

Report on one-Week Faculty Induction Program

IQAC Committee in collaboration with Debates and Seminar Committee Government Degree Tral organised a weeklong Faculty Development Programme with effect from 1st May to 7th May 2024 in the Mini auditorium of the college. The program began with an inaugural ceremony on 1st May 2024, presided over by the worthy principal Prof. (Dr) Mushtaq Ahmad Malik, and attended by the faculty (both teaching and non-teaching) of the college. In his welcome address prof Malik welcomed the resource person and the participants. Further he emphasised upon the need, importance, and relevance of conducting such events in the overall development of the institution. During the ceremony, a memento was presented to the resource person by the principal.

The technical session on the day first began at 2:30 PM chaired by Prof Rafiq Ahmad Khan, Senior faculty, Department of Physics and Dr. Shabir Hussain Mirza, Head Department of English GDC Tral. During the session, a comprehensive lecture on **“Role of teaching and nonteaching staff for implementation of NEP 2020 in Higher Education institutions”** was delivered by the guest speaker Dr Javaid Ahmad Reshi, Assistant Prof. GDC Pulwama. Dr Reshi began his lecture by giving a brief overview of The National Education Policy (NEP) 2020, pointing out the policy’s focus on providing of quality Education to the students enrolled in Higher Education institutions. Speaking on the core values of the NEP he stated that the policy aims to transform the higher Education system in India by emphasizing upon holistic and multidisciplinary education, flexibility, innovation, and quality enhancement. Further he elaborated upon Schemes’ UG programs with single major, programs with double major, interdisciplinary UG programs and key features of the Credit system (CS). While concluding his lecture Dr Reshi highlighted the opportunities and challenges pertaining to (NEP) 2020, followed by a vibrant question Answer session. The session concluded with the vote of thanks proposed by Dr. Shabir Hussain Mirza Head Department of English.

On Day 2nd the event started with introductory remarks by Dr. Aashaq Hussain Zarger Asst Prof and faculty in department of English followed by a brief welcome address by Dr Ferooze Rafiqi coordinator IQAC.

In the session a lecture in PPT format on ‘NAAC-SSR and Other Related Issues’ was delivered by the resource person Dr Javaid Ahmad Reshi, Assistant Prof. GDC Pulwama.

Dr. Javaid Reshi began his presentation by giving a brief introduction of NAAC and the purpose behind its formation. National Assessment and Accreditation Council (NAAC) was

established in 1994 as an autonomous institution of the UGC, with its headquarters in Bengaluru and endowed with responsibilities of coordination, determination, and maintenance of the standards in Higher Education institutions across the country. The vision behind NAAC is ‘to make the quality the defining element of higher education in India through a combination of self and external quality evaluation, promotion, and sustenance initiatives. The mission behind NAAC is to arrange for periodic assessment and accreditation, to stimulate the academic environment for promotion of quality in teaching-learning and research, to encourage self-evaluation, accountability, autonomy and innovations in higher education, to undertake quality-related research studies, consultancy and training programs, to elaborate with other stake holders of higher education for quality evaluation, promotion and sustenance. While talking about core values of NAAC Dr. Javaid Reshi also said that the big reforms suggested by the UGC is to introduce a binary accreditation system which means that HEIs will be either accredited or not accredited instead of getting grades. This is to encourage all the institutions to join the NAAC accreditation process and to create a culture of quality and excellence in higher education. In the presentation Dr Reshi elaborately deliberated on seven criteria along with 34 key indicators focussing upon the grey areas of each criterion. While talking about the role of IQAC in the college as per NAAC guideline he said that the IQAC is meant for planning guiding and monitoring Quality Assurance (QA) and Quality Enhancement (QE) activities of the college. At the end he gave a detailed description of institutional Plan of Action to be devised by IQAC during preparatory stage including development of Annual Quality Assurance Report (AQAR). He concluded his presentation by pointing out some important aspects regarding institutional preparedness like mandate for proper implementation of NEP 2020, registration of students in ABC, Digi Locker, MOOCS, improvement in curriculum designing and development, improvement in Feedback and SSR and above all collaborative work.

One-day induction program focusing on the role of Information Technology (IT) in education was specifically tailored for non-teaching staff members at Department of Computer Sciences, Government Degree College Tral on 3rd of May, 2024. The objective of the program was to familiarize the participants with the significance of IT tools and practices in supporting various administrative and operational aspects of the educational institution.

The Program began with a warm welcome and an overview of the agenda, emphasizing the relevance of IT proficiency in the daily responsibilities of non-teaching staff by the resource person Prof. Gazi Imtiyaz Ahmad. Highlighting the importance of IT literacy for all staff

members in a college environment, the participants were introduced to the college's IT infrastructure including hardware and software. Hands-on trainings were held to familiarize participants with email platforms, application software, and other communication tools. The staff of the department also provided guidance on common technical issues encountered by non-teaching staff and demonstrated troubleshooting techniques. Participants had the opportunity to ask questions and seek clarification on IT-related topics relevant to their roles. The program concluded with closing remarks, expressing appreciation to the participants for their active engagement and highlighting the importance of continuous learning and adaptation in the rapidly evolving IT landscape. Overall, the induction program served as a valuable platform for empowering non-teaching staff members with the knowledge and skills necessary to navigate the digital landscape of modern education effectively.

On 3rd May, an additional session was held in the mini auditorium of the college, moderated by Senior Assistant Professor Dr. Shabir Hussain Mirza. The speakers included Principal Prof. (Dr.) Mushtaq Ahmad Malik and Dr. Ferooze Ahmad Malik. Prof. Mushtaq Ahmad Malik delivered a general lecture on the induction program's theme, highlighting the critical role of staff in enhancing the quality of education at the college. Dr. Ferooze Ahmad Rafiqi discussed various areas within the college that need improvement, providing constructive suggestions for future initiatives to achieve better results and progress. The session concluded with a vote of thanks from Dr. Shabir Hussain Mirza.

On 4th May 2024, the induction program focused on service rules, thoroughly discussed by the resource person, Shri Gulam Hussan Bhat. The primary objective was to inform the staff about the essential service rules relevant to their duties. Shri Bhat also elaborated on the leave regulations. His lecture featured a lively Q&A session, reflecting the participants' keen interest. The session was moderated by Dr. Ferooze Ahmad Rafiqi, and Dr. M. Rafiq Wani, Senior Assistant Professor, Department of Botany, delivered the vote of thanks. A memento and a certificate of appreciation were presented to the resource person on this occasion.

As a part of one-week faculty induction programme organised by IQAC (Internal Quality Assurance Cell), Government Degree College Tral from 01-May-2024 to 07-May-2024, the sessions on 06 and 07 May were held on Income Tax (Key Concepts and ITR Filing). The sessions were aimed at creating awareness among teaching and non-teaching staff members of

the college and to help them understand the income tax rules and the deductions that an individual can avail.

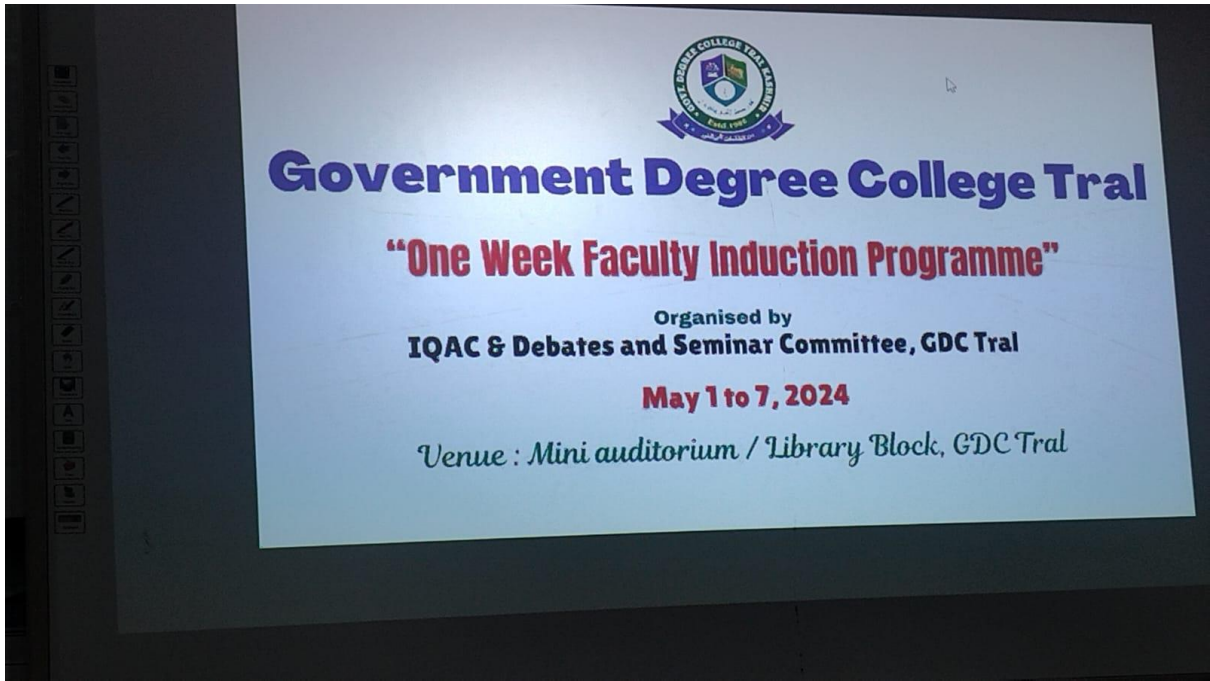
On 06-May-2024, Mr. Umar Amin (Resource Person and Assistant Professor, Department of Commerce, GDC Tral) discussed in detail various provisions of the Income Tax Act, 1961. The speaker provided detailed insights about the need for and importance of understanding the provisions of Income Tax Act, 1961. The resource person briefed audience about different types of deductions permissible under the act and the eligibility for availing such deductions.

On 07-May-2024, the resource person conducted a technical session for filing of ITR (Income Tax Return) via the web portal of income tax department. He highlighted the necessity and significance of filing ITR. The speaker demonstrated the process of filing ITR using the details from Form-16. He cautioned the audience about various precautions and safeguards while filing ITR.

It was followed by the concluding remarks by the worthy principal of the college, Prof. (Dr.) Mushtaq Ahmad Malik. Dr. Malik highlighted the significance of organising such induction programmes in the colleges and impressed upon organising more such programmes.

The session concluded with vote of thanks presented by Coordinator IQAC, Dr. Ferooze Ahmad Rafiqi.

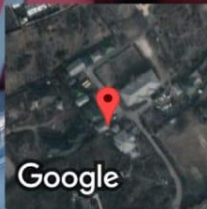
The one-week induction program successfully covered a wide range of topics essential for both teaching and non-teaching staff, including NEP 2020 implementation, NAAC accreditation, IT proficiency, service rules, and income tax regulations. The sessions were interactive and well-received, contributing to the overall professional development of the faculty.



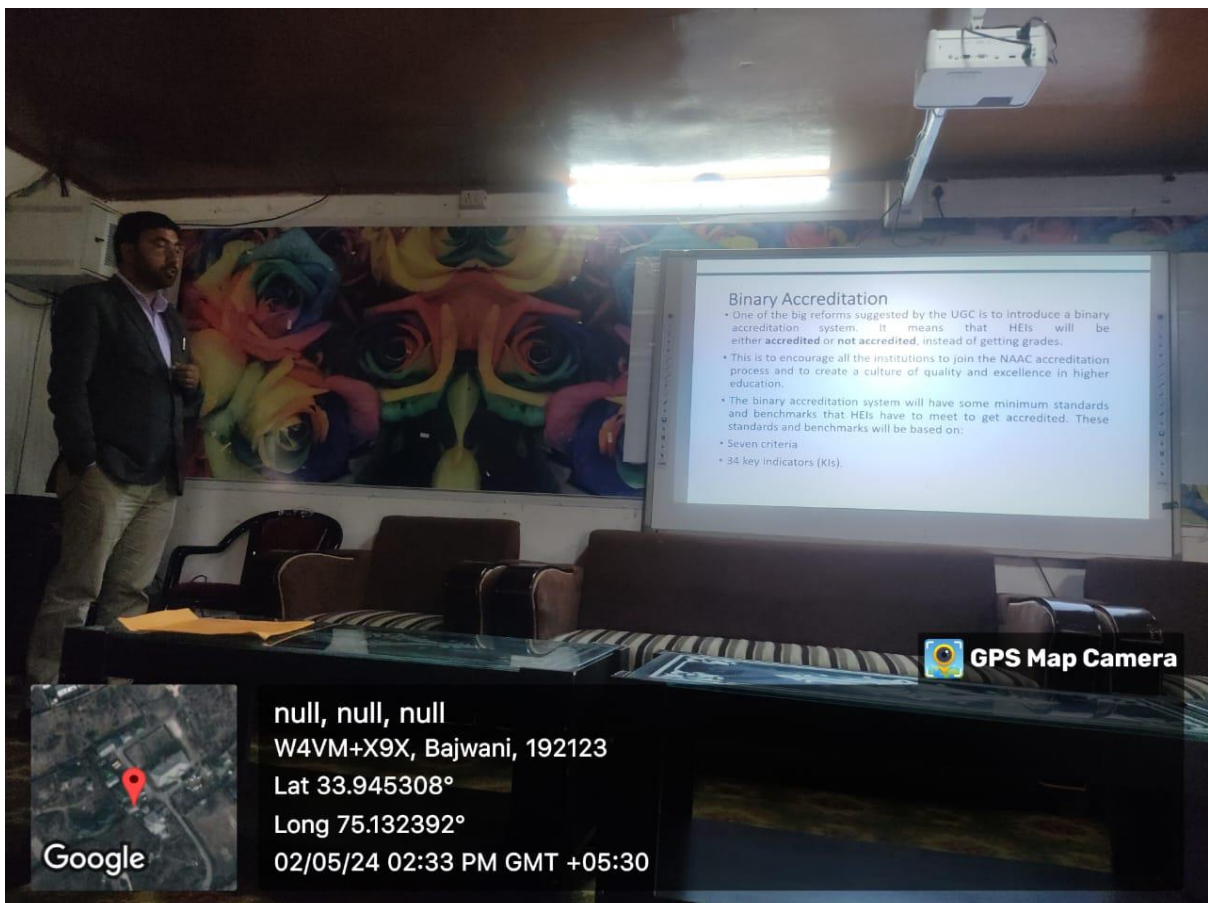




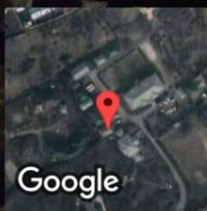
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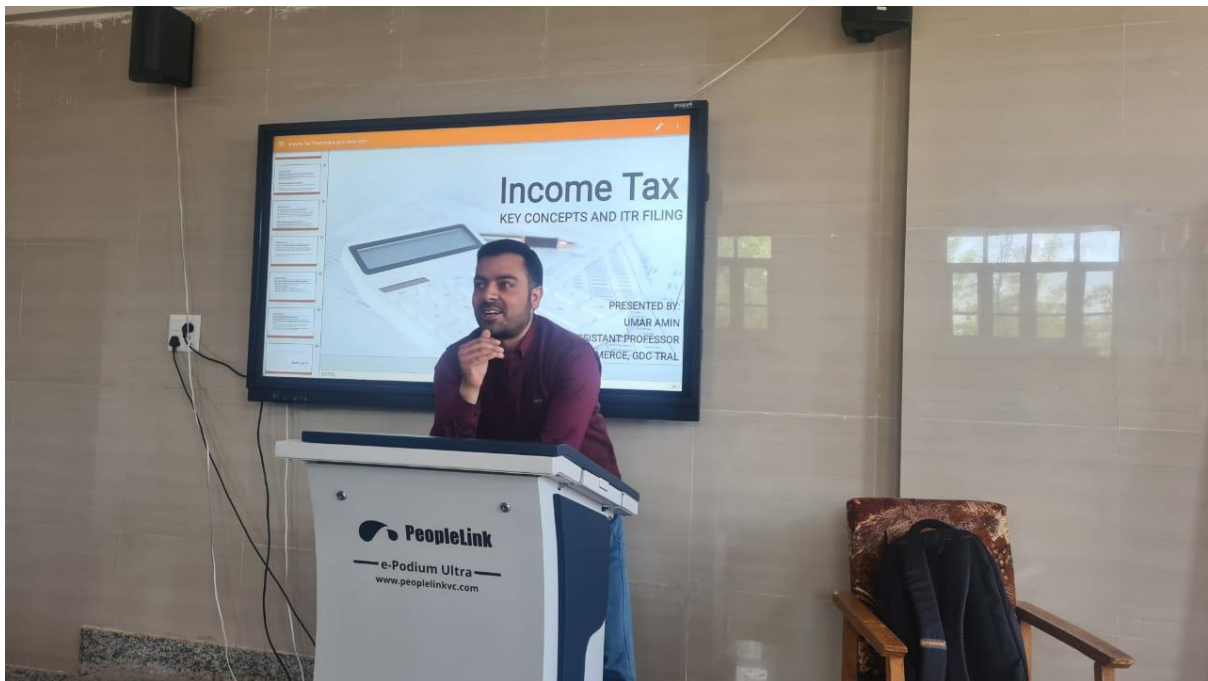


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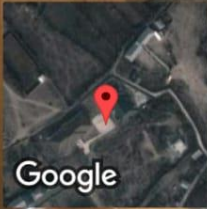
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