



"Educating hearts and minds"

HOLY CROSS COLLEGE

ACCREDITED BY NAAC WITH 'A+' GRADE (CYCLE:2)

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Action Taken Report For the Session-2023-2024

Action Taken Report Based on Student Feedback Analysis

This report outlines the steps already undertaken by the institution to enhance the quality of education, addressing key areas identified in the student feedback analysis. The institution has implemented various improvements across syllabus design, teaching methodologies, ICT integration, and more. These initiatives have been successful in creating a positive and conducive learning environment.

1. Syllabus Review and Enhancement

Feedback Insights: Students in the B.Ed. and B.Sc. programs expressed satisfaction with the syllabus, while neutral responses from M.A. and B.Com. students indicated room for improvement.

Actions Taken:

- **Annual Syllabus Review:** The institution has conducted regular syllabus reviews in collaboration with industry experts and faculty to ensure the content remains comprehensive, relevant, and aligned with current academic trends.
- **Enhanced Communication with Students:** Feedback sessions and student surveys have been introduced, specifically focusing on M.A. and B.Com. programs to address concerns about syllabus adequacy.
- **Custom Curriculum Workshops:** Workshops have been organized for faculty to improve course design and ensure all topics are comprehensively covered across disciplines.

2. Faculty Development in Course Delivery

Feedback Insights: Course delivery received high praise from students in B.Sc., B.Com., and B.B.A. programs, with the latter showing the strongest agreement.

Actions Taken:

- **Peer Learning and Best Practice Sharing:** Faculty members from B.B.A. and B.Com. programs, where teaching methods have been particularly successful, have shared best practices with other departments.
- **Faculty Development Programs:** Regular professional development workshops have been organized to promote innovative teaching methods, focusing on active learning and student engagement strategies.
- **Mid-Semester Evaluations:** A system of mid-semester evaluations has been introduced to allow for timely adjustments in teaching methods based on student feedback.

3. Enhancing ICT Integration in Teaching

Feedback Insights: ICT tool usage was appreciated, especially in B.Sc. and B.Com. programs, though improvements were necessary for B.A. and M.A. programs.

Actions Taken:

- **Upgraded ICT Access:** The institution has invested in new multimedia tools and enhanced infrastructure, particularly for B.A. and M.A. departments, to support modern teaching methods.
- **Faculty Training in ICT:** Regular training sessions have been held to ensure faculty are proficient in using ICT tools, such as virtual labs and multimedia presentations, to enhance learning.
- **ICT Mentorship Program:** A mentorship program has been created where experienced faculty members guide others in the effective integration of technology into their teaching practices.

4. Updating Recommended Textbooks and Resources

Feedback Insights: Most students, particularly in B.A. and B.Sc., felt the recommended textbooks were relevant and up to date.

Actions Taken:

- **Annual Textbook Review:** The institution has implemented a structured annual review of textbooks and reference materials, ensuring they are aligned with the latest academic and industry trends.
- **Student Involvement:** Students have been actively involved in the review process, offering their insights into additional resources that may benefit their learning.
- **Expanded Digital Libraries:** Access to e-books, academic journals, and online resources has been increased to support student learning with comprehensive, updated materials.

5. Aligning Courses with Outcome-Based Education (OBE)

Feedback Insights: Strong alignment with OBE principles was noted, particularly in B.Com. and B.Sc. programs.

Actions Taken:

- **OBE Workshops:** The institution has conducted workshops to train faculty in clearly defining and communicating course outcomes to students in line with OBE principles.
- **Outcome Mapping:** Learning outcomes have been explicitly mapped to course assessments, making it clear how student performance aligns with academic goals.
- **OBE Feedback Collection:** Regular feedback on the effectiveness of the OBE system has been collected from students to refine teaching and assessment methods.

6. Fairness and Transparency in Assessment

Feedback Insights: High levels of satisfaction were reported regarding fairness in assessment, particularly in B.Ed. and M.A. programs.

Actions Taken:

- **Transparent Grading Policies:** The institution has reinforced grading policies across all programs, ensuring students have a clear understanding of how their performance is evaluated.
- **Diverse Assessment Methods:** More diverse and inclusive assessment methods, such as peer reviews and project-based assessments, have been introduced to cater to different learning styles.
- **Assessment Audits:** Regular audits have been implemented to ensure the fairness and transparency of assessment processes across all disciplines.

7. Expanding Opportunities for Research and Practical Learning

Feedback Insights: Research and out-of-classroom learning opportunities were well received, especially in B.Sc. and B.A. programs.

Actions Taken:

- **Research Grants and Mentoring:** Additional research grants have been made available, and mentoring programs have been established to encourage student participation in research activities.
- **Strengthened Industry Partnerships:** New partnerships with industries, NGOs, and government bodies have been developed to provide more internship and practical learning opportunities.
- **Workshops and Seminars:** More guest lectures, workshops, and skill development programs have been organized to supplement classroom learning.

8. Overall Enhancement of the Teaching-Learning Process

Feedback Insights: The overall teaching-learning process received high satisfaction levels, especially in B.Sc., B.Ed., and B.Com. programs.

Actions Taken:

- **Continuous Feedback Loop:** The institution has implemented a continuous feedback loop to address student concerns promptly and make real-time improvements throughout the semester.
- **Cross-Department Collaboration:** Departments have collaborated to share successful teaching strategies, fostering a culture of excellence across the institution.
- **Learning Support Services:** Academic advising, tutoring, and counseling services have been expanded to ensure students receive the support they need to succeed academically.

By implementing these initiatives, the institution has successfully addressed the majority of concerns raised in the student feedback, ensuring a dynamic, student-centered educational experience. These efforts are part of an ongoing commitment to maintain high academic standards and enhance overall student satisfaction.

Action Plan Report Based on Faculty Feedback Analysis

This report outlines action taken derived from faculty feedback at the institution. The data collected from feedback highlights the institution's strengths and areas that require improvement, focusing on curriculum, teaching methodologies, resource availability, and faculty autonomy. Based on this, the institution has taken targeted actions to enhance academic offerings and improve faculty satisfaction.

1. Improvement of Curriculum Relevance

- **Feedback Insight:** 85.42% of faculty agreed that the curriculum is need-based.
- **Action Plan:**
 - Regular curriculum reviews are maintained to ensure alignment with industry needs and academic advancements.
 - Faculties are engaged in workshops to explore emerging trends in their respective fields and integrate them into the curriculum.
 - Regular feedback from faculty on curriculum changes were collected to ensure the content remains relevant.

2. Clarification of Course Outcomes

- **Feedback Insight:** 72.92% of faculty agreed that course outcomes are clear, while 25% were neutral.
- **Action Plan:**
 - Communication regarding course outcomes are enhanced through detailed syllabi and training sessions for faculties.
 - Outcome-based evaluation frameworks are developed, ensuring both faculty and students understand the goals of each course.
 - Periodically course outcomes are reviewed and revised to maintain clarity and relevance.

3. Balanced Syllabus Load

- **Feedback Insight:** 70.83% of faculty felt the syllabus load was fair, though 10.42% expressed dissatisfaction.
- **Action Plan:**
 - Comprehensive review of the syllabus load is conducted in consultation with faculty and students to ensure it is manageable.
 - Additional support to students who may struggle with heavy syllabus content through tutoring and mentorship are provided.

4. Enhancement of Theory and Application Balance

- **Feedback Insight:** 66.67% of faculty agreed that there was a good balance between theory and practical application, but 14.58% disagreed.
- **Action Plan:**



- An increase in opportunities for experiential learning by incorporating more workshops, internships, and hands-on projects has been done.

5. Availability of Educational Resources

- **Feedback Insight:** 72.92% of faculty were satisfied with the availability of reading materials and digital resources.
- **Action Plan:**
 - The library's collection of updated textbooks, reference materials, and digital resources to meet academic demands are expanded.
 - User-friendly online portals for accessing e-books and research papers. Implemented.

6. Textbook and Reference Material Suitability

- **Feedback Insight:** 79.17% of faculty found textbooks and reference materials well-suited to their courses.
- **Action Plan:**
 - The list of recommended textbooks to include the latest editions and most relevant content are reviewed and updated periodically.
 - Faculty input on the selection of textbooks and reference materials to ensure alignment with course objectives are done.

7. Increased Faculty Autonomy in Syllabus Modification

Feedback Insight: Only 33.33% of faculty felt they had sufficient freedom to propose syllabus modifications.

Action Plan:

- As the curriculum development is taken care by the parent university participation of faculty in curriculum development is minimal, still by establishing committees that allow discussion on with those who are engaged is done.
- Through this committees faculties are proposed to suggest modifications or updates to the syllabus by regularly monitoring it.

8. Freedom to Adopt New Teaching Techniques

Feedback Insight: 91.67% of faculty felt they had the freedom to adopt new teaching strategies.

Action Plan:

- Faculties are encouraged to explore innovative teaching tools and methodologies, such as blended learning and digital platforms.
- Regular training sessions on emerging educational technologies to ensure faculty stay updated with modern teaching techniques are provided.

9. Support for Slow Learners

Feedback Insight: 98% of faculty reported taking sufficient steps to support slow learners.

Action Plan:

- Personalized learning programs to provide additional assistance to students who may struggle academically are expanded.
- Dedicated mentoring and peer-tutoring systems to support slow learners in catching up with course content are created.

10. Achievement of Course Outcome Attainment Levels

Feedback Insight: 87.5% of faculty agreed they were able to achieve minimum course outcome attainment levels.

Action Plan:

- Faculties are provided with continuous professional development opportunities to refine teaching methods and improve student outcomes.
- Regular assessments and feedback mechanisms to ensure course outcomes are consistently met are implemented.

The faculty feedback highlights several strengths in the institution's academic processes, including curriculum relevance, autonomy in teaching methods, and student support initiatives. However, further attention on areas such as syllabus flexibility, the balance between theory and practical application, and resource availability are given. By implementing this action, the institution enhanced both the quality of education and faculty satisfaction, ensuring continuous improvement and excellence in teaching and learning.



Action Taken Report Based on Employers Feedback Analysis

Purpose: To address employer feedback and implement measures to improve the competencies of students based on key insights from the analysis report.

1. Enhancing Leadership and Managerial Skills

- Feedback Insight: Employers highlighted a need for improvement in leadership and managerial qualities among students.
- Action Taken:
 - Incorporated group projects where students take turns as team leaders.

2. Improving Curriculum Alignment with Industry Needs

- Feedback Insight: Some employers rated the curriculum and non-curricular initiatives as helpful but suggested gaps in industry-relevant competencies.
- Action Taken:
 - Strengthened internship programs, ensuring students gain hands-on exposure to industry practices.
 - Launched skill-enhancement workshops in collaboration with industry partners, focusing on areas like digital tools and emerging technologies.

3. Boosting Communication Skills

- Feedback Insight: Communication skills were rated highly but required consistent excellence across the student body.
- Action Taken:
 - Incorporated business communication modules, including email writing and report drafting.
 - Engaged students with participation in several written competitions.

4. Strengthening Technical Knowledge

- Feedback Insight: Technical skills were praised but required consistent excellence across all students.
- Action Taken:
 - Introduced Advanced Technical Training Modules tailored to current industry demands.
 - Hosted guest lectures and webinars by industry experts to discuss practical applications of technical knowledge.

5. Enhancing Teamwork and Interpersonal Relations

- Feedback Insight: Students were recognized for their ability to work in teams, but ongoing reinforcement is vital.
- Action Taken:
 - Embedded mandatory group projects and peer reviews in all major courses to reinforce the importance of collaboration.

6. Fostering Initiative and Innovation



Shinika
27.09.24

❖ Feedback Insight: Students' willingness to take up new initiatives was positively acknowledged.

❖ Action Taken:

➤ Project in the final year allowed students to showcase initiative and originality.

7. Addressing Learning Agility and Adaptability

➤ Feedback Insight: Students excel in learning new practices quickly, but this strength should be sustained.

➤ Action Taken:

■ Enhanced internship durations to provide more time for real-world learning and adaptation.

■ Introduced workshops on Continuous Learning Strategies to encourage self-driven upskilling.

8. Improving Alignment with Industry Demands

➤ Feedback Insight: Students align well with industry demands but should prepare for high-pressure environments.

➤ Action Taken:

■ Introduced sudden tests that replicate high-pressure scenarios.

The above actions aim to bridge identified gaps and further enhance the strengths of students, ensuring they are fully equipped to meet and exceed industry expectations. This comprehensive approach reflects a commitment to continuous improvement and excellence in student outcomes.



Sinha
27.09.2024

Action Plan Report Based on Alumni Feedback Analysis

This report outlines the action taken based on the comprehensive feedback provided by alumni regarding the institutional performance and curriculum. The insights gathered reflect a mix of strengths and areas for improvement, offering valuable opportunities for the institution to enhance its services. By addressing this, the institution has taken actions that aligns with alumni expectations and industry demands.

1. Enhancement of Curriculum and Syllabus

Feedback Insight: 71.43% of alumni agreed that the curriculum and syllabus were appropriate for placements and higher education.

Action Plan:

- Increased collaboration with alumni working in diverse fields to get updated insights on current market needs and incorporate their suggestions into course content.

2. Expansion of Institute-Industry Tie-ups

Feedback Insight: 64.29% of alumni found the institute-industry tie-ups useful, while 27.14% were neutral, and 8.57% provided negative feedback.

Action Plan:

- Existing partnerships and develop new collaborations with leading industries and corporations are strengthened ensuring that students have more practical exposure.

3. Increase in Co-curricular and Extracurricular Activities

Feedback Insight: 72.86% of alumni appreciated the availability of co-curricular activities, while 80% were satisfied with extracurricular opportunities.

Action Plan:

- Continued to encourage a balance between academic learning and extracurricular participation by organizing more student clubs, cultural events, and sports activities.
- Fostered soft skills development (leadership, teamwork, communication) through structured programs designed around co-curricular activities.

4. Improvement in Scholarships and Financial Aid

Feedback Insight: Only 51.43% of respondents felt that the college offered sufficient scholarships.

Action Plan:

- Increased the availability of merit- and need-based scholarships to support deserving students.
- Engaged alumni in fundraising initiatives aimed at creating more scholarship opportunities.
- Improved the awareness and communication around available financial aid to ensure students can easily access information on scholarships.



5. Enhancing Study Materials and E-content Availability

Feedback Insight: 71.43% of alumni were satisfied with the availability of study materials and e-content.

Action Plan:

- Expanded the access to digital resources by collaborating with online libraries and educational platforms to ensure that students have updated, comprehensive learning materials.
- The use of e-learning platforms, ensuring all students are comfortable using the technology and can access course-related materials easily are continually promoted.

6. Fostering a Positive Learning Environment

Feedback Insight: 84.29% of alumni agreed that the learning environment was supportive.

Action Plan:

- Maintained and enhanced the positive campus environment by ensuring that faculty and staff are accessible, supportive, and continuously trained in modern educational practices.
- Promoted intellectual growth through regular academic seminars, debates, and knowledge-sharing sessions to stimulate student engagement and curiosity.
- Ensured that the campus facilities (libraries, labs, etc.) are updated and maintained to create a conducive learning atmosphere.

7. Experiential Learning and Hands-On Training

Feedback Insight: 68.57% of alumni believed that the curriculum provided sufficient hands-on learning opportunities.

Action Plan:

- Incorporated more practical elements into the curriculum, such as field trips, lab work, real-world projects, and internships.
- Developed stronger partnerships with research institutions and companies to provide more hands-on training opportunities for students.
- Lab equipment and facilities to meet the requirements of modern, experiential learning techniques are reviewed and updated regularly.

8. Ensuring Transparency in Academic Processes

Feedback Insight: 71.43% of alumni believed that the institution was transparent in its academic processes.

Action Plan:

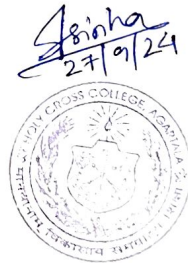
- Reinforced the transparency of academic procedures such as grading, assessments, and course evaluations by providing clear guidelines and consistent communication.

- Introduced student portal where students can track their academic progress, access grades, and receive feedback on their performance in real-time.
- Organized workshops for students explaining the academic processes, including assessments, grading, and administrative procedures.

9. Promoting Student-Centric Initiatives

- **Feedback Insight:** 78.57% of alumni appreciated the institution's student-centric initiatives.
- **Action Plan:**
 - Prioritized student needs by introducing more personalized academic support services such as counselling, tutoring, and career guidance programs.
 - Established feedback loop where student suggestions are taken seriously, and corresponding actions are communicated back to the student body.

The alumni feedback revealed that the institution has made commendable efforts in providing a supportive, student-centric academic experience. However, there are key areas such as scholarships, industry tie-ups, and the availability of experiential learning opportunities that require more focus. By implementing the suggested action plans, the institution enhanced its offerings, and were able to meet the needs of its students, and continued to maintain a high standard of education aligned with both academic and industry trends.



Action Plan Based on Parent Feedback on Institutional Performance

Based on the positive feedback received from parents across various aspects of the institution's operations, the institute has taken actions to maintain high standards and address areas for improvement. This focused on fostering continuous growth and enhancing the educational environment for both students and staff.

1. Maintain High Academic Standards

- **Action:** Continued to refine and update the curriculum to ensure it aligns with industry trends and academic standards. Established regular curriculum review committees to incorporate feedback from faculty, parents, and alumni.
- **Timeline:** Bi-annual curriculum review.

2. Enhance Teaching Methods

- **Action:** Organized workshops for faculty to explore innovative and student-centric teaching techniques. Encouraged the use of digital tools, active learning strategies, and peer-to-peer engagement to further improve the teaching-learning process.
- **Timeline:** Quarterly faculty development workshops.

3. Improve the Teaching-Learning Process

- **Action:** Identified areas where the teaching-learning process can be more engaging by enhancing classroom interactivity. Conducted peer reviews and gather additional student feedback to monitor progress.
- **Timeline:** Ongoing; progress to be evaluated annually.

4. Strengthen Teacher-Student Motivation

- **Action:** Developed initiatives to recognize and reward teachers who excel in motivating and guiding students. Provided resources for faculty to improve mentorship skills and offer regular student counselling sessions to enhance engagement.
- **Timeline:** Implementation within 6 months, with quarterly evaluations.

5. Maintain and Enhance Discipline


- **Action:** Continued to enforce a strong code of conduct and discipline across the institution. Established clearer communication regarding discipline policies for students and parents, and conducted regular reviews to ensure policies are fair and effective.
- **Timeline:** Ongoing, with annual reviews.

6. Upgrade Infrastructural Facilities

- **Action:** Developed phased plan for upgrading and maintaining facilities, focusing on classrooms, laboratories, and recreational spaces. Ensured that infrastructure meets the evolving needs of students and supports modern teaching methods.
- **Timeline:** Infrastructure assessment within 3 months, upgrades within the next year.

7. Enhance Administrative Efficiency

Asinha
27/9/24



- **Action:** Addressed any concerns related to administrative departments by improving responsiveness in the office and accounts departments. Conducted staff training to ensure that processes are efficient, transparent, and user-friendly for parents and students.
- **Timeline:** Bi-annual staff training sessions.

8. Increase Staff Courtesy and Friendliness

- **Action:** Fostered a culture of professionalism, friendliness, and courtesy among both teaching and non-teaching staff. Offered training on communication and customer service to improve interactions with students and parents.
- **Timeline:** Immediate implementation with periodic training.

9. Optimize Parent-Teacher Communication

- **Action:** Improved communication channels between parents and the institution through regular meetings, newsletters, and digital platforms. This helped addressing concerns and kept parents informed about their child's progress and institutional developments.
- **Timeline:** Bi-annual parent-teacher meetings, with regular updates through emails and portals.

10. Overall Institutional Management

- **Action:** Continued to build on the positive feedback about management while seeking input from stakeholders to identify areas for operational improvements. Conducted annual review of management practices to ensure continued transparency and effectiveness.
- **Timeline:** Annual review of management practices.

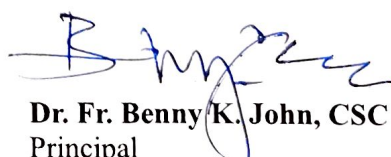
This provided a structured approach to maintaining the positive aspects of the institution's performance while addressing areas of improvement identified in the feedback. Through regular reviews, targeted training, and stakeholder engagement, the institution continued to foster an environment of excellence and innovation.

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