



K.R. MANGALAM UNIVERSITY
THE COMPLETE WORLD OF EDUCATION

ACADEMIC SESSION 2022-23

FACULTY DEVELOPMENT PROGRAM

Organized by

SCHOOL OF HUMANITIES

1st to 7th December 2022

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Dr. Nandini Biswas

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Prof. (Dr.) Kamini C. Tanwar
Associate Dean, SOHS

Report on

Pedagogical Techniques for Quality Higher Education

One Week Faculty Development Programme organized by School of Humanities, K.R. Mangalam University in Collaboration with School of Liberal Arts and Languages, Shobhit University, Gangoh, Uttar Pradesh

(December 1, 2022-December 7, 2022)

Target Group: The FDP was open to faculty members (regular/ad hoc/ temporary) from any Indian University/College/HEI interested to gain insight on pedagogical techniques for quality higher education

Patron

Prof. (Dr.) C.S.Dubey, Vice-Chancellor, K.R.Mangalam University

Prof. Ranjit Singh, Vice-Chancellor, Shobhit University

Co-Patron

Prof. (Dr.) Pushplata Tripathi, Pro-Vice Chancellor, K.R.Mangalam University

Prof. (Dr.) Mahipal Singh, Registrar, Shobhit University, Gangoh

Convener

Prof. (Dr.) Kamini Chauhan Tanwar, Dean, School of Humanities, K.R.Mangalam University

Prof. (Dr.) Gunjan Agarwal, Dean, School of Liberal Arts and Languages, Shobhit University

Coordinators

Dr. Nandini Biswas, Assistant Professor, School of Humanities, K.R.Mangalam University; 78272 10274, nandini.biswas@krmangalam.edu.in

Dr. Shikha Dutt Sharma, Assistant Professor, School of Humanities, K.R.Mangalam University; 90024 91385, shikhadutt.sharma@krmangalam.edu.in

Ms. Afreen Fatima, Assistant Professor, School of Humanities, K.R.Mangalam University; 85888 59523, afreen.fatima@krmangalam.edu.in

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Date :

Date	Session	Speaker	Topic
01.12.2022	Inaugural Session & Session-I	Prof. Gunjan Agarwal Dean, School of Liberal Arts and Languages, Shobhit University Gangoh/ Prof. Rajiv Dutta	Developing suitable pedagogical methods for outcome-based education
02.12.2022	Session-II	Prof. M. Moni Professor Emeritus and Chairman (CAIRS, CADMS, CIDS & CITSA) Shobhit University, Meerut & Former Director General, National Informatics Centre, Government of India, New India	Digital Pedagogy: Incorporating ICT with teaching in HEIs
03.12.2022	Session-III	Prof. Joshith Professor, Department of Education, Central University of Kerala	From content transformation to pedagogical transformation: Bloom's taxonomy in focus in the light of NEP 2020
04.12.2022	Session-IV	Dr. Sudhir Narayan Singh Head, Humanities and management Science Department, Madam Mohan Malviya Technical University, Gorakhpur	NEP 2020 and innovative pedagogy : time for restructuring curriculum and pedagogical structure in HEIs?
05.12.2022	Session-V	Dr. Vipin Sharma Head, Planning & Development, English Language Institute, Jazan University, Jazan (Saudi Arabia)	Transforming assessment for student development aligned with the demands of new and advanced pedagogical techniques
06.12.2022	Session-VI	Dr. S. K. Varshney	New and innovative pedagogical approaches towards a more holistic and multidisciplinary education

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		Adviser & Head, International Cooperation Department of Science & Technology, Government of India	in HEIs
07.12.2022	Session-VII & Valedictory Session	Dr. Ratan Bhattacharjee Associate Professor & Head Dept of English, Dum Dum Motijheel College; Poet and columnist & former International Visiting Faculty USA	Establishing teacher-student congruence through the use of innovative pedagogical techniques

Mode: Online Mode through MS Teams

Introduction

NEP 2020 mandates that the learning should be holistic, integrated, inclusive, enjoyable, and engaging. It emphasises the need to minimize rote learning and encourage holistic development and 21st century skills such as critical thinking, creativity, scientific temper, multilingualism, problem solving, ethics, social responsibility and digital literacy. Therefore, the need to rethink pedagogy at every level of education.

Pedagogy refers to the theory and practice of learning. It inculcates the knowledge and skills required for effective teaching. The teacher bears the responsibility of providing students with resources and igniting young minds. Pedagogy has to alter constantly in order to cater to changing requirements of the times. Effective teaching strategies need to be devised and implemented accordingly to take care of diverse learning styles of participants.

Students must be empowered to develop a problem solving approach and innovative mindset to address societal issues. Hence, teachers need to be well equipped with skills and knowledge for guiding students and monitoring their progress. Also, technology is an immensely supportive tool to enhance teaching learning, student participation and providing an engaging student experience. The online faculty development program was an effort towards training teachers from HEIs to address rapidly changing educational needs - both globally and locally.

The program aimed to empower participants with innovative, advanced pedagogy for their own professional development leading finally to students' enhanced learning. The participants were familiarized with advanced pedagogical techniques such as flipped classroom, project based learning, peer and collaborative learning. The framework of Bloom's taxonomy was also explored as an effective approach in the new evolving educational scenario.

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The FDP emphasized the implementation of outcome based education in curriculum development. Further, it elaborated on different assessment methods and application of Bloom's taxonomy to create quality question papers involving higher order thinking skills (HOTS) for students' evaluation. Last but not the least, the FDP focused on the use of technological tools that could transform the way content is delivered in classroom. Guidance to students through innovative pedagogical approaches was explored.

The FDP was aligned with the requirements of the following NAAC key indicators and metrics:

Key Indicator 3.7. Collaboration

3.7.1. Number of collaborative activities with other institutions/ research establishment/industry for research and academic development of faculty and students per year

3.7.2. Number of functional MoUs with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years

Key Indicator. 6.3. Faculty Empowerment strategies

6.3.3. Average number of professional development / administrative training Programmes organized by the institution for teaching and non teaching staff during the last five years

6.3.4. Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP) during the last five years

Sub-Themes

Theme I: Understanding the need for rethinking pedagogies in the light of NEP 2020

Theme II: Understanding different pedagogical techniques for quality higher education in the current educational scenario and in near future

Theme III: Designing and implementing outcome based learning for students through the application of new and advanced pedagogical techniques

Theme IV: Development of approaches and parameters for effective evaluation of students taught with new and advanced pedagogical techniques

Theme V: Use of technological tools in implementing advanced pedagogical techniques for quality education in HEIs

Objectives

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Objectives

- To enable teachers from HEIs to master a repertoire of instructional methods and strategies in order to ensure good and effective teaching.
- To deliberate on various pedagogical techniques for quality higher education and the ways to incorporate essential pedagogical knowledge, skills, and commitments into actual teaching practices
- To enable participants understand and practice “Outcomes Based teaching ” and “ Learner Centric Teaching Strategies ”
- To enable participants to develop appropriate tools of assessment

Content:

Session 1 – 01.12.2022 (Thursday)

The topic of the first session was “Developing Suitable Pedagogical Methods for Outcome-based Education”. The invited expert on the topic was Professor (Dr.) Gunjan Agarwal, School of Liberal Arts and Languages, Shobhit University, Gangoh.

Dr. Gunjan talked about the significance of increasing opportunities in skill development and training for skilling India in entrepreneurship. She began the talk by highlighting the role of the teacher in new pedagogies during deep learning. She expressed the need for focusing on a non-directive and synoptic teaching model that enhances students’ self-esteem and self-confidence, which are also considered qualities of being an entrepreneur along with having an open mind, wide knowledge, and leadership qualities.

Dr. Gunjan highlighted the contrasts that exist between the conventional model of the old educational approach and the outcome-based learning model of the new educational approach. She emphasized the objectives of the National education policy (NEP) of 2020 and also the National digital literacy (NDL,) aiming to make one person in every family digitally literate. This mission consists of two levels – first, appreciation of digital literacy and second, of the basics of digital literacy. She elaborated on the 6 “C”s - citizenship, character, communication, creativity, collaboration, and critical thinking, focusing on designing and developing the pedagogical capacity that encourages the students to develop and become competent in deep learning.

Dr. Nandini Biswas, Assistant Professor (Psychology), K.R. Mangalam University, moderated the session effectively. Later on, Q&A session was led successfully. The session was attended by more than 150 participants through the MS Team online platform.

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Photo 2 Non-Geo Tagged: Day 1 Session on "Developing Suitable Pedagogical Methods for Outcome-Based Education" by Professor (Dr.) Gunjan Agarwal Dean, School of Liberal Arts and Languages, Shobhit University, Gangoh.

Session 2 – 02.12.2022 (Friday)

The topic of the second session was "Digital Pedagogy: Incorporating ICT with Teaching in HEIs". The invited expert on the topic was Professor (Dr.) M. Moni, Professor Emeritus and Chairman (CAIRS, CADMS, CIDSA & CITSA), Shobhit University, Meerut & Former Director General, National Informatics Centre, Government of India. The speaker was introduced by Ms. Afreen Fatima, Assistant Professor (Psychology), K.R. Mangalam University.

The speech included in detail topics such as UN's Education 2030 Programme, Digital India 2014 Programme, Stimulating Teaching And Learning (STAL), Agricultural Schools, Agricultural Polytechnics and Agricultural ITs in Rural India, Content-to-Connectivity, Organization of Address, Themes for Consultation of School Education, ICT4D: Digitization Courses, Students and Teachers: Strengthening the Eco-System, development of "SMART STUDENT" through "SMART TEACHER", Possible Road Map for the formulation of NEP.

Prof. Moni elaborated on concept of pedagogy. He shared some inspiring quotes in his talk like "It does not matter what you teach it matters how you teach" He motivated the faculty in the audience that the motto should be education through skill development. He inspired teachers to transform India into a land of opportunities through relevant education and vocational training.

In his exceptional style, Prof. M. Moni discussed extensively the 17 sustainable development goals, elaborated the 8 major challenges faced by the Indian education sector, shared his knowledge on the current developmental scenario, discussed the 8 national ICT competency standards for teachers, shared his insight on the **National Digital Education Architecture (NDEAR)** and its essential components like SWAYAM and DIKSHA. He spoke extensively on the 3 digital evolutionary phases, which are digitisation, digitalisation, and transformation. He also spoke on the 9 pillars of growth areas that the digital India 2015 aimed to focus on. He gave some strategic recommendation for digitalization of agriculture in India. Prof. M. Moni using elaborate diagrams talked about the iceberg model where knowledge and skills are on the surface and attitude lies hidden beneath. He shed light on formulae like Competency (Cap-Ability) = Knowledge * Skill * Attitude (KSA) and IT (Indian Talent) + IT (Information Technology) = IT (India Tomorrow).

Prof. M. Moni was kind to summarize and share his learnings from various online webinars that he hosted. Insights were shared from the online workshop on "Disruption of Education during the Covid-19 Pandemic" that was organized by UNESCO-International Day of Light 2022 (IDL2022) on how to cope with disruption of education during the pandemic using digital transformation; different A. I design pathways and use of micro courses offering micro degrees. He expressed the need to have a national digital communication policy operationalized as soon as possible. Prof. M. Moni made sure the audience took substantial learning from the talk by repeating the highlighted points and gave some relevant references to refer like Formulation of New Education Policy 2015: Development of SMART Students

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Dr. Nandini Biswas, Assistant Professor, Department of Psychology, K.R. Mangalam University, moderated the session effectively. Later Q&A session was led successfully. The Vote of Thanks was done by Prof. Gunjan Agarwal, Dean, School of Liberal Arts and Languages, Shobhit University, Gangoh. The session was attended by more than 100 participants through the MS Team online platform.



Photo 5 Geo Tagged: Day 3 Session on “From Content Transformation to Pedagogical Transformation: Bloom’s Taxonomy in Focus in the Light of NEP 2020”. by Professor (Dr.) Joshith, Professor, Department of Education, Central University of Kerala, Kerala.

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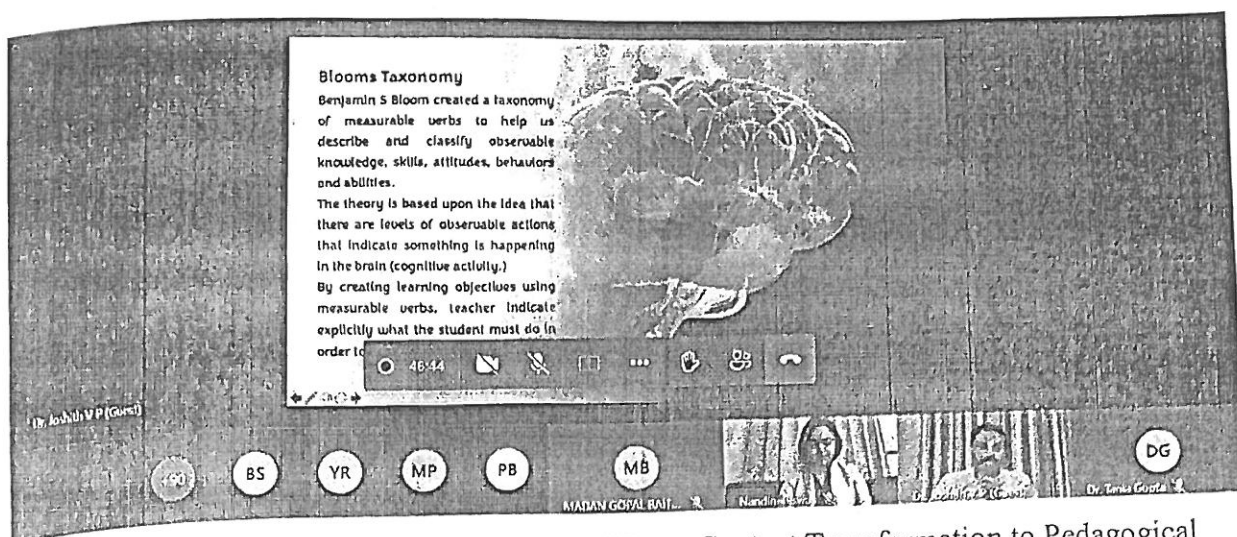


Photo 6 Non-Geo Tagged: Day 3 Session on "From Content Transformation to Pedagogical Transformation: Bloom's Taxonomy in Focus in the Light of NEP 2020". by Professor (Dr.) Anshu W P, Professor, Department of Education, Central University of Kerala, Kerala.

Session 4 - 04.12.2022 (Sunday)

The topic of the fourth session of the FDP was "NEP 2020 and Innovative Pedagogy: Time for Restructuring Curriculum and Pedagogical Structure in HEIs?". The speaker for the session was Professor (Dr.) Sudhir Narayan Singh, Head, Humanities and Management Science Department, Madan Mohan Malviya Technical University, Gorakhpur.

Dr. Singh began his talk by elaborating on the initiatives taken by NEP 2020 and the substantial steps taken for its implementation. In his talk Dr. Sudhir majorly highlighted on how placement has increased and the number of jobs offered have sky rocketed for the session 2021 to 2022 because of focusing on entrepreneurship and skilling India with the objective of self-employment in mind. Making use of self-explanatory graphs, he was able to explain the findings. He discussed the importance of establishing an institutional support system like framework for development of entrepreneurial skillset in the students.

Prof. Sudhir Narayan Singh spoke extensively on the importance of good communication. He drew attention towards the contrast that exist between non-verbal communication and verbal communication using detailed tables and highlighted each of its components. Kinesics, proxemics, para language and physical contact as the main fundamentals of non-verbal communication were discussed. He explained the significance of non-verbal communication using detailed pictures and flowcharts.

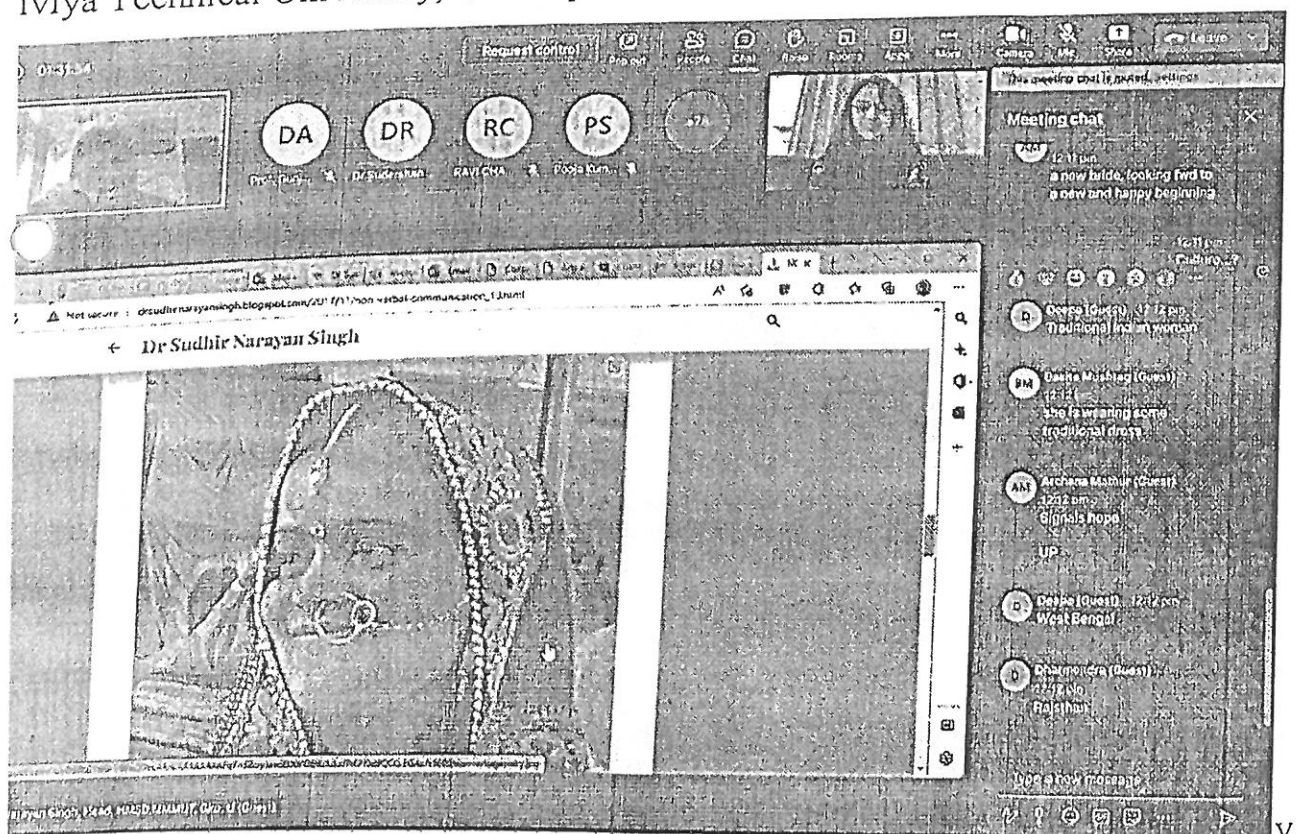
Dr. Nandini Biswas, Assistant Professor, Department of Psychology, K.R. Mangalam University, moderated the session effectively. The vote of thanks was done by Prof. Gunjan Agarwal, Dean, School of Liberal Arts and Languages, Shobhit University, Gangoh. Later Q&A session was led successfully. The session was attended by more than 80 participants through the MS Team online platform.

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Photo 8 Non-Geo Tagged: Day 4 Session on "NEP 2020 and Innovative Pedagogy: Time for Restructuring Curriculum and Pedagogical Structure in HEIs?" by Professor (Dr.) Sudhir Narayan Singh, Head, Humanities and Management Science Department, Madan Mohan Malviya Technical University, Gorakhpur.

Session 5 - 05.12.2022 (Monday)

The topic of the fifth session was "Transforming Assessment for Student Development Aligned with the Demands of New and Advanced Pedagogical Techniques". The speaker for the session was Professor (Dr.) Vipin Sharma Head, Planning & Development, English Language Institute, Jazan University, Jazan (Saudi Arabia). The speaker was introduced by Ms. Afreen Fatima, Assistant Professor (Psychology), K.R. Mangalam University.

The contents of Prof. Vipin's presentation consisted of bringing pedagogical techniques into perspective, the demands of new and advanced techniques, transforming assessment for students' development, and the best assessment practices. He began his talk by bringing to focus the skills needed to face big challenges and the need to equip students with the skillset for the unseen future in the 21st century. He elaborated on different pedagogies, methods, and practices of a teacher, and how teachers deliver the curriculum to the class according to the various pedagogy techniques in alignment with goals set by the UGC. Prof. Vipin motivated the faculty to engage in feedback practices. He shared his insights on bloom's taxonomy. He discussed that all teachers need to be equipped with knowledge on how to guide and monitor. He discussed the need to transform assessment through innovation, teaching, and collaboration, to make the assessment relevant and considered as a value and skillset based on evaluation and analysis in which teacher assessment has valuable implications.

Prof. Vipin mentioned that the teacher is a content resource and a facilitator of learning. He motivated the teachers to teach tolerance and resilience, help students learn from their strengths, use learning beyond the classroom, adopt inter and cross-disciplinary methodologies of study, and adopt digitalized teaching strategies. He expressed that there is an urgent requirement to provide a road map for stakeholders' mutual understanding. He spoke of the National Assessment Centre, PARAKH (Performance Assessment, Review, and Analysis of Knowledge for Holistic Development) objectives to set up a standard-setting body under MHRD; Boards of Assessment (BoAs) proposal for a new National Assessment Centre and the need for a transformation in the assessment system by the 2022-23 academic session and the need to align with the NCFSE (National Curriculum Framework for School

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Education) 2020-21. Finally, the he highlighted the need to advance conventional pedagogical techniques.

Dr. Nandini Biswas, Assistant Professor, Department of Psychology, K.R. Mangalam University, moderated the session effectively. Later Q&A session was led successfully. The Vote of Thanks was also done by the moderator after the session. The session was attended by more than 100 participants through the MS Team online platform.

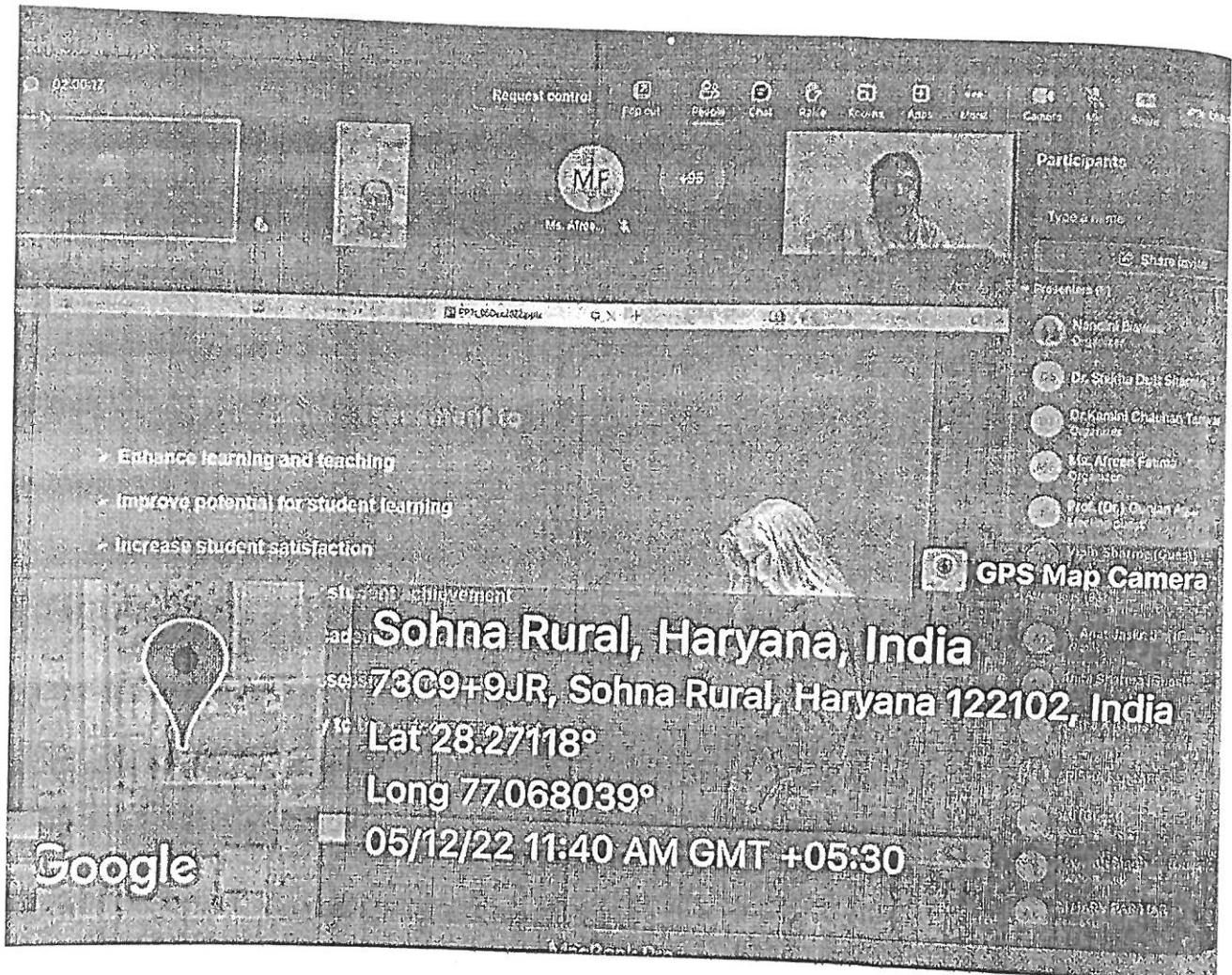


Photo 9 Geo Tagged: Day 5 Session on "Transforming Assessment for Student Development Aligned with the Demands of New and Advanced Pedagogical Techniques" by Dr. Vipin Sharma Head, Planning & Development, English Language Institute, Jazan University, Jazan (Saudi Arabia).

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Photo 10 Non-Geo Tagged: Day 5 Session on “Transforming Assessment for Student Development Aligned with the Demands of New and Advanced Pedagogical Techniques” by Dr. Vipin Sharma Head, Planning & Development, English Language Institute, Jazan University, Jazan (Saudi Arabia).

Session 6 - 06.12.2022 (Tuesday)

The topic of the fifth session of the FDP was “New and Innovative Pedagogical Approaches towards a More Holistic and Multidisciplinary Education in HEIs”. The speaker for the session was Professor Dr. S. K. Varshney Adviser & Head, International Cooperation Department of Science & Technology, Government of India.

Dr. Varshney began with the quote “Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.” He discussed how the classroom is filled with students having different needs, who come from different educational and cultural backgrounds, have different attention span and interests along with having different language abilities. He talked extensively on methods of teaching like textbook orientation, emphasis on the completion of syllabus, chalk and talk method, and teacher-directed classroom processes, while also highlighting major concerns, such as, excessive focus on marks, rote learning, disengaged behaviour, and below par achievement. He elaborated on a teaching-learning process that involves the content learner along with the

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teacher in the learning environment, resources, and other organizational aspects that can make learning environments more learner-centered, structured and well designed, highly personalized, inclusive, and social.

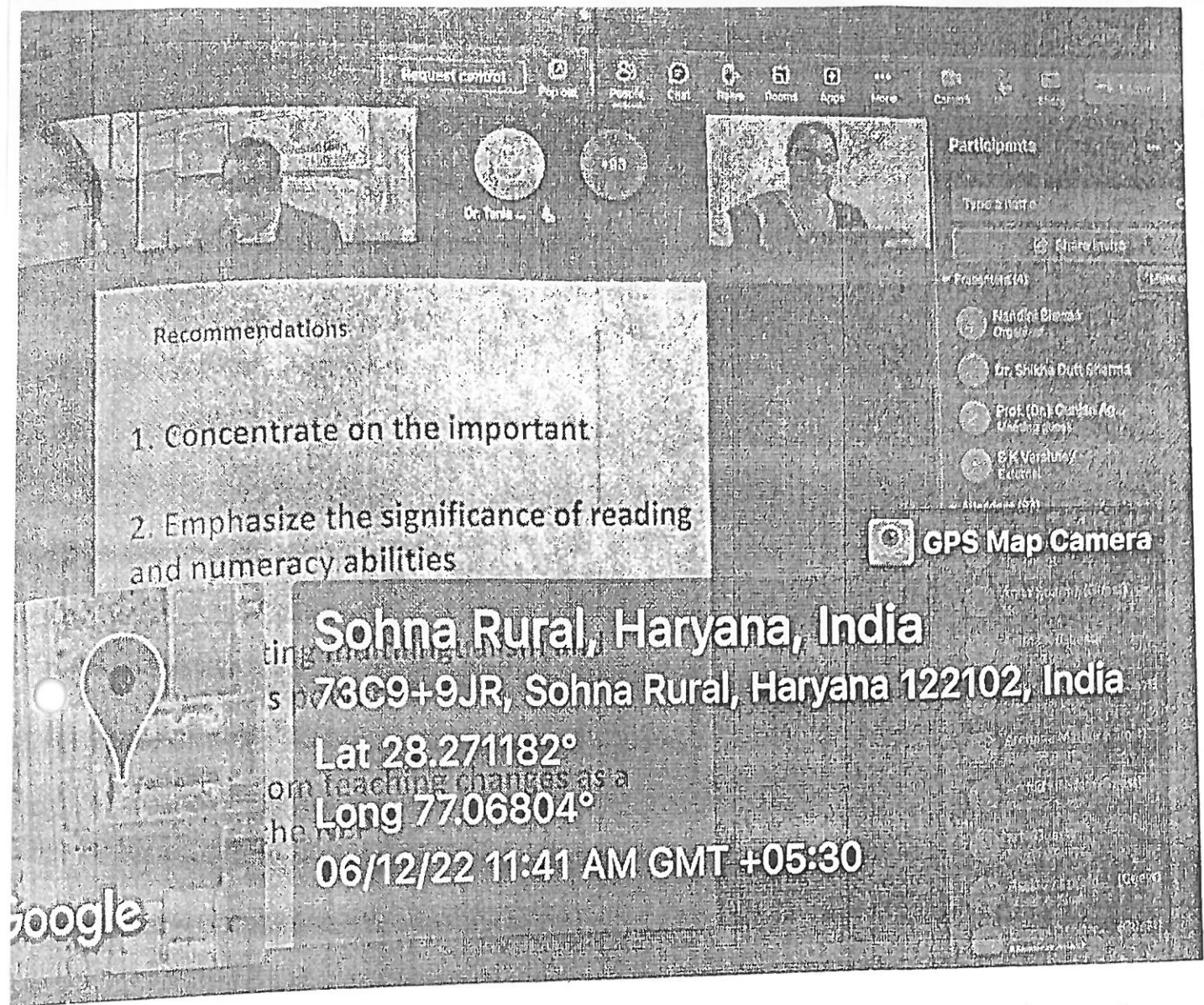
Dr. S. K. Varshney discussed teaching style that is based on learner needs, like small and large groups, peer learning, active knowledge seeking, and self-regulated learning. He introduced innovative pedagogies such as clustering, gamification, computational thinking, experiential learning, embodied learning, multiliteracies, discussion-based teaching, flipped classrooms, and blended learning. He shared his recommendations to make classroom learning more multicultural by emphasizing the significance of reading content from different languages and refined numeric abilities giving focus to multilingualism while increasing access to disadvantaged groups. He said that according to the National Education Technology Forum, one should be motivated to digitally equip schools, teachers, and students to make e-content in regional languages by making the teachers' team more multidisciplinary.

Dr. S. K. Varshney talked about the importance of extra-curricular activities, flexibility, multi-disciplinary and holistic education, creativity, and critical thinking, while giving respect to diversity and constitutional values. He discussed the use of innovation in resource utilization. Using the term digital tsunami, he discussed the limitations in digitization which can do more harm than good for students/learners.

Dr. Nandini Biswas, Assistant Professor, Department of Psychology, K.R. Mangalam University, moderated the session effectively. Later Q&A session was led successfully. The audience asked various relevant questions like what can we do to improve emotional intelligence, why we need to acknowledge the importance of both academic and emotional intelligence, and what can be the negative impact of digital interventions in pedagogy. The Vote of Thanks was also done by the moderator after the session. The session was attended by more than 100 participants through the MS Team online platform.

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wards a More Holistic and Multidisciplinary Education in HEIs" by the speaker for the
sion was Professor Dr. S. K. Varshney, Adviser & Head, International Cooperation
partment of Science & Technology, Government of India.

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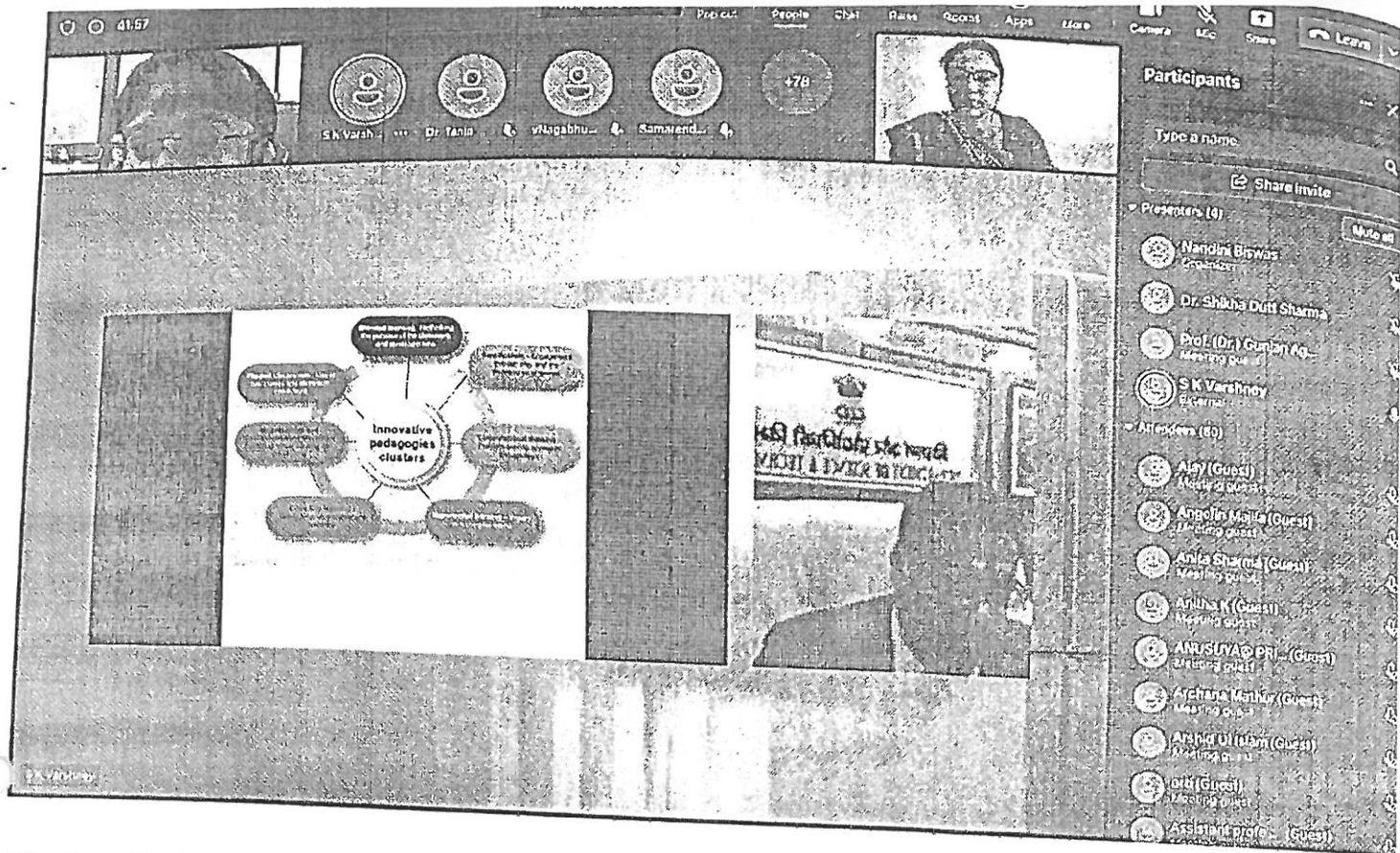


Photo 12 Non-Geo Tagged: Day 6 Session on “New and Innovative Pedagogical Approaches towards a More Holistic and Multidisciplinary Education in HEIs” by the speaker for the session was Professor Dr. S. K. Varshney, Adviser & Head, International Cooperation Department of Science & Technology, Government of India.

Session 7 - 07.12.2022 (Wednesday)

The topic of the seventh and final session of the FDP was “Establishing Teacher-Student Congruence through the Use of Innovative Pedagogical Techniques”. The speaker for the session was Professor (Dr.). Ratan Bhattacharjee Associate Professor & Head, Dept of English, Dum Dum Motijheel College, Kolkata. The speaker was introduced by Ms. Afreen Fatima, Assistant Professor (Psychology), K.R. Mangalam University.

Dr. Bhattacharya shared different proverbs and lighted up the session with great enthusiasm. He talked about a good teacher’s characteristics like Inspiration, Perspiration, Perspective, Perseverance, and Reflection. He motivated the teachers to be role models for their students. He focused on different ways of learning like Inquiry-based learning, Project-based learning, Experiential learning, Personalized learning, Inquiry-based learning, and Problem-based learning. Professor Bhattacharya advised the faculty to adopt differentiated instruction and several other techniques of teaching that suits a diverse classroom.

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He explained that learning contains five steps: Preparation, Action, Reflection, Demonstration, and Celebration while instructing the faculty to make goals that are SMART (Specific, Measurable, Attainable, Realistic, and Time-Based) for maximum effect. He asked the audience to promote students to give honest feedback and encouraged goal-based journaling. Prof. Bhattacharya shared his experiences as a teacher and inspired the audience to make use of both cognitive thinking and deductive thinking when interacting with the students.

Dr. Nandini Biswas, Assistant Professor (Psychology), K.R. Mangalam University, moderated the session effectively. Later Q&A session was led successfully. The Vote of Thanks was also done by the moderator after the session. The valedictory address was delivered by Dr. Gunjan Agarwal. The session was attended by more than 100 participants through the MS Team online platform.



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Photo 13 Geo Tagged: Day 7 Session on "Establishing Teacher-Student Congruence through the Use of Innovative Pedagogical Techniques" by Professor (Dr.). Ratan Bhattacharjee Associate Professor & Head, Dept of English, Dum Dum Motijheel College, Kolkata.

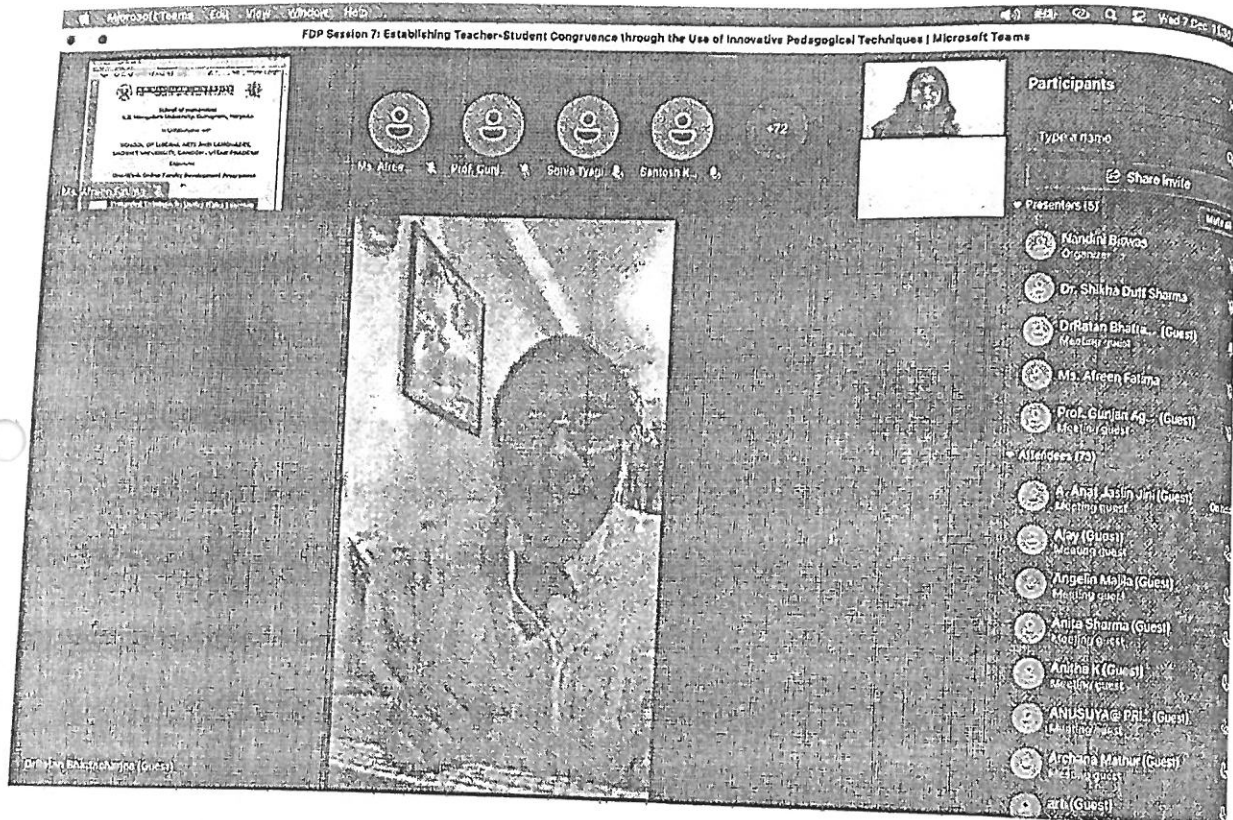


Photo 14 Non-Geo Tagged: Day 7 Session on "Establishing Teacher-Student Congruence through the Use of Innovative Pedagogical Techniques" by Professor (Dr.). Ratan Bhattacharjee Associate Professor & Head, Dept of English, Dum Dum Motijheel College, Kolkata.

Attendees

The FDP drew participation from faculty members from Universities, colleges and higher educational institutions, as also from research scholars, educators, school teachers, Principals and administrators. Most of the participants belonged to the category of Assistant Professors and Associate Professors. Participation came from all states of India, including far-flung states as Jammu & Kashmir and Tamil Nadu, making the FDP a truly national affair.

Outcomes

It is expected that after attending this FDP, participants have equipped themselves with the usage of advanced pedagogical techniques in classrooms. They gained better understanding of the Bloom's taxonomy framework for enhancing critical thinking among students and to

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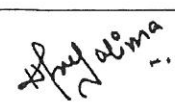
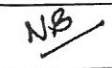
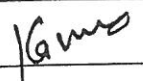
promote outcome-based education. They learned how to utilize important technological tools to enhance teaching-learning process. They should be able to design and implement evaluation schemes that can properly assess students' learning. They were better positioned to mentor, guide and motivate students. Further, they should be able to effectively implement student centric teaching-learning processes.

Conclusion

This FDP covered all the aspects of pedagogical techniques in higher education. All the sessions enriched the participants with detailed information as well as hands on techniques for adopting innovative pedagogies in the classroom. Sessions were led by leading experts from different fields.

Further Scope

More online and offline FDPs of this nature can be organized by the School and University. These will prove to be excellent opportunities for knowledge creation by the University.

Report Prepared By	Name & Signature	Date
	Ms. Afreen Fatima 	14/12/22
Report Verified by Event Coordinator	Dr. Nandini Biswas 	15/12/22
Report Seen by Dean	Dr. Kamini Chauhan Tanwar 	16/12/22