

BEST PRACTICE 1: STUDENT OWNERSHIP PROGRAM (SOP)

SOP can be defined as a mentoring program for learner success through nudging.

Objectives. The objectives of this initiative are:

1. To enhance self-awareness of the student.
2. Create a plan for oneself.
3. Act as a sounding board for challenges faced (academic, career and personal) and learn methods to resolve them.
4. Use the expertise of the faculty for seeking assistance and for learner success to include academic remedial, and career related competency enhancement.
5. Learn to create Individual Development Plan and use of log for self-monitoring.

The Context

The student community that we serve are in general relatively less achievement oriented category though they have high and novel dreams/ambitions. A substantial number of them come from families with moderate education and economic status. As a result many students, even they have high achievement orientation have limited exposure to tools and techniques of self-development and competency enhancement to achieve their purpose in life. The gap between learner success and learner dreams/ambition can be captured in terms of perceived self and real self. This understanding can be very challenging and to realize one's dreams the learner would need close and customized guidance, coaching, support and nudging. Most students embrace the full residential system of DCSMAT, Vagamon with the hope of making a difference by moving away from the path they have tread so far and to make up what they believe was lost to them or missed by them.

The Practice

Although Indian Higher Education has embraced graduate attributes which is largely based on competencies, outcome based education (OBE) and learner success, the higher education institutions are still governed by the limitations of the affiliated university system which are very useful for standardization but often lacks the individualization. SOP is a practice to overcome these and enable student to achieve career success and life success. The SOP process is as follows:

1. Students seek admission to the institution and are admitted after the due selection process.
2. They are allotted an SOP mentor faculty who helps them to onboard. This process involves being in contact with the student regularly and suggesting actions that help in smooth induction. Such as communication development, taking the mandatory aptitude test etc. It also includes some activities such as solving some problems, a quiz or an interactive talk by the faculty using digital mode.

3. The student joins the institution and they meet in SOP mentor groups and discuss the about career and transformation from a student to a leaders ready to take up corporate responsibilities at the starting level.
4. Each student then individually discusses their own challenges and ambition with the mentor to gain a greater understanding of oneself and how to make a plan to develop oneself.
5. This process which has been in vogue for several years now is made more scientific by putting the student through a purpose workshop using the hexagonal model of purpose statement. In this process a student makes SMART goals related to 1) career, 2) health, 3) family, 4) financial, 5) social and 6) spiritual.
6. The students undergo the Outbound Leadership Lab (OLL) which is objective based. A dairying system has been introduced from current year to capture the critical events in the OLL and convert the experience into refection and generalization as recommended in the Kolb's adult learning cycle.
7. The next step is Johari Window which enables as student to enhance knowledge of self.
8. From the current academic year, integrated psychometric input has been added to this process.
9. Using this the student makes an Individual Development Plan which is followed through with the help of the mentor.

The details are logged in the SOP log book from the current year.

Evidence of Success. There are several anecdotal evidence of success of the process. An empirical study shows the following result.

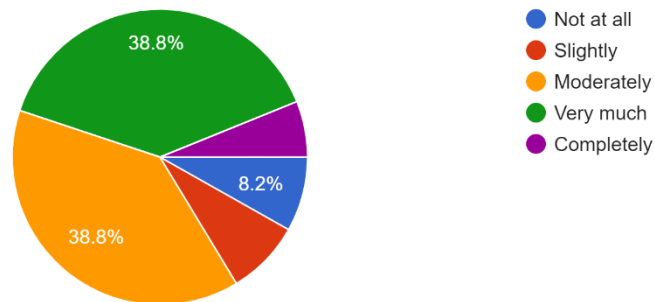
Student Feedback Regarding SOP

Career objective of students

Opinion	Percentage
Not at all	8
Slightly	7
Moderately	39
Very Much	39
Completely	7
Total	100

To what extent do you believe that participating in the student ownership program has positively influenced your clarity and commitment towards your career objectives?

49 responses

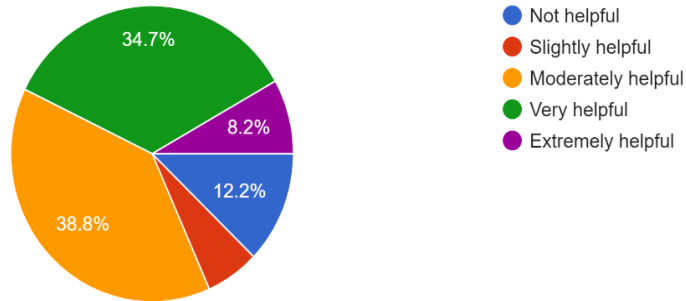


Personal Problems

Opinion	Percentage
Not helpful	12
Slightly helpful	6
Moderately helpful)	39
Very Much helpful)	35
Extremely helpful	8
Total	100

How much has the student ownership program helped you in addressing and managing personal challenges or problems that might affect your academic performance and overall well-being?

49 responses

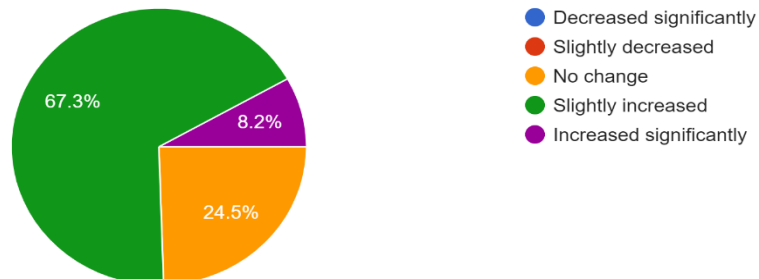


Motivation

Opinion	Percentage
Decreased significantly	0
Slightly decreased	0
No change	25
Slightly increased	67
Increased significantly	8
Total	100

Rate the impact of the student ownership program on your motivation levels towards academic and career-related activities

49 responses

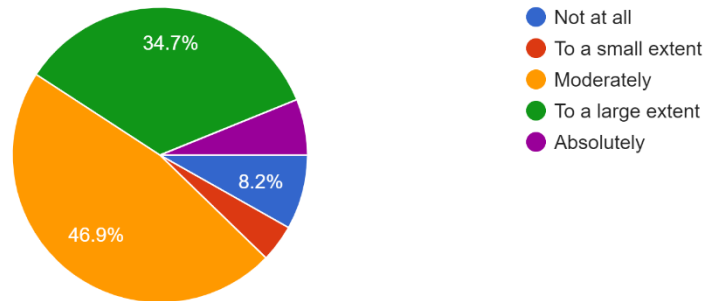


Self-Confidence

Opinion	Percentage
Not at all	8
To a small extent	5
Moderately	47
To a large extent	37
Absolutely	3
Total	100

what extent do you feel that the student ownership program has contributed to the enhancement of your self-confidence in academic and personal aspects?

49 responses

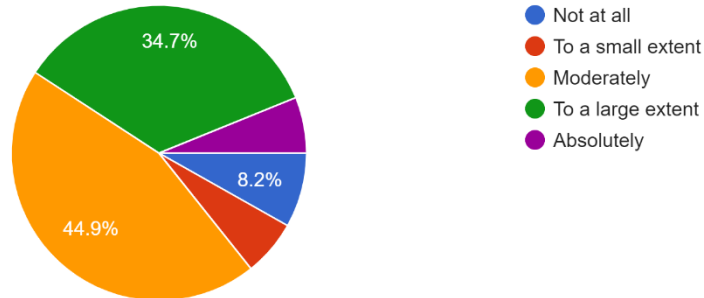


Self-Awareness

Opinion	Percentage
Not at all	8
To a small extent	6
Moderately	45
To a large extent	37
Absolutely	4
Total	100

To what extent do you feel that the student ownership program has contributed to the enrichment of your self-awareness in academic and personal aspects?

49 responses

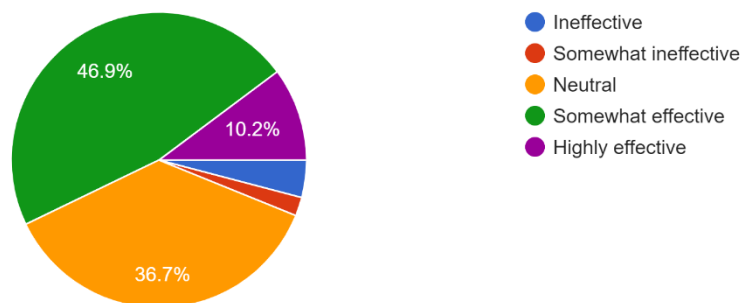


Academic Challenges:

Opinion	Percentage
Ineffective	4
Somewhat ineffective	2
Neutral	37
Somewhat effective	47
Highly effective	10
Total	100

How well do you think the student ownership program has prepared you for academic challenges and the transition to the professional world?

49 responses

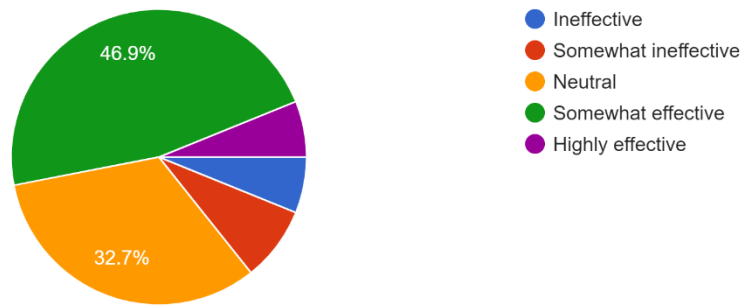


Placement Preparation:

Opinion	Percentage
Ineffective	3
Somewhat ineffective	4
Neutral	33
Somewhat effective	47
Highly effective	3
Total	100

How well do you think the student ownership program has prepared you for the transition to the professional world, particularly in terms of placement readiness?

49 responses



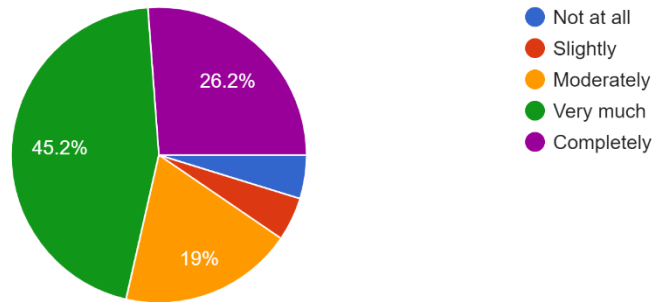
Alumni Feedback Regarding SOP

Career objective of students

Opinion	Percentage
Not at all	5
Slightly	5
Moderately	19
Very Much	45
Completely	26
Total	100

To what extent do you believe that participating in the student ownership program has positively influenced your clarity and commitment towards your career objectives?

42 responses

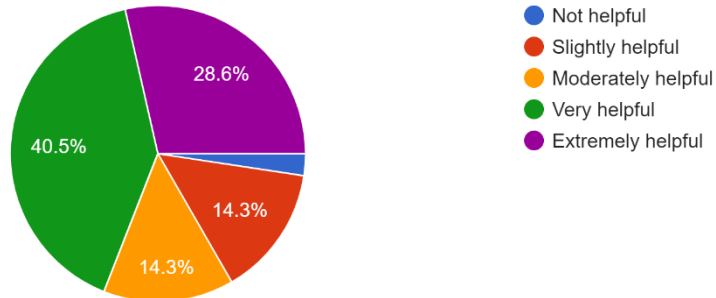


Personal Problems

Opinion	Percentage
Not helpful	2
Slightly helpful	14
Moderately helpful)	14
Very Much helpful)	41
Extremely helpful	29
Total	100

How much has the student ownership program helped you in addressing and managing personal challenges or problems that might affect your academic performance and overall well-being?

42 responses

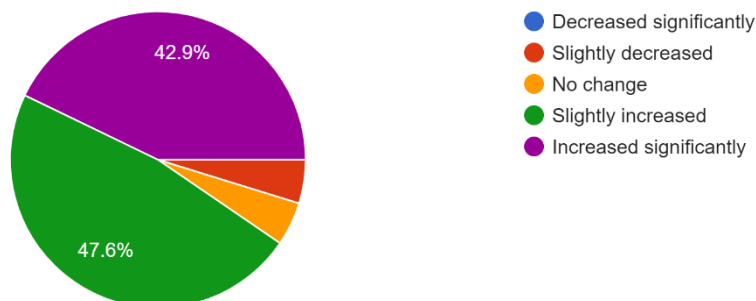


Motivation

Opinion	Percentage
Decreased significantly	0
Slightly decreased	5
No change	4
Slightly increased	48
Increased significantly	48
Total	100

Rate the impact of the student ownership program on your motivation levels towards academic and career-related activities

42 responses

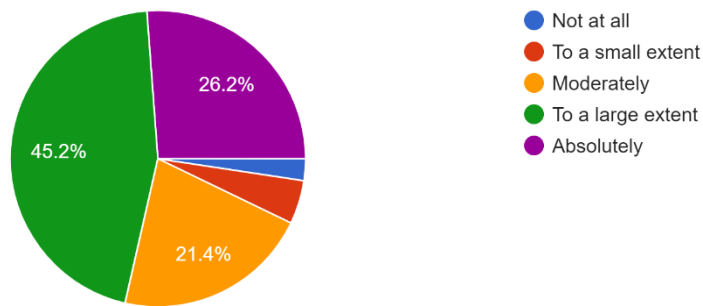


Self-Confidence

Opinion	Percentage
Not at all	2
To a small extent	6
Moderately	21
To a large extent	45
Absolutely	26
Total	100

what extent do you feel that the student ownership program has contributed to the enhancement of your self-confidence in academic and personal aspects?

42 responses

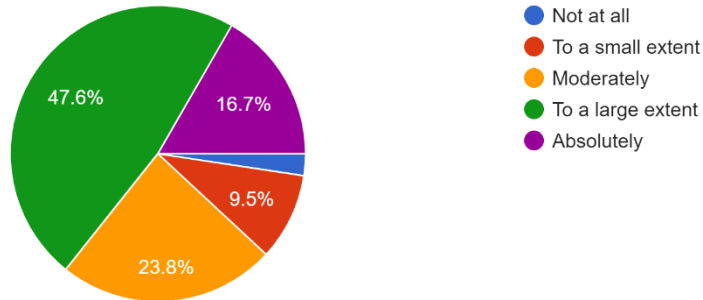


Self-Awareness

Opinion	Percentage
Not at all	1
To a small extent	10
Moderately	24
To a large extent	48
Absolutely	17
Total	100

To what extent do you feel that the student ownership program has contributed to the enrichment of your self-awareness in academic and personal aspects?

42 responses

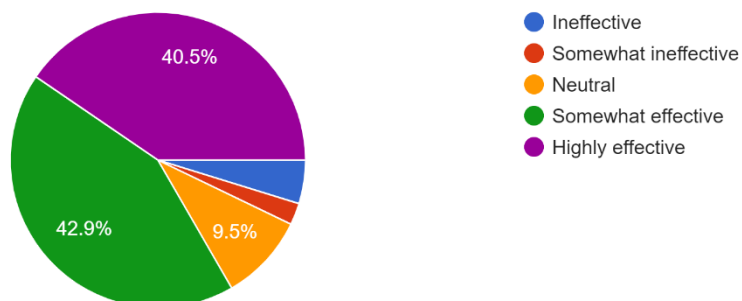


Academic Challenges:

Opinion	Percentage
Ineffective	4
Somewhat ineffective	2
Neutral	10
Somewhat effective	43
Highly effective	41
Total	100

How well do you think the student ownership program has prepared you for academic challenges and the transition to the professional world?

42 responses

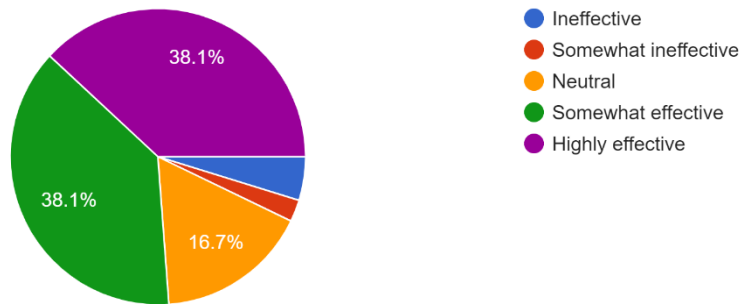


Placement Preparation:

Opinion	Percentage
Ineffective	5
Somewhat ineffective	2
Neutral	17
Somewhat effective	38
Highly effective	38
Total	100

How well do you think the student ownership program has prepared you for the transition to the professional world, particularly in terms of placement readiness?

42 responses

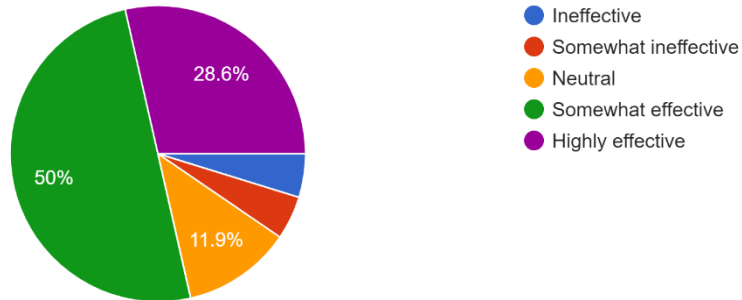


Demands of Current Job

Opinion	Percentage
Ineffective	5
Somewhat ineffective	4
Neutral	12
Somewhat effective	50
Highly effective	29
Total	100

Rate how effectively student ownership program has prepared you for the challenges and demands of your current job role?

42 responses



Problems Encountered and Resources Required. There are no major problems encountered in the residential school since time of the day, returning home etc. do not pose a problem to the students or the faculty. However, due caution is necessary if the same is implemented in non-residential school though this can be overcome to a great extent using online mode of interaction.