Metric No.	Key Indicator - 7.2 Best Practices
7.2.1 Q_lM	**Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC:** **Provide web link to:** • Best practices in the Institutional website • Any other relevant information

Best Practice 1:

BEST PERFORMING DEPARTMENT OF THE YEAR

Promoting Excellence through Motivation

Objectives of the Practice:

Honouring the high performing department with the "Best Performing department of the year award" will help the administration in regularly monitoring the performance of all the departments on predetermined parameters, as awarding the best performance department will necessitate performance appraisal of all the departments of the institution.

This practice will motivate the recipient department to continuously strive for excellence in their academic endeavors and retain their position and it will also encourage other departments to uplift their performance level to match up with the Institutional quality standards for academic activities.

The Context

Performance of any educational institution as a whole depends upon the performance of all the departments of the institution, considering this to enhance and sustain quality in all academic activities of the institution the internal quality assurance cell of the college has specified quality standards through a comprehensive manual for the departments and it is imperative that all the departments of the institution maintain and follow the quality standards. There are 21 departments in the College offering 34 UG, PG & Ph.D. Programs. All the departments take sincere efforts in fulfilling academic needs of the students, but still there is a greater need to understand the performance & compliance level of each department to enhance and sustain quality at the institution level.

The Practice

Since 2020-21 the IQAC has come up with the practice of honouring the high performing department with the Award of "Best performing department of the year"

Award is given on the basis of performance of the department throughout the year. To evaluate the performance of the departments, IQAC has designed a structured mechanism, which is 100% objective in nature and does not provide the scope for favoritism. It comes in a checklist format covering all important academic parameters, with benchmark & predetermined weightage of marks to every academic parameter.

IQAC in order to assess the performance of all the departments as per the parameters appoints faculty wise assessors and chief assessors. Assessors are given complete understanding regarding the assessment process and the declaration of results for the same.

Detailed schedule of the assessment, specifying date & time of visit to departments is notified to all the departments well in advance. Through notification only departments are instructed to keep all the relevant documents ready for verification.

Post assessment, all the appointed assessors in a common meeting submit the duly filled and signed assessment sheet of all the departments to the IQAC Coordinator, in the same meeting on the basis of marks obtained by the departments Ranking of the departments is decided, which is later on declared through official notice.

Recognizing sincere efforts and awarding the same is the crucial practice in the field of human resource management, followed explicitly in most of the corporate organizations and it is a sign of professionalism. Such kind of professionalism is very much needed in managing Higher education institutions, where Departments taking genuine interest and efforts in executing all the academic and administrative activities are needed to be honoured. Honouring the high performing department with the title "Best Performing Department of the Year" not only encourages the recipient department to continue with the same level of commitment but it also motivates other departments to uplift their performance to match with the institutional standards and secure higher ranking.

Evidence of Success: For the year 2023-24 the assessment of the department was carried out in April ,2024. Total 03 assessors including chief assessors were appointed to assess the departments. Performance of the departments was evaluated on **23 parameters for 100 marks.** Based on the marks obtained by the departments ranks were assigned to departments. Following is the result of the exercise.

Rank	Name of Department	Score
1	Bio-technology	95
2	Commerce	65
3	Accounting & Finance	80
4	BMS	79
5	Banking & Insurance	73
6	Zoology	70
7.	Botany	62
8	English Literature	60
9	Geography	96
10	Physics	57
11	BAMMC	76
12	Chemistry	59

13	Computer Science	63
14	Information Technology	65
15	Accountancy	69
16	Psychology	58
17	Business Economics	56
18	Marathi	42
19	Economics	55
20	History	71
21	Mathematics and Statistics	51

Above result helps in identifying departments struggling to achieve higher compliance. Administration after understanding the reasons for their low compliance can plan appropriate strategies to improve their performance level.

Problems Encountered and Resources Required

Designing structured & uniform mechanisms to assess the performance of a department was a bit challenging, considering the curriculum structure of self- finance programs is different from the structure of aided programs, Sanctioned students' strength of a class of self –financed program is 50% to that of aided program class.

Best Practice 2:

Introduction of Digital Skill-Based Courses in Collaboration with MKCL

1. Title of the Practice

Introduction of Digital Skill-Based Courses in Collaboration with MKCL

2. Objective

To enhance students' employability through practical skill-based courses on data management and freelancing using digital platforms.

3. The Context

DSPM'S K. V. Pendharkar College of Arts, Science, and Commerce, in collaboration with MKCL (Maharashtra Knowledge Corporation Limited), launched a digital learning platform in the academic year 2023-2024. The initiative introduced two skill-based courses—**Basic Data Management with Excel** and **Digital Freelancing**—to prepare students for real-world challenges.

The **Excel course** focuses on data management and analysis, while the **Digital Freelancing course** equips students with tools and knowledge to explore freelancing opportunities in the digital economy. These courses align with the college's mission to boost students' employability and provide relevant, practical skills.

Streams and Courses Offered:

- **Basic Data Management with Excel**:
    - F.Y. B.Sc.-Biotechnology
    - F.Y. B.Sc.
    - F.Y. BMMC
    - F.Y. BA (English)
    - F.Y. BA (Marathi)
    - F.Y. B.Com
    - F.Y. B.Com (Accounting & Finance)
    - F.Y. B.M.S.
    - F.Y. B.Com (Banking & Insurance)
- **Digital Freelancing**:
    - F.Y. B.Sc.-IT
    - F.Y. B.Sc.-CS