

# Academic Performance Policy



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*Revised Policy Prepared by*  
**INTERNAL QUALITY ASSURANCE CELL**



## Govt. Kamla Raja Girls Post Graduate Autonomous College

*(Affiliated to Jiwaji University, Gwalior)*

**Kampoo, Gwalior (Madhya Pradesh) INDIA**

**Telephone : 0751- 2625495, 0751 – 2438173, Fax : 0751 – 2438173**

**e-mail : [krge@rediffmail.com](mailto:krge@rediffmail.com) Website : [www.krgegwalior.org](http://www.krgegwalior.org)**

# Govt. Kamla Raja Girls Post Graduate Autonomous College

## INTERNAL QUALITY ASSURANCE CELL

**Prof. Sadhna Shrivastava**

Principal and Chairman, IQAC

**Prof. Sanjay Swarnkar**

Coordinator, IQAC

**Prof. R.S. Pawar**

External Expert (Administration)

**Dr. B.M. Kulshreshtha**

External Expert (Educationist)

**Ms. Meenakshi Mathur Sharma**

External Expert (Employer)

**Dr. Shailja Jain**

Faculty Representative, Home Science Faculty

**Dr. R.K. Dubey**

Faculty Representative, Science Faculty

**Dr. S.S. Tomar**

Faculty Representative, Social Science Faculty

**Dr. Ila Shukla**

Faculty Representative, Arts Faculty

**Dr. V. K. Bansal**

Faculty Representative, Commerce Faculty

**Dr. D.P. Singh**

Teacher In-charge, Janbhagidari Samiti

**Dr. Brijesh Kumar**  
Controller, Examination

**Dr. Sadhna Pandey**  
Academic Secretary

**Dr. Sangeeta Somvanshi**  
Program Officer, NSS

**Dr. Alisha Rani**  
NCC Officer

**Dr. Abha Mishra**  
Incharge, Employment & Career Counseling Cell

**Ms. Deepa Dixit**  
Alumni representative

**Mr. Raghendra Tripathi**  
Librarian

**Mr. Manohar Katariya**  
Sport Officer

**Mr. G.S. Dohare**  
Head Clerk

**Ms. Anju Kushwaha**  
Student Representative

# Academic Performance Policy

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# Academic Performance Policy

## INTRODUCTION :

The intellectual property of a country is acknowledged by its academics, researches, publications, innovations, patents, awards, etc. In reaching these heights women are having equal contributions in establishing these. The Kamla Raja Girls Post Graduate Autonomous College being the largest women college also feels the responsibility of raising its academics and researches continuously to make it stand at par with other academic institutions not only in state but at national and international level.

## VISION :

To build a role model for higher education that is of high quality, yet equitable and affordable and provides the best for the girls' education from varying spectrum.

## MISSION :

- To translate our vision into action plans.
- To promote all round development of girls through fostering knowledge and skill, making them aware of values of equality, social justice, secularism, patriotism, co-operation and peaceful coexistence to assimilate best traditions and culture and transforming young girls into multifaceted women and global citizen.

## Challenges/O bjectives :

1. To give quality education to cater across different categories of educational needs making girls skilled, full of human qualities and social values.
2. To develop an education which transforms higher education sector into economic development?
3. To develop the College as High Quality Institution with research and innovation as the prime focus.

To fulfill first challenge and to expand the reach of higher education to all eligible and deserving candidates –

- The College should offer a wide range of courses aimed at providing a holistic education to all masses and play a major role in promoting equity and access.
- Introduce multi-disciplinary courses to enable students to get broader exposure and develop a holistic worldview.
- Provide exposure to multiple subjects to get multi-faceted exposure across a variety of topics relating to the political, economic and social environment.
- Provide flexibility to students to change their subjects during their graduation courses.
- Offer a wide range of options/add-ons to ensure intellectual development in addition to a student's core subject.
- Implement a choice-based credit system.
- Develop content/pedagogy in accordance with requirements to impart the skills.

- Revise of existing evaluation (exam-oriented approach) system to make room for adoption of new teaching techniques.
- Train faculty members to enable them to deliver the revised curricula / pedagogy.
- Existing curricula should also be revised according to demand of time.
- For this Board of Studies should be framed in such a way which include Academicians, Scientists, Representative from Students, Representative from Employment Giving Sector etc.
- Introduce courses in entrepreneurship and social sciences for economic and social development.
- Introduce courses on social sciences as part of curricula for the overall development of society.
- Launch modules on general awareness/current affairs to produce better informed citizens and disseminate knowledge to improve standards of health, hygiene, sanitation, life expectancy and other social parameters.
- Introduce full-fledged courses on social administration, public health, and cultural and heritage development.

### **Intensive use of Technology :**

Online platforms and ICT tools have helped take higher education to millions of deserving students in far-flung areas who would otherwise have no access to university education. Online education has become the first port of call for many students who were earlier left out of the higher education system, or had to settle for lower quality alternatives.

Technology has not only been instrumental in addressing the demand-supply gap for quality education, but has fundamentally changed the nature of several educational processes. Use of Technology has proved itself beneficial in many ways.

- Classroom lectures pre-recorded may be uploaded to be accessed by students at their comfort so that class time may instead be used for creating more in-depth learning experiences through group activities, problem solving and interactive learning.
- Online analytics provide faculty with data on how and at what pace each student is learning, enabling them to provide personalized support to aid student learning outcomes.
- The model also acts as a great democratize, allowing students to learn at their own pace – for instance, slow learners can go over certain content and exercises multiple times with special tools to aid their learning.

### **Expansion of Infrastructure according to demand of courses :**

To support the new ideas Infrastructure need to be renovated/ newly constructed and developed. The College should prepare its own infrastructure policy according to need/ demand of new courses introduced or demands of running courses.

- New Class Rooms with ICT facilities should be developed
- The existing facilities such as Central Library, Departmental Libraries, Scientific Laboratories, Laboratories in Social Sciences, Language Laboratories, Botanical Gardens, Museums, Moot Court etc. should be modernized/ upgraded.
- Efforts may be made for development of a Central Laboratory well equipped in the latest trend and fulfilling the needs of various streams and supporting researches and innovations.
- Similar efforts may also be made for performing Arts.
- A Central Workshop should necessarily be set up for repairing/ fabrication purposes so that the Instruments / Equipments not in order may be brought in order in the College without delay.



## **The transition to a learner-centered paradigm of education**

Students should be encouraged to take greater responsibility for their learning outcomes and should be encouraged to learn themselves, thus transforming into reflexive and thoughtful learners. Professors might help them in this process. Accordingly, the teaching-learning methodology should involve less lecturing and note-taking and more hands-on activities to allow for experiential and interactive learning.

## **Curricula and Pedagogy**

Curricula are very important part in implementation of planning. So care should be taken while framing the curricula. Focus should be on imparting knowledge and technical know-how and delivering content.

- Adopt a learner-centered paradigm of education.
- Introduce multi-disciplinary, industry-oriented, entrepreneurship, and skill-based courses.
- Include courses on social sciences and general awareness for societal development.
- Encourage lifelong learning for professionals.
- Provide students the choice of entry/exit from the higher education system.
- Adopt new pedagogical techniques: blended learning, flipped classroom, experiential learning.
- Courses that are in sync with market requirements.
- Curriculum designed in consultation with industry practitioners.
- Combination of theory and practical methods in pedagogy.
- Mandatory internship before the final year.

- Pedagogy that focuses on developing critical thinking, problem solving and communication skills, while emphasizing student learning outcomes.
- Entrepreneurship training to build future leaders.
- “Liberal arts approach” to education to create well-rounded individuals.

## **Higher Education for Development of Economic Development**

Introduce ‘industry-oriented’ courses and skill-based training to enable enhanced employability.

### **Specialized courses to cater to the need for trained manpower in “Industries of the Future”**

- Several emerging industries will need specialized skills.
- Courses focused on such emerging industries, therefore, need to be introduced to cater to the additional requirement for manpower in these industries.
- Develop content /pedagogy for courses related to emerging industries through academia-industry collaborations.
- Hire faculty with relevant qualifications and industry experience, and train them to ensure effective delivery of curricula.

### **Collaborations Strengthen industry-academia linkages and tie-ups between higher education institutions and skill-based training providers**

- Industry professionals in the institution’s governing body.
- Involvement of industry experts in designing curricula.
- Regular seminars/ conferences.
- Live industry projects.

- Industry professionals encouraged to take up faculty positions for fixed terms.
- Sharing of live case studies.
- Counseling / mentoring by industry practitioners.
- Partnerships for internships and placement.
- Sharing of research facility.
- Develop a structure to formalize collaborations between higher education and skills-training institutions.
- Undertake regulatory reforms to enable collaborations.
- Devise a policy to provide recognized certification to higher education students for the skills training programs they attend.

### **Centers of Research Excellence and Collaborative Research within Academia as well as between Academia and Research Centers**

- Set-up center of excellence/ research centers in the College.
- Install research infrastructure and technology of superior level.
- Conduct cutting-edge research across the pure sciences, social sciences and humanities.
- Attract the best research faculty from around.
- Provide adequate funding for the creation of centers of excellence.
- Identify the requirements of industries in India over the next 15–20 years to focus on areas that are of relevance in the larger economic and social context.
- Promote the development of Inter-Institution Centers (IICs), which will be based on broad partnerships between multiple research-oriented institutions or program-specific partnerships between funding agencies and research institutions.

- Establish linkages of the College with national research centers/research laboratories and centers of excellence in the top universities to promote collaborative research.
- Develop platforms for interaction between higher education institutions and research centers in the country to establish research-based relationships.
- Develop adequate infrastructure and the requisite environment for R&D in high-quality academic institution.
- Attract top-notch researchers to College to lead collaborative research between multiple stakeholders.

## CONCLUSION :

In this policy, management of institution includes procedures to manage academic progress processes of all programs. The focus of this policy is determination of procedures to identify and notify students who are not performing well or have unsatisfactory progress. The monitoring system of academic progress of students is very strong. The policy gives a provision of early intervention advice and support to students identified poor learner. There is also provision in this policy is monitoring of decisions and outcomes of academic progress processes and accountability is fixed on various levels.

-Sd -

**Prof. Sanjay Swarnkar**  
Director, IQAC

-Sd -

**Dr. Sadhna Shrivastava**  
Principal and Chairman, IQAC