BEST PRACTICES

Title of the Practice: Mentorship Scheme

Goal ■ To plan personal and career goals of students.

■ To improve presentation skills/written skills and oral communication skills.

■ To develop leadership qualities.

■ To monitor overall progress of students during his/her graduation.

 The Context:

■ Along with the adaptation of good teaching learning process, which enhances the technical knowledge of students, Institute has designed innovative methods for the overall personality development of the students.

■ Through Mentorship scheme- institute has developed systematic road map for improving the different aspects of personality developments, Clinical Skills, Presentation Skill, leadership qualities etc. and make them ready to face the challenges in dentistry.

■ The students lagging in any of the above-mentioned skills are eager to participate in the different activities planned under the Mentorship Scheme to improve themselves.

 ■ The objective of Institute to implement mentorship scheme is to provide training and guidance to undergraduate students in all clinical and life skills.

■ Faculty who serve as mentors make a valuable contribution to the education and training of undergraduate students interested in hands-on experience in different activities. Students judge the experiences primarily by their interaction with their mentors. Thus, the role of faculty member in scheme is crucial to the program's success.

Practice:

■ In the mentorship scheme a Teacher (mentor) is allocated with group of approximately seven students (mentees).

■ Mentor meeting is conducted once in an alternate week. Various activities like career goal setting, presentation skill, communication skill, and patient management etc. are conducted in the meetings. Along with these activities, mentor has to keep the academic record of the mentees allotted to him in terms of their monthly attendance, academic results, co-curricular participation within and outside campus etc. and inform the same to the parents.

Evidence of success:

 ■ The evidence of success of mentorship system is reflected through the overall personality development of students.

■ Those students who had lack of confidence, weak in communication, poor presentation skills, were observed having good improvement in the lacked areas when they came to final year.

■ Parents were happy to have a system where, the overall progress of their ward is monitored and regular information of their wards progress right from the first year till the candidate completes his/her under graduation.

■ There is a marginal increment in the number of students participating in various events held within and outside the college, since the implementation of Mentorship Scheme.

 Problem Encountered and Resources required:

■ To mould the student's mentality towards improvement in their personality without hampering academics was a difficult task.

Title of the Practice: **INCENTIVES FOR STAFF**

Goal:

- To encourage staff towards research based learning
- To improve teaching efficiency
- To support the professional development by encouraging teaching staff into professional learning opportunities
- The Context:
- Everyone loves being recognized for doing a good job, and teachers are no exception. As a method of encouraging teaching staff, there has been a provision of grants to the faculty for their efforts in research and teaching.
- Incentives for teachers are a great way to encourage staff and nurture the fidelity in education system
- This improves the professional career of the teachers and encourages them to explore new areas of learning opportunities.
- This serves as a recognition to faculty for their hard work and progress in their career.
- Here are some positive outcomes related to incentive program: o Increase in motivation
  o Boost in office morale
  o Lower absenteeism
  o Better teamwork Increase in motivation Employees feel motivated when they know they are working toward a particular incentive.

Employees have different motivating factors, so a certain incentive may motivate one employee over another.

It's important to have a few incentives in place to make sure that employees remain motivated, no matter what drives them in their work.

Boost in office morale when you introduce incentives into the workplace, employees are more likely to feel valued and that they are a productive part of the team.

They want to succeed either individually or with their team to earn a group incentive.

Lower absenteeism You can expect employees to come to work and excel in their daily tasks when you employ incentives.

With an increase in job satisfaction, employees are happier to spend their days at work with their team and usually have fewer attendance issues.

Better teamwork Create incentives for entire groups to encourage collaboration and teamwork. Having group incentives should motivate employees to meet team goals, collaborate on important projects and develop positive working relationships.

Practice:

- Faculty were recognised for their effort throughout the academic year and their learning in a particular field
- Faculty who have participated in different categories of learning courses were also recognised for their effort in improvising themselves in career
- Faculty who participated and contributed to research work were provided with incentives as a mode of encouragement for further such research oriented works
- Best teachers award were provided to faculty on Teacher's day and were awarded by Vice-chairman and chief guests

Evidence of success:

- Various research based projects taken up by the faculty have been increased.
- There was increase in number of publications from the faculty in various renowned journals.
- Faculty participating in various learning programmes were increased.
- Faculty participating in various conferences and paper presentations were increased The institute recommends, practices and follows certain best practices involving the students and faculty.
- These best practices are beneficial for the students and staff either in the curriculum wise or encouraging the staff to involve more in research related activities.