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Adhigam
EDUCATING LEARNING

SIES
Central Training Department
RISE WITH EDUCATION

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Advisory Board

- Dr. Vidhya Satish Director, SIES Institute of Comprehensive Education, Sion (W).
- Dr. Uma Shankar Principal, SIES College of Arts, Science and Commerce, Sion (W)
- Dr. Bigyan Verma Director, SIES College of Management Studies.

Editorial Board

Ms. Suma Nair SIES Central Training & Development

INSIGHT

We are glad to present last issue of Adhigam for this decade with a new sphere. We will be always thankful to Dr. Preeti Shirodkar an expert in teaching, training and development areas for her valuable contribution and all the authors for their enriching articles adding value to Adhigam.

We are grateful to Managing Committee (MC) members and Heads of Institutions for their continuous support, guidance and recognizing the effort taken by the department for development of stakeholders.

Last quarter we focused on Student Development Programs, special programs on Blooms Taxonomy, Citations, Digitization of office administration and Investor Awareness. Workshop by eminent International speaker were conducted on research writing and using electronic media for research which were well appreciated by students and faculty members.

The feedback segment on training programme have added significance value to the enewsletter.

In the upcoming pages programs conducted during August 2019 to December 2019 are listed and moments captured during the various programs.We will together accomplish many more learning and development initiatives in coming years, moving towards the journey MISSION 2025.

Wishing you all a Happy and Prosperous NEW YEAR 2020

Happy Reading …………………………………

Suma Nair - SIES Central Training

Striking The Right Balance

Dr. Preeti Shirodkar – Kohinoor Business School

When I began my journey in teaching over 28 years ago, as a young girl of 21, I received many tips from those I consider my mentors. A chief one among them was you are here for the weak students; the good students can take care of themselves. To be honest, with dreams in my eyes and enthusiasm bubbling through my veins, I found the advice rather worthless. For, after all, the ultimate high a teacher gets is when s/he sees the children succeed and make a mark in the outside world or when, during class, the teacher is challenged to go beyond herself/himself; and usually one believes that this ability, for a teacher to reinvent and push himself/herself comes from the brightest of students, who seek your attention, absorb all you say and keep you on your toes. And it was under this illusion that I began my journey, feeling somewhere at the back of my mind the futility of my mentor's advice. But then I grew up….. as my journey progressed and students threw at me various challenges – challenges where they could not understand or did not wish to, where I found them disengaged or lacking or where they did not understand and I could not understand what they did not understand. And the two lessons I learnt from this is what I will share with you today.

My experience spans across Ruparel, IDOL (the Distance Learning Institute of the University of Mumbai), MET and KBS. Whether at the undergraduate or postgraduate levels, I realised that it is important to understand the level of the students and be able to explain things in a manner they understand. Keep them laughing, keep them involved, give them examples they understand, make them believe they can and the battle is half won. When I shifted from MET to KBS, many asked me – isn't this a stepping down, from amazing students to ordinary ones. My answer is - I really don't think so. I have sincerely come to realise that except for the crème de la crème, the students everywhere are more or less the same. There are 10%, who are bright and dedicated, 10% who are disengaged and 80%, who can swing either way. And, as a teacher, I think we need to make a difference to this 80% and the 10% at the top. The crème de la crème students can really get by, even without constant support from the teachers. Whether Agarwal Classes or IIMs, the teacher can no doubt polish lives, but I really wonder how much the teacher can really shape them. A 'committed' and 'good' teacher, however, can make a significant difference anywhere, in the top 10%, by taking them that notch higher and to the 80%, by making them believe they can. The dent that a teacher can make in this 80%,

by getting them to move towards the top 10%, rather than the bottom 10%, is what determines a teacher's success. And, that cannot be achieved through red marks, but getting them to believe they can, by getting them to want tobe a notch higher than they thought themselves capable of. In fact SS, one of my student barely spoke any English, when he joined the management programme; but both he and we put in a lot of efforts to the extent that when he went for the summer internship, he got a pre-placement offer based purely on his ability to convince distributors and this within a short span of 6 months!

The other lesson I learnt is something that appears to be its paradoxical opposite; but one that is actually an extension of the other. And, this is the need to push the students beyond themselves, by having the courage to show them a mirror that reflects their reality, without demotivating them. Often, in an attempt not to demotivate students, teachers tend to give them a pep talk and make them see dreams that are unlikely to translate into reality. And, when this happens, the bubble in which the students get encased bursts and it is a moment that they find hard to cope with. What a teacher needs to be able to do is show them where they actually stand, which may often not be very high and getting them to believe that they can do better. Mollycoddling them, with fear of appraisals, admissions, policies etc. is the worst that teachers can do to and for their students. And, this can be got by being strict, being feared or hated, if required, but getting them to reach their destination, with their heads held high and their dreams intact. It is then that the fear turns out to be something positive, something that the students remember with fondness and joy and the teacher can remember with pride. Striking that balance is the true success of a teacher! Recently when I had gone to conduct training for a company owned by one of my students, I was touched beyond words, by the fact that he touched my feet in front of his 100+ employees. While doing so he stated, I was really afraid of Mam, I still am, but the grilling she put us through, along with the insistence of discipline at the cost of all else, is what has got me where I am today.

> **"**
> **What can Teachers do to Highlight Student Assets & Not Their Deficits?**

As a famous poem by Shanta Shelke reflects - a guru is one, who should be able to be a fearless potter, who can shape the wet mud, with a firm delicateness that will give it the shape that takes it to its ultimate destiny! Good luck with your journey towards striking the balance!

Education for the Millennial

Mrs. Kalyani Arumugam, SIES High School, Matunga

Nelson Mandela rightly says, "Education is the most powerful weapon which you can use to change the world.

I believe that a family, a state, a nation and the world at large can see the desired change only through education. However, everything depends on what is the desired change. Thus, now the onus andresponsibility to decide what kind of population we wish to create lies on the shoulders of academicians and families.

The world is in need of an ASSET population who have a positive attitude in life, who are ready to change themselves for the better. I believe that we, as educationists can create this ASSET population to experience a better world.

How can this be done?

All that is required is to become the positive change ourselves and implement our DREAMS of creating ASSET. Every student has to be considered as a human being having feelings, having common sense and most importantly an identity of his or her own. We need to believe that the younger generation is a smart generation but needs to be moulded in such a way that they become an asset to not only our nation but also to this Universe.

'How do we mould them and what do we inculcate in them? 'is the next question.

We need to inculcate a disciplined and courteous behaviour in them not by preaching but by practicing. Example: If a piece of paper / litter fallen along the corridor is picked up by thePrincipal of an institution or a teacher or any adult , the students will immediately catch the value of Cleanliness. Get the 'CHALTA HAI 'attitude out of their system and infuse intothem the 'DO OR DIE 'attitude.A persevering determined anddedicated personality needs to be created out of every student.

William Arthur Ward rightly says, "The mediocre teacher tells.

The good teacher explains.
The superior teacher demonstrates.
The great teacher inspires."

My request to all academicians is to rise to the occasion, inspire every student and strive to create the ASSET population which is the need of the hour.

A- Aspiring and Ambitious

S- Selfless and Sacrificing

S- Sincere

E- Enthusiastic

T- Tolerant

Thus, let us use Education to create this ASSET population which will surely make this world a better place to live in.

Benefits of Massive Open Online Course

Prof Swasthimathi L, SIES College of Management Studies

The economy of a country depends on the level of education obtained by the citizens of that country. Traditional learning cannot satisfy all kinds of demand of the people. Due to rapid and recent development in ICT (Information and Communications Technology) and vast use of Internet among the common people motivates them to move from traditional way of learning to learning at their own pace.

Massive Open Online Course (MOOC) platforms host online courses in a wide range of disciplines for different levels from undergraduate to post graduate levels to accommodate the needs of the public. MOOCs allow huge number of students to participate in distance learning whenever, wherever and as intensively as they wish. There are two types of MOOCs such as xMOOCs and cMOOCs. xMOOC is an eXtended Massive Open Online Course based on traditional university courses and which serves an extension to the traditional learning. cMOOC represents the connectivism which represents the nature of learning by group or by connected people where all the participants are considered as teachers and learners. cMOOC is known as named by Mr. Stephen Downes, co-founder of one of the first MOOCs.

COMPARISON BETWEEN CMOOC AND XMOOC

cMOOC	xMOOC
Each participant is a teacher as well as a learner and based on peer training	Teacher and Learners are different and based on traditional pedagogy
Assessment is done by the peers. Based on Collaborative work	Traditional assessment like assignments, quiz, test etc….
Resources are created by learners	Resources are created by the Universities/Institutions and owned by the institute.
Learners defined their own goals	Goals are predefined by the instructor or course creator
More interactive and contents are created by the learners itself together	Limited interaction through discussion forums and access of the resources
Domains are not focused	Focused Domain
Self-assessment with no certification	Certification through proper exams

These platforms are meant for the learner community like students, teachers, working professionals etc. Enormous users are using xMOOC platforms to harness their skills and improve their competency in their interested areas. Many of the xMOOC platforms are implemented in higher educational institutions, even though there is debate of whether it can consider as a formal education or not. Some of the xMOOC platforms run by the world-renowned Universities and also conducts the certificate courses which help the learners in their professional carriers.

Different xMOOCs platforms are widely used such as edX, Courseera, Edurekha, Lynda, NPTEL to name a few.

edX is a non-profit organization and created in 2012 by The Massachusetts Institute of Technology (MIT) and Harvard University. It offers variety of courses in all disciplines in various languages like English, Spanish, Mandarin, French, Japanese and more. It offers stand-alone courses as well as packed into Master's Program.

Coursera is an American online learning platform founded by Stanford professors which offers online courses, specializations, and degrees in different disciplines like engineering, humanities, social sciences etc… to name a few.

LinkedIn Learning is an American MOOC offering courses by Industry experts and also a subsidiary of LinkedIn. It was founded in 1995 by Lynda Weinman as Lynda.com before being acquired by LinkedIn.

Udemy.com uses content from online content creators to sell for profit. It offers more than 100,000 courses.

National Programme on Technology Enhanced Learning (NPTEL) is a project of MHRD and an initiative by seven Indian Institutes of Technology (Bombay,

Chennai, Delhi, Guwahati, Kanpur, Kharagpur and Roorkee) and Indian Institute of Science (IISc) to improve the quality of higher education in India in the year 1999. The main goal was to create web and video courses at the undergraduate and post graduate level in the major areas of engineering, social sciences and management.

It is gaining popularity among the students and teachers in India. Many of the private and deemed universities, Institutions in India are using these courses for credit transfer. Technology is developing day by day and new subjects are introduced in the curriculum and teachers have to enhance their skills. AICTE recognizes some of the NPTEL courses as Faculty Development Programs (FDPs), which will enable the teachers to take the advanced courses like Block Chain Architecture, Deep Learning, IoT, Data science etc…

Being an end user of xMOOC, who have enrolled the courses in both Courseera and NPTEL obliged to compare these two platforms. The interfaces, look and feel and technology used by the courseera are good and live environment to work with, especially in the case of programming. But it is coming with heavy price. But NPTEL course contents are available only in the form of videos of lectures along with the lecture materials at free of cost with high quality content. NPTEL is a boon for learning new technology and concepts from faculties of premier Institution such as IITs, IISc and CMI. The certificates provided by NPTEL are digitally verifiable and globally accepted by the industries and organizations. Learners may choose any of the above-mentioned MOOC platforms as per their suitability.

Happy Reading!!!

A 21St Century Teacher

Mr. Akhil Babajirao Bhosale

Sies (Dr. Apj Abdul Kalam Memorial), Highschool, Ghatkopar

We are living in an extraordinary century where almost six in ten of the nearly 8 billion of us on Earth are connected to the internet. In last two decades we became a planet of cities as about 55% of the world's population lives in cities. The needs of human beings are changing every now and then so the challenges in the 21st century that are very different from those in the previous centuries. Globalization, new technology and knowledge growth in today's societies call for creative and purposeful citizens who can combine excellence with ethics. The 21st century competences can be defined as a integration of knowledge, skills, attitudes and values which young people are required to have in this century.

A good 21st century teacher plays very crucial role in shaping up future generation and to fulfil the Government's development plans. In other words, the success of this depends on the ability of our teachers to provide cutting edge education to students. Recent technological advances have affected many areas of our lives, including the way we communicate, collaborate, learn and of course – teach. Obviously, teaching in the 21st century is an altogether different phenomenon, never before could learning be happening the way it takesplace everywhere.

The 21st century skills is generally used to refer to certain core competencies such as collaboration, digital literacy, critical thinking and problem solving. However, the idea of what learning in the 21st century should look like open to interpretation. 21st century learning means that students master content while producing, synthesizing and evaluating information from a wide variety of subjects and sources. They demonstrate the three C's: Creativity, Communication and collaboration. They demonstrate digital literacy. Virtual tools and open source software create learning territories for students of all ages, anytime and anywhere. So, the students of 21st century demand well-prepared teachers. So a
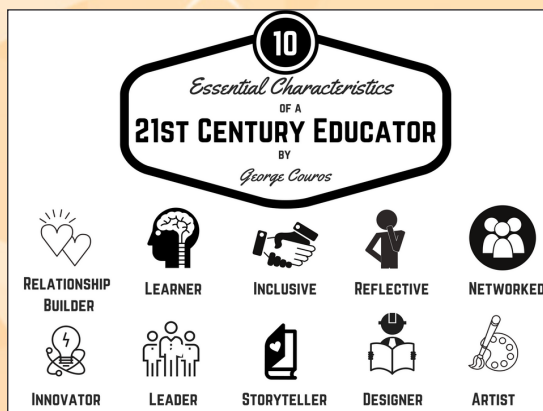
21st century teacher needs to possess something different which satisfies his student.

➢ In learner – cantered classroom there is certainly no need to spoon feed them knowledge or teach one size fits all content. They are allowed to make their own choices; they own their learning and feel proud to share with others. In this manner's teachers should look towards them as producers and teach in the classroom.

➢ In order to be able to offer students choices, having one's hands –on experience and expertise learn new technologies since it keeps developing.

➢ Every teacher should go global to learn about other countries, talk to people from other parts of the country and the world for his own continuing professional development.

➢ Be smart and use your smart phones to make your teaching and learning enjoyable. It can be used as a teaching aid in and out of the classroom. It is a valuable tool to support knowledge.

➢ Create your own blog, organize your own teaching resources and activities on it, establish digital presence of your students on it. They will definitely enjoy learning through it.

➢ Allow your students to share their learning experiences in your classroom in a more organized fashion.

➢ Technology allows collaboration between teachers and students. Create digital resources, presentation and projects together with other educators.

➢ Attend seminars, webinars, conferences to grow professionally and expand your knowledge. Connect with like-minded individuals and build professional learning networks. It will give you many ideas which will be useful in day to day teaching and learning process.

➢ Being facilitator, read more and persuade your learners to read varieties of books.

➢ Enhance project-based learning. Don't stick only to your textbook, go beyond it. Take maximum involvement of your students in your classroom activities. Combine conventional way of teaching and innovative methods of teaching.

➢ Keep learning and adapting to make your teaching interesting and to give best of the best to your students. Don't try to be the best teacher as it always stops you giving your best to your students as It is rightly said by Dr. APJ Abdul Kalam, ''Your best teacher is your last mistake.

Details of Programme Conducted from August 2019 – December 2019

S.N	Title of program	Date	Beneficiaries
1	Workshop on Blooms Taxonomy	22-08-2019	Teaching Staff
2	FDP On Roadmap to Becoming a Good Reviewer	28-08-2019	Teaching Staff
3	Investor Awareness Program	18-10-2019	All Staff
4	Placement Grooming Program - Resume Writing & Interview	23-10-2019	Students
5	Placement Grooming Program - Etiquette	24-10-2019	Students
6	Placement Grooming Program - Group Discussion and Debate	25-10-2019	Students
7	International Standards in Research	29-11-2019	Students
8	Research Writing and Effective Usage of Electronic Media	30-11-2019	Students
9	Campus to Corporate Program	03-12-2019	Students
10	Workshop on Digital Transformation & Autonomy	07-12-2019	Teaching and Non-Teaching
11	FDP on Citations: An Insight	13-12-2019	Teaching Staff

GLIMPSE OF PROGRAMME

Student Development Program

Faculty and Staff Development Program

Workshop on Blooms Taxonomy

Investor Awareness Program

FDP on Citations: An Insight

Workshop on Digital Transformation & Autonomy

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Feedback...

1. Workshop on Blooms Taxonomy– Thanks for the training. Really worth it. The inputs can be immediately applied– **Ms. Babita Kaker– Faculty – SIESASCN**

2. Research Writing and Effective Usage of Electronic Media – International Speaker – **Dr. Peter Cunningham**

- The session was good. I came to know the exact process of conducting research and that too in detail. **Student – Harsha Valechha - TYBCOM – SIESCE**

- The session was quite insightful and knowledgeable. The speaker was very interactive and informative. **Swayamvarah Balajee – Student - SYBMS – SIESCE**

- The session was very nice. It gives me a lot of information about why research is important in our day to day life. Thank you so much sir for interacting with us. **- Dhanashree Santosh Ambede- Student – FYBCOM**

3. Workshop on Digital Transformation & Autonomy - The session was apt to the point highly relevant. Appropriate timing, apt selection of expert, precision in delivery of content and planning in determining the audience. A complete orientation on the requisites andmandates of Autonomy.Great job center for training . A big thank you from the whole team that attended. **- Dr Shanti Suresh- Vice Principal - SIESCE**

4. All the lectures on placement grooming were extremely useful and informative with lot of fun through interactive learning.
    - Zaara Hasnain -Student - SIESIIEM

5. It was wonderful experience attending workshop on autonomy and digitization of office automation, new ideas where bought into our notice for smooth and effective functioning.
    - Sneha Prabha Guhe - Non-teaching Staff - SIESCE

CALL FOR ARTICLES

We invite articles (around 800 words) from all faculty / staff to make the newsletter interactive learning forum by sharing learning/ teaching initiatives, experiences/ideas. Send us the write-up / articles by 10th March 2020 at suman@sies.edu.in

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