

K.R. MANGALAM UNIVERSITY, GURUGRAM

REPORT

on

Faculty Development Program

On

Initiatives For Providing an Inclusive Environment in

Educational Institutions

(22nd May 2023 to 28th May 2023)

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1. Introduction: Initiatives for Providing an Inclusive Environment in An Educational Institutions

The One Week Online Faculty Development Program on "Initiatives for Providing an Inclusive Environment in Educational Institutions" was organised at K.R. Mangalam University with recommendations from Prof. C.S Dubey Vice Chancellor, Prof. Pushpalata Tripathi Pro Vice Chancellor and Prof. (Dr.) Tania Gupta, Dean School of Education, K.R. Mangalam University from 22nd May to 28th May. The objectives were:

- To enable the participants, to recognize the diversity of their students and understand the impact of their own biases and stereotypes on teaching and learning.
- To provide the participants, with the knowledge and skills necessary to create an
 inclusive learning environment that accommodates diverse learning needs and
 abilities.
- To promote teaching practices that are inclusive and responsive to diverse student need and to help faculty members identify and address learning gaps among students.
- To raise awareness about equity and social justice issues in education and to help faculty members develop strategies to address systemic barriers to educational access and success.
- To foster positive relationships among students and between students and faculty members, promote intercultural dialogue, and encourage community engagement and service learning.

There were 07 guest speakers from different colleges and institutes and around 200 participants. The sessions of the FDP were planned to meet the desired objectives. Schedule of the FDP has been enclosed.

2. Day-Wise Report of the Sessions Conducted

A. Day 1, Monday 22nd May 2023
Inaugural Session:

Prof. (Dr.) Anupam Ahuja, Former Professor & Head, International Relations Division (IRD), NCERT, New Delhi. Prof. Ahuja has inaugurated the Program where she put light on "Understanding Diversity: Unfolding the Nuances of Inclusion." After the Inaugural, session one was initiated on Inclusive Pedagogy and Accessible Teaching, conducted by Dr. Usha Grover, Director, Anant Centre for Learning and

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Development, New Delhi. This session focused on exploring strategies for inclusive teaching and creating an accessible learning environment. The program was coordinated by Ms. Vidhi Gaur, and Ms. Parminder Kaur, Assistant Professor, School of Education, K.R. Mangalam University. The event was supported by the student coordinators Ms. Deepanshi and Ms. Sanya, B. El. Ed. Programme. Prof. Tania Gupta, Dean, School of Education, K.R. Mangalam University was the convener of the Program where she guided and supported the coordinators to accomplish the program successfully.



Photo 1: Prof. Ahuja inaugurated the Program by sharing her knowledge on "Understanding Diversity: Unfolding the Nuances of Inclusion."



Photo 2: Dr. Usha Grover and Prof. Anupam Ahuja taking up deliberations and queries of the respective Participants.

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B. Day 2, Tuesday 23rd May 2023

The School of Education successfully organized a One-week Online Faculty Development Programme from May 22 to May 28, 2023, with a focus on "Initiatives for Providing an Inclusive Environment in Educational Institutions." The Second day of the Program held on Tuesday, May 23, 2023, featured several engaging events. The day began with an opening ceremony at 11:00 A.M, where attendees were warmly welcomed with an address from the organizers and an introduction to the esteemed Guest Speaker. Dr. Mona Sedwal, an Assistant Professor from the Department of Training and Professional Development at NIEPA, New Delhi, graced the occasion. Dr. Sedwal's session, titled "Creating Inclusive Environment for Teaching and Learning in Global and Indian Diverse Contexts," commenced at 11:10 A.M. She shared her extensive knowledge and experience, shedding light on the importance of fostering inclusivity within educational settings to promote effective teaching and learning. Participants were captivated by her insights and practical strategies. Following the enriching presentation, a lively Question-Answer Session took place from 12:30 P.M onwards. Attendees actively engaged with Dr. Sedwal posing thoughtful queries and seeking further clarification on the topics discussed. The interactive nature of the session fostered a collaborative and supportive learning environment. As the day's activities ended, the organizers expressed their heartfelt appreciation during the Vote of Thanks. They extended gratitude to Dr. Mona Sedwal for her valuable contribution, as well as to all the participants for their active involvement and enthusiasm throughout the day. Overall, Day 2 of the Faculty Development Programme provided a platform for insightful discussions, exchange of ideas, and valuable knowledge-sharing, reinforcing the commitment of the School of Education to promote inclusivity in educational institutions. The program was coordinated by Ms. Vidhi Gaur, and Ms. Parminder Kaur, Assistant Professor, School of Education, K.R. Mangalam University. The event was supported by the student coordinators Ms. Deepanshi and Ms. Sanya, B. El. Ed. Program. Prof. Tania Gupta, Dean, School of Education, K.R. Mangalam University was the convener of the Program where she guided and supported the coordinators to accomplish the program successfully.

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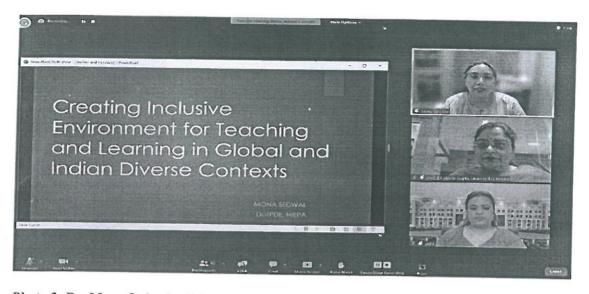


Photo 3: Dr. Mona Sedwal talking about creating Inclusive Environment for Teaching and Learning in Global and Indian Diverse Context.

C. Day 3, Wednesday 24th May 2023

The School of Education conducted one-week Online Faculty Development Programme with the theme "Initiatives for Providing an Inclusive Environment in Educational Institutions." On the third day of the program, Wednesday, May 24, 2023, a series of insightful events took place. The session commenced at 11:00 A.M with a warm welcome address and an introduction of the esteemed guest speaker Prof. Yukti Sharma by Ms. Vidhi Gaur, Assistant Professor, School of Education. Prof. Sharma is associated with the Department of Education at the Centre for Innovation in Education (CIE) and serves as the Academic Secretary at the Institute of Lifelong Learning (ILLL), University of Delhi, Delhi. Prof. Yukti Sharma delivered an enlightening speech on the topic of "Inclusion, Policies and Practices: Recent Developments in India" with her extensive experience and expertise in the field of education, Prof. Sharma shared valuable insights into the latest developments regarding inclusivity in educational institutions across the country. She discussed the evolving policies and practices that are instrumental in creating a inclusive environment for students The participants actively with Prof. Sharma, raising thought-provoking queries, deliberations and seeking further clarification on various aspects related to inclusive education. Prof. Sharma responded eloquently, providing valuable answers, and sharing her knowledge and expertise. The session concluded with a Vote of Thanks, which was delivered by one of the faculty coordinator Ms. Parminder Kaur, Assistant Professor, School of Education. The attendees expressed their gratitude to Prof. Yukti Sharma for her valuable contribution to the program. They acknowledged her Insights and expressed their appreciation for the

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engaging and informative session. The program was coordinated by Ms. Vidhi Gaur, Assistant Professor, School of Education, and Ms. Parminder Kaur, Assistant Professor, School of Education, K.R. Mangalam University. The event was supported by student coordinators Ms. Deepanshi and Ms. Sanya from the B. El. Ed. Programme. Prof. Tania Gupta, Dean, School of Education, K.R. Mangalam University was the convener of the Program where she guided and supported the coordinators to accomplish the program successfully.

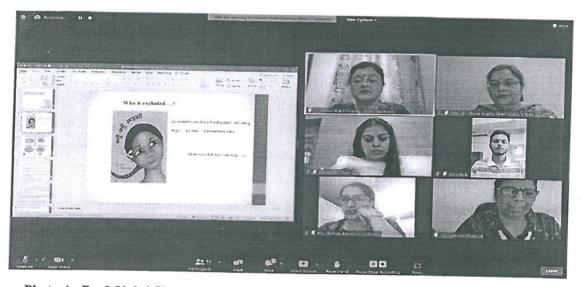


Photo 4: Prof. Yukti Sharma shared her thoughts on inclusivity with the reference of book "kyu kyu ladki" translated from Bengali book.

Day 4, Thursday 25th May 2023

Prof. Shailaja Chennat, Professor at the Department of Education, CIE, University of Delhi, Delhi, delivered a session on "Inclusion, Society, and Culture: Changing Contours of Indian Education." Prof. Chennat motivated the audience to examine the practical underpinnings of inclusion and highlighted the importance of finding diversities within disabilities. The participants actively engaged with the speaker, raising queries regarding the loopholes that need to be addressed in teacher training programs, challenges in making all schools inclusive, and the potential of in-service programs to enhance teachers' essential skills. The session fostered a rich exchange of ideas among the participants. participants eagerly anticipate the remaining sessions, which promise further opportunities for growth and development in the field of inclusive education. The program was coordinated by Ms. Vidhi Gaur, Assistant Professor, School of Education, and Ms. Parminder Kaur, Assistant Professor, School of Education, K.R. Mangalam University.

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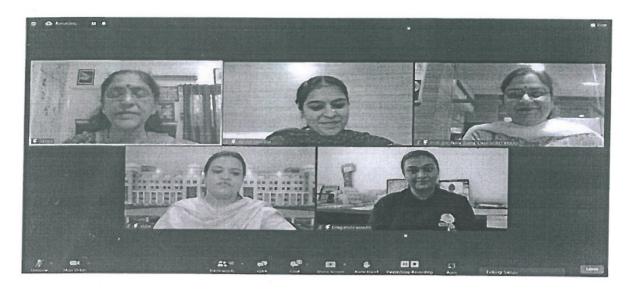


Photo 5: Prof. Chennat highlighting the importance of finding diversities within disabilities in the session.

D. Day 5, Thursday 25th May 2023

Panel Discussion

The fifth day on Friday, 26th May featured a panel discussion titled "Voice from the Field on Inclusion," where three guest speakers shared their insights and experiences. Dr. Apoorva Panshikar, Assistant Professor, Department of Education, SNDT Women's University, Juhu, Mumbai, Mrs. Aparna Seebaluck, Principal, K.R Mangalam World School, South City, Gurgaon, Haryana, and Ms. Ruchi Jaiswal, Special Educator, Army Public School, Delhi Cantt, Delhi, brought their expertise to the table. Ms. Parminder Kaur and Ms. Vidhi Gaur, Assistant Professors at the School of Education moderated the event. The discussion revolved around the vision of inclusion, challenges at the institutional level, proposed solutions, and the way forward.



Photo 6: The panellist addressing the issues of awareness and needs of the students.

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The discussion emphasized that inclusion fosters an environment that respects diversity, promotes collaboration, and ensures that every student feels valued and supported. Collaboration with parents and the wider community was identified as a valuable resource to support inclusion efforts. The panel discussion highlighted the need to address the lack of awareness and understanding among educators and emphasized the importance of building skills to effectively address the needs of students with special needs. The session concluded by identifying empathy, sensitization, comprehensive training on inclusive pedagogies, differentiated instruction, and the establishment of support systems within schools as essential factors in creating inclusive educational institutions.



Photo 7: Panellist catering queries and doubts of the participants.

E. Day 6, Friday 26th May 2023

Valedictory Session

The Program was started with appreciation remarks to the participant who joined the program from diverse background. The event coordinator expressed the gratitude to the management represented by Vice Chancellor Prof. C.S Dubey, Pro Vice Chancellor Prof. Pushpalata Tripathi, and our respected Dean of the School of Education, Prof. Tania Gupta for unwavering support and guidance in organizing this program. Before starting the session, Prof. (Dr.) Tania Gupta, Dean, School of Education was welcomed to share her valuable insights and reflections, where she gave heartfelt welcome to all the participants and guest Speakers. Before commencing the session, Ms Vidhi Gaur, Assistant Professor, School of Education was invited to read the Valedictory Report which includes summarization of events and activities conducted day wise. The event coordinator

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Ms Vidhi Gaur, Assistant Professor, School of Education welcomed the chief guest for the valedictory session - Prof. Anupam Ahuja, Former Professor & Head, International Relations Division (IRD), NCERT, New Delhi who delivered an enlightening inaugural address on the topic "Understanding Diversity: Unfolding the Nuances of Inclusion." Prof. Ahuja in the session emphasized the importance of diversity in creating inclusive educational environments where we have learned that there is no fixed formula to define the inclusion. It is a process that will be determined depending about the learning needs of the child. She spoke about equitable education where she has emphasised that system should be flexible enough to meet the needs of every child. The program was culminated with question-and-answer round and vote of thanks by Ms Parminder Kaur, Assistant Professor, School of Education.



Photo 8: Prof. Sujata Bhan emphasising the importance of diversity in creating inclusive educational environments in her lecture.



Photo 9: Ms Vidhi Gaur, Assistant Professor shared the Valedictory Report to the Participants.

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The session was culminated with concluded remarks by Prof. (Dr.) Tania Gupta, Dean, School of Education who talks about identifying empathy, sensitization, comprehensive training on inclusive pedagogies, differentiated instruction, and the establishment of support systems within schools as essential factors in creating inclusive educational institutions.



Photo 10: Prof. (Dr) Tania Gupta, Dean, SOED sharing her view as concluding remarks



Photo 11: Ms Parminder Kaur, Assistant Professor culminated the event with Vote of Thanks.

F. Day 7, Saturday 26th May 2023

The last day of the program was reserved for the Reflection and Evaluation where the participant was given the day to submit the Assessment Test. The Evaluation includes 25 Multiple Choice-Based Question and 5 Multiple Choice Question based on the Video. All the participant attempted the quiz and based on the evaluation, e- certificates were issued to the participants. The Feedback link was circulated to all the participants

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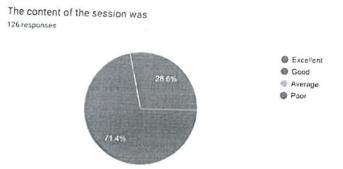
Report prepared by	Chidde oblocks
	[Ms Vidhi Gaur, Signature and 6th June
	2023]
Report verified by Event Coordinator	Tama aupli
	[Prof. (Dr.) Tania Gupta, Signatur Band (SOED) 6th June 2023] School of Education (SOED) School of Education University R. Mangalam Horyana 122103
Report Seen by Dean / Club Coordinator /	cours road. Gurugram
Activity Coordinator/ IQAC Director / Registrar	Listo I
	[Dr Shikha Dutt Sharma, Signature and
	6th June 2023]
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FACULTY FEEDBACK:

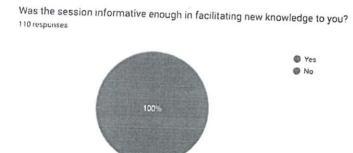
Participants - A total of 110 faculties from diverse backgrounds joined the Program. 126 Faculties participated in the survey conducted during the valedictory session.

 How useful was the FDP in preparing you for Online teaching in upcoming semester



Unanimously all faculty members found this FDP to be either useful or very useful

Was the program successful in meeting its objectives?



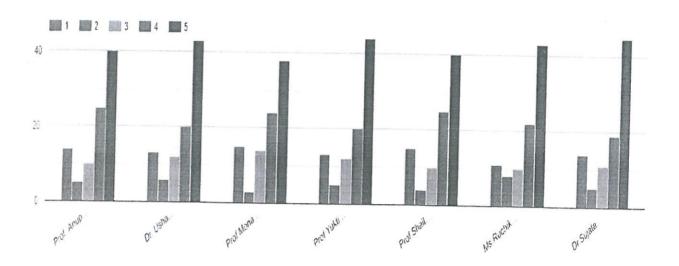
Majority of the faculty believed this FDP was successful in meeting its objectives. Not even a single faculty has disagreed to it.

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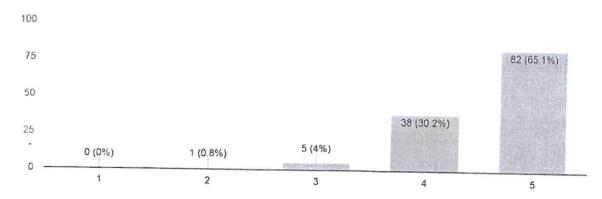
Which session did you find most interesting?

Rate the effectiveness of the session of the Speakers in 1 to 5 Scale



How would you overall rate the FDP?

Was the session informative in facilitating new knowledge to you? 126 responses



SUGGESTIONS:

- ✓ More Such Programs need to be organised in Offline Mode.
- ✓ Recorded Videos for the future Reference.

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ANNEXXURE – I INFORMATION LEAFLET



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ANNEXURE - II

LIST OF RESOURCE PERSONS and ORGANIZERS

Sr.	Resource	Organization	Control Date 12 (11	15.	
No.		Organization	Contact Details (email, phone)	Session Day and Time	Topic
1	Prof. Anupam Ahuja Former Professor & Head	International Relations Division (IRD), NCERT, New Delhi	ahujaa\$6@g mail.com	DAY 1, 22 May 2023 Monday	Understanding Diversity: Unfolding the Nuances of Inclusion
2	Dr. Usha Grover, Director	Anant Centre for Learning and Development, New Delhi	ushanimh(ā,gmail.com	DAY 1, 22 May 2023 Monday	Inclusive Pedagogy an Accessible Teaching
3	Dr. Mona Sedwal, Assistant Professor	Department of Training and Professional Development, NIEPA, New Delhi	monasedwal@niepa ac.in	DAY 2, 23 May 2023 Tuesday	Best Practices in Inclusion in the Global Context: Learnings for Way Forward
4	Prof. Yukti Sharma, Professor	Department of Education, CIE & Academic Secretary, Institute of Lifelong Learning (ILLL), University of Delhi, Delhi	ysharma(a/cie.du ac.in	DAY 3, 24 May 2023Wednesday	Inclusion, Policies and Practices: Recent Developments in India
5	Dr. Apoorva Panshikar, Assistant Professor Mrs. Aparna Seebaluck,	Department of Education, SNDT Women's University, Juhu, Mumbai K.R Mangalam World School, South City, Gurgaon, Haryana	a.panshikar@specialeducation sndt.ac.m principal southeity@krmangalam.com	DAY 4, 25 May 2023 Thursday	Voice from the Field on Inclusion – A Panel Discussion
	Ms Ruchi Jaiswal, Special Educator	Army Public School, Delhi Cantt, Delhi	ngammeom		
6	Prof Shailaja Chennat, Professor	Department of Education, CIE, University of Delhi, Delhi.	schen 1958/a gmail.com	DAY 5, 26 May 2023 Friday	Inclusion, Society and Culture: Changing Contours of Indian Education
	Prof. Sujata Bhan, Professor & Head,	Department of Special Education, SNDT Women's University, Juhu, Mumbai	sujata bhan <i>a</i> specialeduca tion.sndt ac.in	DAY 6, 27 May 2023 Saturday	Envisioning Inclusion: From Problems to Possibilities
	Prof. Tania Gupta, Dean	School of Education, K.R. Mangalam University	tania.gupta@krmangalam. edu.in	•	Convener of FDP
	Ms Vidhi Gaur, Assistant Professor	School of Education, K.R. Mangalam University	vidhi.gaur@krmangalam. edu.in	-	Coordinator of FDP
	Ms Parminder Kaur, Assistant Professor	School of Education, K.R. Mangalam University	parminder.kaur@krmanga lam.edu.in	•	Coordinator of FDP

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ANNEXURE – III MINUTE-TO-MINUTE FDP SCHEDULE

ANNEXURE – IV REGISTRATION FORM

ANNEXURE – V LIST of ATEENDEES

Sr. No.	Name	Organization	Contact Details (email , phone)	Signature

ANNEXURE - VI

EVALUATION DETAILS / QUESTIONARIES / etc

ANNEXURE – VII FDP CERTIFICATES

ANNEXURE – VIII
GEO-TAGGED PHOTOGRAPHS

ANNEXURE – IX

MEDIA COVERAGE

SAMPLE INFORMATION LEAFLET

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School of Education (SOED)

K.R. Mangalam University Sohna road, Gurugram Haryana 122103

REGISTRATION FORM

FACULTY DEVELOPMENT PROGRAMME (FDP)

On

TITLE

(DATE)

REGISTRATION FORM

1	Name	
2	Designation	
3	Institution	
4	Educational Qualifications	
5	Subjects taught so far	
6	Experience	
	a. Teaching	•
	b. Research	
	c. Industry	
7	Email	
8	Mobile Number	
9	Address for Correspondence	
10	Account Details	
(a)	Reference Number (NEFT / RTGS)	
(b)	Amount	
(c)	Bank	
(d)	Date	

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