



Date: 7th February, 2023

MSFDA Report- January 2023

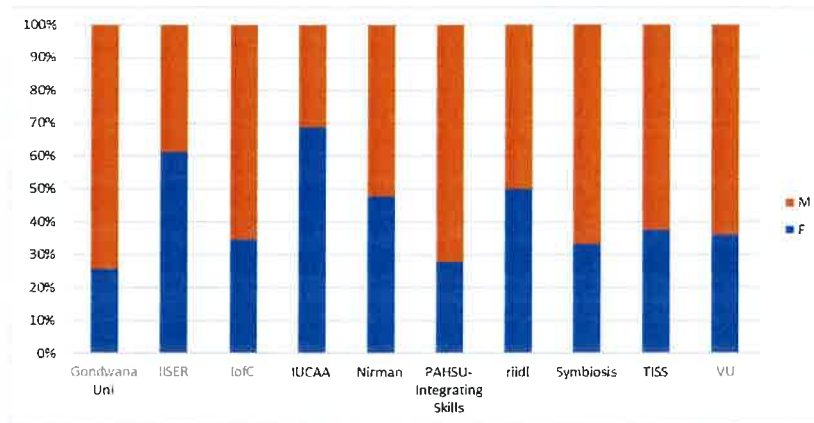
Dear

I am happy to share with you the progress update of the Maharashtra State Faculty Development Academy (MSFDA) for the month of January 2023. The month has been vibrant and energetic with MSFDA team executing programmes as per plan, staying connected with collaborators/partners, engaging in follow up of concluded programmes and finalising plans for the next month. A total of 42 different types of programmes (Annexure 1) have been envisaged for colleges/universities across Maharashtra.

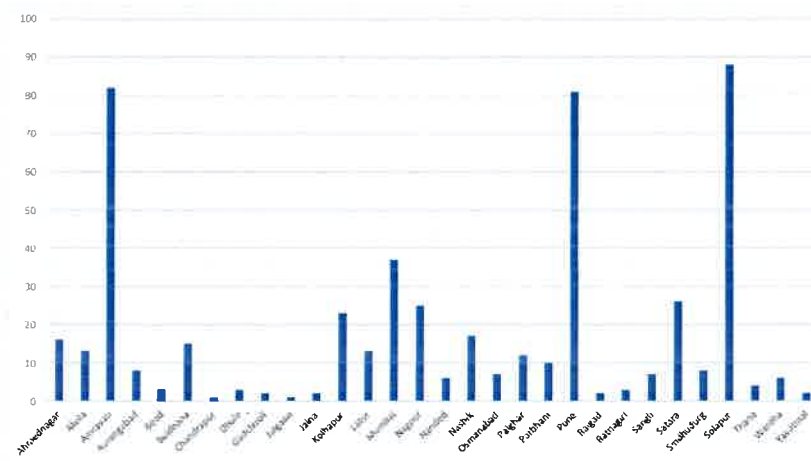
2. While most of the above listed programmes are discipline-agnostic and open to individual participants from various colleges, four programmes viz. *Yuva Manasrang Club*, *Pradnya Parisar Prakalp*, Rational Thinking Cell and Green Campus - follow an institutional approach. Under this approach, specific colleges are selected and intensive capacity building programmes extended to multiple stakeholders from the same college to nurture processes that enable 'a cultural shift' of colleges as safe and vibrant learning spaces. A total of 224 big colleges/universities (at least one college per district) have been selected for institutional approach. A team of five to seven members per college - representing senior management, teachers, administrative staff and students - are invited for these programmes. The programmes have integrated follow-up mechanisms to support and guide the teams in their respective colleges. MSFDA team, too maintains a regular follow-up with the collaborator/partner and selected colleges to mentor required support.

3. Till date, MSFDA has reached out to a total of 3850 participants (including 3448 teachers/administrative staff and 402 students) from over 850 colleges across Maharashtra. During the month of January, 2023, a total of 10 programmes, engaging 523 participants - 429 senior management, faculty, non-teaching staff and 94 students - were conducted. The district-wise and gender wise participation is represented below:

Gender representation in programmes for the month of January 2023



District & Participant representation in programmes for the month of January 2023



4. Some highlights of the programmes conducted during the month are shared below:
 - a. Ethics and Values in Higher Education programme: in collaboration with Initiatives of Change, Panchgani: As mentioned in the last progress report, the ninth batch of the programme was conducted in an institutional approach. A total of 49 participants from eight colleges representing eight districts, participated in the programme. They highly appreciated the programme for its reflective methodology, ice-breaking and engaging process wherein the participants worked as a team beyond hierarchies and carried back with them a draft action plan for their respective colleges. For the first time, teachers, administrative staff, principals and students participated in the same programme. The challenge was to ensure that the students and teachers open up in the presence of each other and also share their views and vulnerabilities. Programme witnessed this happening as a happy surprise. Some changes from the earlier programme design which

enabled this to happen were, exchanges during conversation café, opportunities to play together, including a T10 cricket match, a session on how organisation culture could be transformed, providing slots for college teams to meet and share what they are learning and to plan their future course of action. The presence of youth in the team of resource persons helped connect well with the students.

- b. Tribal Pride Journey: in collaboration with Gondwana University: A total of 31 participants - principals and senior faculty members from 30 colleges representing 12 districts from across Maharashtra participated in the seven-day programme. Participants expressed that it was a unique experience to engage with the marginalised communities and understand that everyone has a similar potential irrespective of geographic constraints. They further stated that interactions with social workers and reformers was a unique heart-touching experience of hope. Further, visit to *Medha Lekha* Gram Panchayat was an eye-opener in understanding consensus-based decision-making process. The participants expressed a deep sense of fulfillment and gratitude in their feedback.



- c. Integrating Skills in curriculum: in collaboration with Punyashlok Ahilyadevi Holkar Solapur University: The one-week long residential programme introduced participants to skill-based learning, importance of introducing it as a course and to designing skill-based courses as envisioned in NEP 2020. The participants brainstormed and prepared a draft design of region specific skill-based courses. They further expressed the need for support and follow-up guidance in finalising the same at their end.



- d. Cracking the Riddle: in collaboration with Research Innovation Incubation Design Labs (RiiDL): The programme was prepared for the faculty and staff of existing incubation centres in colleges and universities to enhance their skills. The programme methodology and visit to RiiDL centre, Sommaiya Vidyavihar introduced incubation as a concept and further demystified its scope and potential through case-studies and activities to equip participants in addressing real-time problems at their own end. The participants expressed that they felt equipped to strengthen incubation centres in their respective colleges. Another highlight of the workshop was introducing ‘design thinking’ as an approach in engaging students in learning process.
- e. Techno Pedagogy & Andragogy for Active Learning (TAAL): in collaboration with Symbiosis, International University: The TAAL programme focussed on diversity of learners, basics of andragogy, active learning strategies, assessment and evaluation and instructional design as part of its content. The programme introduced participants to various methods of engaging students in the active learning process. The participants appreciated the workshop process, as it enabled them to think beyond textbooks, content delivery and to be non-judgemental and sensitive to student engagement and learning.



- f. Learning Based Approach to Assessment and Evaluation: in collaboration with TISS Mumbai: Centre for Evaluation and Assessment organised a programme in collaboration with TISS Mumbai with a focus on ‘Assessment’, especially formative and learning assessment. The idea of the programme was to initiate discussions and reflection of reforms in Assessment with reference to NEP 2020. The participants for the programme came from across all disciplines, representing 13 districts of Maharashtra. The three-day programme was appreciated by the participants for its content and interactive pedagogy. In the programme process discussions revolved around bloom’s taxonomy, skills and competencies, rubrics, scenario and portfolio based assessment.



- g. Flourishing of Youth in collaboration with Nirmaan, SEARCH: The participants of this programme, which was mainly young faculty and students, appreciated the programme as it enabled them to experience a non-hierarchical and engaging relationship. The programme process created an open and safe environment for the participants to share their struggles and concerns and to appreciate the importance of being aware of feelings rather than reacting to situations. Importantly, it was an opportunity for the adults to experience the importance of engaging with students as ‘friends’.



5. Nine different types of programmes are lined up in February, 2023. This includes the in-house programme of MSFDA-called 'Academic Leadership' for Principals and Senior Management. The programme calendar for the month of February 2023 is annexed. (Annexure 2)

6. District Orientation Visits: MSFDA teams visited the districts of Nagpur, Wardha, Chandrapur and Gadchiroli for orientation programmes. During these visits, teams interacted with principals, teachers, non-teaching staff and students from colleges. A few important learnings/observations from the visits are as follows:

- a. Many colleges who participated in the orientation were keen to associate with MSFDA and its programmes but expressed that information about MSFDA programmes is not reaching them sufficiently.
- b. There seems to be 'groupings' of colleges based on NAAC accreditation, with undue competition and reluctance to share information amongst each other.
- c. The colleges seem to be hesitant to depute Clock Hour Basis (CHB), part-time basis and other contractual/temporary teachers for capacity building programmes

7. It is understood that MSFDA has to make further efforts at outreach through various communication media and material. As such, various communication resources like films, brochures/flyers, posters and other collateral material are being developed. The offices of Directorate of Higher Education and Technical Education have also been requested to facilitate outreach and promote participation.

8. In order to promote team-building amongst various partner organisations, MSFDA organised 'Mel-Milaap', on January 20, 2023, a semi-formal get-together. The objective was building camaraderie, sharing moments of 'dips' and strengths. The half-day event included a team-building reflective exercise, talk on "Holistic Education: Possible Vision, Opportunity and Challenges" and a cultural performance by students of Lalit Kala Kendra, Savitribai Phule Pune University. A thoughtfully planned *pangat bhojan* of cuisine representing all the regions of Maharashtra was an 'icing on the cake'.



9. The efforts of MSFDA are reaching other States. A four-member team from, Jharkhand led by an IAS officer visited MSFDA from 8th January 2023 to 13th January 2023 to better understand the vision, structure and process of MSFDA, and to observe programmes in-progress. The team attended a few programmes, interacted with senior management of the partner organisations and also held discussions with Centre Coordinators for detailed understanding related to programmes, operations and strategies adopted.

10. This was the update for the month of January, 2023. We shall soon update you of the happenings of February, 2023.

Extending warm regards from Team MSFDA.

Yours


(Nipun Vinayak)

o/c

To,
All Board of Directors,
Maharashtra State Faculty Development Academy (MSFDA)

Annexure 1: List of MSFDA programmes.

No.	MSFDA Centre's	Name of the Programme	Collaborator
1	Centre for Multidisciplinary Curriculum & Pedagogy	Multidisciplinary Curriculum & Pedagogy - in-house programme	MSFDA Flagship
2		MS-DEED	IISER
3		Heritage, Language & Cognition	Deccan College
4		Novanomesha	KaviKulguru Sanskrit University
5		Value & Position of Art in Human Life	JJ Group of Schools
6		Student Centricity in Education	Flame University
7		Techno Pedagogy & Andragogy for Active Learning (TAAL)	Symbiosis
8		Tarjani, Madhyama, Anamika, Karangali, Angustha	Lalit Kala Kendra, SPPU
9		Green Campus	IIT Bombay
10	Centre for Leadership Development	Transition to Leadership	MSFDA Flagship
11		Ethics and Values for Stakeholders in Higher Education Institutes	Initiatives of Change (IofC)
12		Rational Thinking Cell	MSFDA & Resource Persons
13		Tribal Pride Journey	Gondwana University
14		Leadership Through Outdoor Based Experiential Activities	High Places
15		Flourishing of Youth	Nirman, SEARCH
16		Governance Reforms in Education	Sant Gadge Baba Amravati University
17	Centre for Innovation and Cutting Edge Technology	Innovation - in-house Programme	MSFDA Flagship

18		Cutting Edge Technology - in-house Programme	MSFDA Flagship
19		Sensitization of Innovation and Cutting Edge Technology	Vishwakarma University
20		Hands on Training on High End Research Equipments	Kavayitri Bahinabai Chaudhari North Maharashtra University
21		Popularizing Science	National Facility for Biopharmaceuticals (NFB)
22		Entrepreneurship Development (FDP)	Institute of Chemical Technology (ICT)
23		Integrating Skills	Punyashlok Ahilyadevi Holkar Solapur University
24		Leading Through Technology	Dr. Homi Bhabha State University
25		Cracking the RiiDL	Research Innovation Incubation Design Labs (RiiDL)
26		Shodh Yatra	Honey Bee Network
27		Excellence in Technical Education	Institute of Electrical and Electronics Engineers (GIEEE)
28	Centre for Inclusion and Diversity	Inclusion and Diversity - in-house Programme	MSFDA Flagship
29		Pragya Parisar Prakalp	Institute for Psychological Health
30		Yuva Manasrang Club	Parivartan Trust
31		Training of Teachers in Inclusive Education	Xavier's Resource Centre for the Visually Challenged (XRCVC)
32		Gender Sensitization	SNDT Women's University
33		Women in Leadership	Punyashlok Ahilyadevi Holkar Solapur University
34		Law & Constitutional Values	Maharashtra National Law University
35	Centre for Evaluation and Assessment	Evaluation and Assessment - in-house Programme	MSFDA Flagship
36		Sanrachana: Creating Constructivist Classroom	Rotary International District 3131
37		Learning Based Approach to Assessment and Evaluation	TISS, Mumbai

38	Centre for Resources	Faculty Induction Programme	MSFDA Flagship
39		Resources - in-house Programme	MSFDA Flagship
40		Science, Astronomy and Society	The Inter-University Centre for Astronomy and Astrophysics (IUCAA)
41		Through The Lens	Photography Promotion Trust
42		Community Engagement in Education	TISS, Tuljapur

Annexure 2: Programme calendar for the month of February

February 2023

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
30	31	1	2	3	4	5
6 GIEEE - MSFDA	7 GIEEE - MSFDA	8 GIEEE - MSFDA	9 GIEEE - MSFDA	10 GIEEE - MSFDA	11 Lalit Kala	12 Lalit Kala
13 Lalit Kala lofC - Panchgani Manasrang	14 lofC - Panchgani Manasrang	15 Through the Lens (1) lofC - Panchgani Manasrang MSDEED-IISER - Satara	16 Through the Lens (1) lofC - Panchgani Manasrang MSDEED-IISER - Satara	17 Through the Lens (1) lofC - Panchgani Manasrang MSDEED-IISER - Satara Shodhyatra (CE & I)	18 Through the Lens (1) Manasrang Shodhyatra (CE & I)	19 Shodhyatra (CE & I)
20 Through the Lens (2) Shodhyatra (CE & I) Sanrachana (E & A)	21 Through the Lens (2) Shodhyatra (CE & I) Sanrachana (E & A)	22 Through the Lens (2) Shodhyatra (CE & I) Sanrachana (E & A)	23 Through the Lens (2) Shodhyatra (CE & I) Sanrachana (E & A) District Visits	24 Sanrachana (E & A) District Visits	25	26
27 Academic Leadership	28 Academic Leadership	1 Academic Leadership	2 Academic Leadership	3 Academic Leadership	4	5
6	7	Notes				

