an internship, fully preparing interns to enter the workforce upon graduation.

#### 2. Explore a career path

Exploring is an important part of the college experience, and internships are a great way for students to acquaint themselves with the field they are interested in. Some students begin

college with a major or career path in mind, and end up changing their minds later on. Taking on an internship while in college allows students to work in their desired field, helping them decide if the field is right for them.

### 3. Give yourself an edge in the job market

Internship experience makes a college grad more marketable as they usually require less training and can handle more responsibilities. You may also receive a higher starting salary than those who do not have internship experience and are entering the workforce or starting a new career.

### 4. Develop and refine skills

You can learn a lot about your strengths and weaknesses during an internship. Internships allow for feedback from supervisors and others who are established in the field, and offer a unique learning opportunity that you may not have again as a working adult. Embrace the mistakes you make as an intern and the many things that you won't know. Ask questions, observe, and take risks to get the most out of your internship training experience.

### 5. Receive financial compensation

Internships are paid which means you can gain valuable work experience and make money at the same time. A paid internship will provide money to fund your college tuition and expenses.

### 6. Gain confidence

Internships allow you to test out specific techniques learned in the classroom before entering the working world. It's an opportunity to apply what you have learned in a safe environment where mistakes are expected – rather than learn the hard way in your first job out of college.

## **The practice**

Our economy is changing daily, and with it, the talents, skills, and experience needed to be a part of that growth cycle are too. The job market is a competitive one, and often that is a tough learning curve for recent graduates. This is a big reason behind the growth of applied learning and internship opportunities becoming a key part of the college experience for all students.

### Constraints of an Internship

Internships are not always the best choice after college. Here are some things to consider before you take that intern opportunity.

- It won't pay much  
Most companies hire interns on the cheap. Sometimes they don't pay anything at all. If you're used to earning a pay check or if you have mounting student loan bills, an internship could create a financial burden.
- You may get the grunt work  
Some employers or managers take advantage of interns and give them mindless work that doesn't build new skills. Interns can be viewed as temporary labor, which isn't how you want to be seen.
- You could get labelled  
Sure you have a college degree. But with the title of "intern," people will think you're still a student. This can be patronizing, and you may not gain the respect you want. If you focus on hard work and high effort, this can be overcome.
- The hours can vary  
Internships may not be designed around normal business hours. This can create problems if you like a consistent schedule. And interns are often asked to do the late-night work to help the team.

### **Evidence of Success**

Success in an internship is about a lot more than the final output. Companies are assessing your fit--do people like working with you, do you adapt successfully to the norms of the company, are you productive with others' time, are you easily coachable and do you have an attitude that makes the environment better? you must lead during the internship to ensure you achieve your internship goals.

Leadership isn't bossing – it is about influencing the direction of your project(s). Leading can come through questions. A leader drives the project forward and can use a multitude of methods to make this happen—questions, writing a short proposal/plan/recommendation and seeking feedback, setting up key milestone meetings, etc. This is the crucial part of the summer—leading to ensure that you move the projects forward to a successful conclusion. And for some, it's hard to shift from following bosses to leading bosses. You will want to lead your boss and it's all about figuring out how to do that in a way that works for the boss and fits within the culture of the company.

### **Problems Encountered and Resources Required**

1. Learn about the landscape. Your first step is to gain a general understanding of the internship arena:

- What exactly is an internship?
- Who is Generation Y, and what should you know about hiring them?
- What about Generation Z?
- What are interns looking for in a host organization?
- What are best practices for internship programs?

**2. Evaluate your organization.** Once you've grasped what an intern program entails, your next step is to conduct an internal assessment of your company's needs and resources. What

is your organization hoping to gain from the internship program? What will you need to provide your interns to help them succeed?

**3. Learn about legality.** Before you design your program, it's wise to understand the legal ramifications of hosting interns in your state: minimum wage requirements, workers' compensation issues, safety and harassment policies, termination guidelines, and how other traditional employee benefits and business responsibilities do or don't apply to interns.

**4. Understand college credit.** It's a common misconception that internship programs for college students are always in exchange for college or university credit. While an internship is a learning experience, whether or not educational credit is obtained is strictly between the student.

**5. Evaluate candidates.** Start by identifying the specific skills, traits, and training you're looking for. Next, devise a system for evaluating resumes and submissions to decide which prospective interns you will interview.

An internship is any carefully monitored meaningful learning experience in which a individual has intentional professional goals and reflects actively on what he or she is accomplishing throughout the experience. Developing an internship program is an excellent strategy for investing in your organization's future successes, often leading to discovering future colleagues and leaders.