



7.3: INSTITUTIONAL DISTINCTIVENESS

Title: "FIRST STEPS, LASTING IMPACT: OUR FIRST-GEN JOURNEY" - St. Francis de Sales College's Commitment to First-Generation Learners

Introduction

St. Francis de Sales College, in its pursuit of excellence, has embarked on a transformative journey, marked by its commitment to first-generation learners. Aptly named "**First Steps, Lasting Impact: Our First-Gen Journey**," the Institutional distinctiveness centers on empowering first-generation learners, providing support, inclusive programs, and an enriching academic environment, ensuring they take confident strides into higher education and beyond.

First-generation candidates at St. Francis de Sales College are defined operationally as 'individuals whose parents have a lower socio-economic status and limited educational background.' These students represent the first generation in their families to pursue higher education, reflecting the College's commitment to providing opportunities for those who may be the first in their families to embark on academic pursuits.

1. Diversity of Student Demographics:

Diversity of students like race, gender, language, culture, ethnicity, religion, socio-economic status, mental and physical ability are addressed in Higher Educational Institutions. Diversity in the classrooms speaks about social identities. These identities are intersectional and overlapping. Individuals can have multiple social groups at the same time. The diversities mentioned above are more visible in nature. Diversities like learning styles, personality and mental health are present without being visible.

National Education Policy (NEP) has identified many components in brining holistic development across all educational institutions. NEP addresses the most important aspect of diversity. According to the NEP, "*Learner diversity is an issue worth addressing in education practices across countries if inclusive societies are to be developed, promoted and sustained. Inclusive education is a process that involves the transformation of schools*

and other centers of learning to cater for all children: boys and girls, students from various ethnic groups and linguistic minorities, rural populations, those affected by HIV and AIDS, and those who have exceptional learning needs”.

First-generation students seeking admission at SFS College is the distinctiveness of the Institution. Children of parents with lower socio-economic status and less education is the operational definition of First-generation candidates at St Francis de Sales College. Number of first-generation candidates seeking admission has considerably increased. The success of one candidate motivates their siblings and others to come forward to attain higher education.

1.1: Sample of first-generation candidates:

Batch and Year	Total Number of First Generation Learners	Percentage of First Generation Learners
2021 – PG	50	75%
2021 – UG	555	81.98%
2022 – MBA	90	88.23%
2022 – PG	43	79.63%
2022 – UG	655	82.81%
TOTAL	1394	82.39%

Statistics show the large number of first-generation learners at SFS College. The College has been successful in educating first-generation learners and get more into campus through them. Through this, the College is able to give educated young adults to the society.

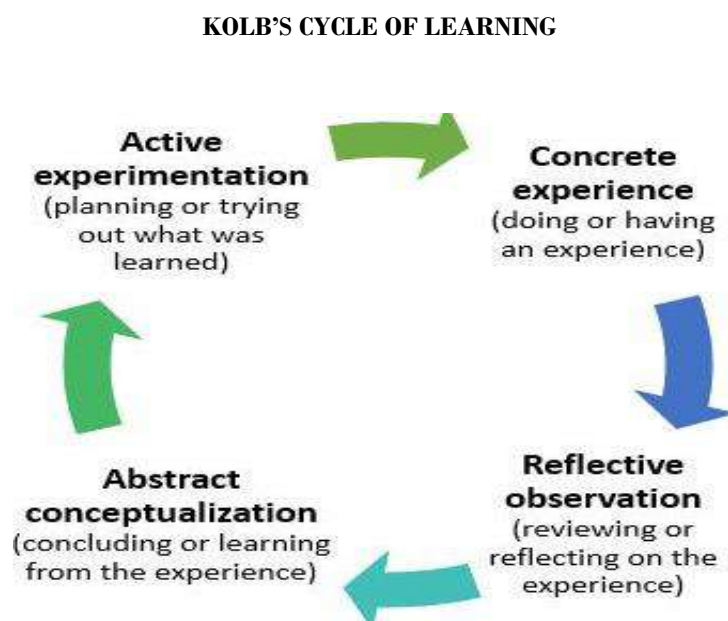
2. Specialized Programs and Support:

As given by NEP the first-generation learners come with exceptional learning needs. NEP highlights adult education and lifelong learning in the 21st point. An opportunity should be created to attain foundational literacy. Its right of first-generation learners to have the opportunity to learn and obtain education. St Francis de Sales creates academic ambience, where every student can have better living conditions. Better living conditions is the basic right of every citizen. Literacy and education open up opportunities. Life long learning enables students to progress personally and professionally.

St. Francis de Sales College's commitment to first-generation learners is realized through

a multifaceted approach that combines student-centered techniques with participatory learning, experiential learning, problem-solving methodologies, and extensive integration of information and communication technology (ICT). Tailored programs aim to empower these learners, fostering a transformative educational journey.

2.1: Conceptual framework for Learner-Centered Approach:



NOTE: Experiential learning is documented by each department in File No. 21.2

Based on Kolb's learning cycle specialized programs and supports for first-generation learners are customized by each department.

- **Student-Centered Techniques for First-Gen Empowerment:** Prioritizing participatory learning approaches to raise engagement and problem-solving skills.

Interactive symposia, seminars, and talks by alumni and industry experts create a supportive learning environment.

- **Participative Learning for Inclusivity:** Tailored activities like debates, group discussions, and interactive theatre cater to diverse learning needs.

Online assignments and projects support blended learning, accommodating the varied backgrounds of first-generation learners.

- **Experiential Learning for Practical Knowledge:** Industry excursions, internships, and

field visits provide hands-on experiences crucial for first-gen learners navigating unfamiliar academic terrain. Exploration of centers of excellence offers exposure and guidance for professional growth.

- **Problem-Solving Methodologies for Critical Thinking:** Utilizing games, quizzes, and brainstorming fosters critical and creative thinking, promoting confidence among first-gen learners.

Case studies and workshops on real-world applications bridge the gap between theoretical knowledge and practical understanding.

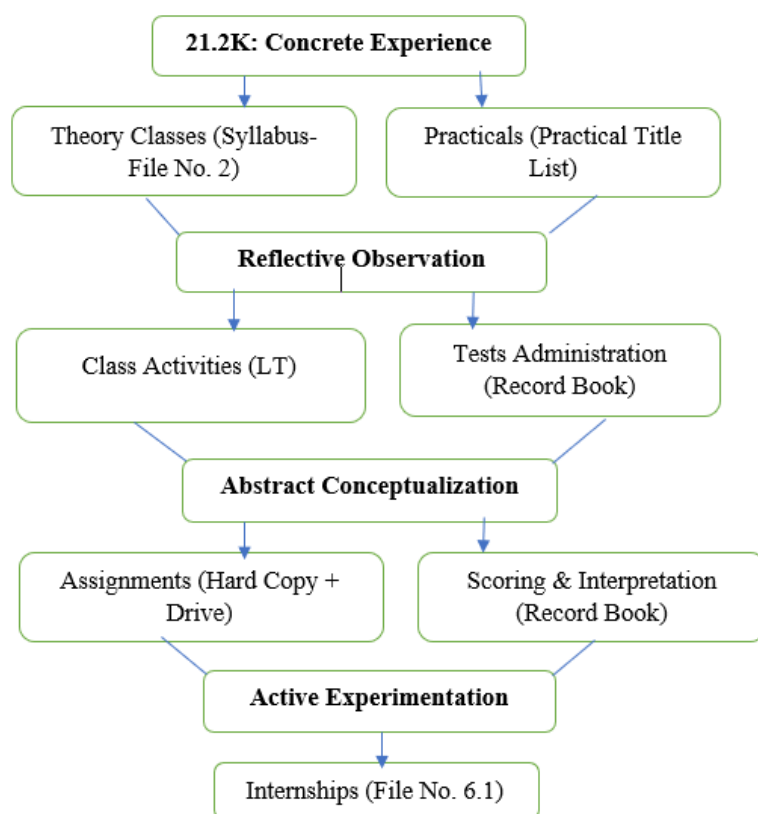
- **ICT Integration for Accessible Learning:** Comprehensive ICT training and readily available equipment ensure accessibility for first-gen learners. Online platforms for assignments, presentations, and learning resources bridge any technological gap, promoting inclusivity.

ICT tools support admissions, counseling, feedback systems, skill development, and online learning, enhancing the overall educational experience.

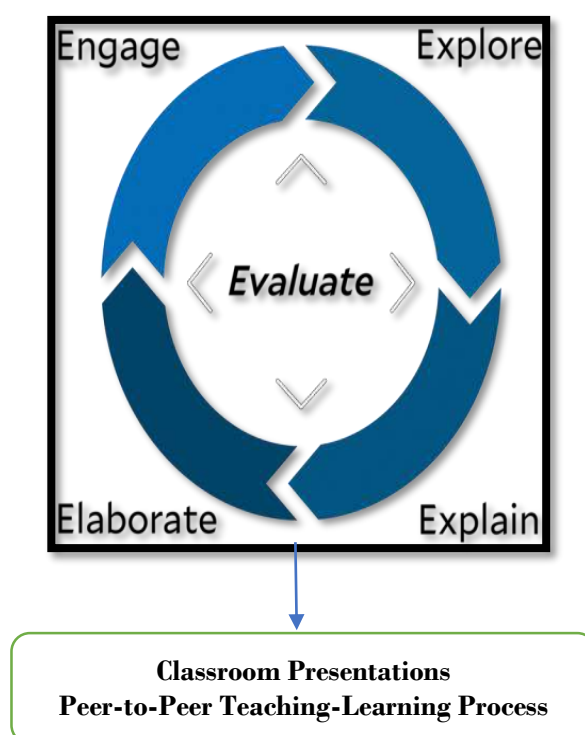
- **Inclusive Curriculum Design for Varied Backgrounds:** The inclusive curriculum is designed to meet the diverse needs of first-gen learners, providing necessary skills and knowledge. Specialized support mechanisms address unique challenges faced by these learners, ensuring a personalized learning experience.
- **Holistic Growth and Community Engagement:** Beyond academics, the institution promotes holistic growth through sports, cultural activities, and community engagement initiatives.

This approach ensures a supportive community for first-gen learners, fostering an inclusive and enriching educational experience.

2.2: Sample of flow chart of experiential learning by the department:



2.3: Format of Learner-centered approach:



2.4: Presentation of Curriculum Planning and Implementation:



The curriculum planning and implementation at St. Francis de Sales College is a comprehensive and dynamic approach aimed at fostering a rich learning experience, especially for the first generation learners:

Course Plan: Structured for a comprehensive learning path, blending core subjects and electives. It encompasses a blend of core subjects, electives, and practical components

Academic Journal: Encourages research engagement and contributes to academic discourse.

Assignments: Integral for applying theoretical knowledge to real-world scenarios.

Presentations: Builds confidence, enhances communication, and articulation skills.

Project and Dissertation: Promotes hands-on experience and independent scholarly work.

Library Utilization (Inflibnet and E-Resources): Access to a vast repository of scholarly material, enriching research and learning.

2.5: Presentation of Pedagogy followed:

St Francis de Sales College



Pedagogy

ICT



Traditional Approach



Role Play



Group Discussions



Screening & Analysis



Debates



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St Francis de Sales College



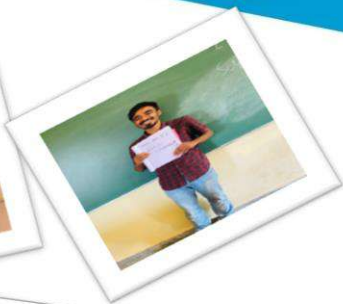
Pedagogy

Departmental Activity Hours
↳ Participative Learning









Presentations





Experiential Learning



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3. Scholarships and Financial Aid:

NEP also highlights Financing: Affordable and Quality Education for all. First-generation learners at SFS are taken care to complete their course with peaceful mind without much financial disturbances. Scholarship policy for first-generation makes fee payment convenient to first-generation learners to focus on academics. Request letters, acknowledgment copies are maintained in Scholarship Policy file.

NEP explains the importance of financial support for various critical elements and components of education, such as ensuring universal access, learning resources, nutritional support, matters of student safety and well-being, adequate numbers of teachers and staff, teacher development, and support for all key initiatives towards equitable high-quality education for underprivileged and socio-economically disadvantaged groups.

NOTE: Documents are maintained in File No. 29.1.

4. Mentorship Programs:

Mentoring is when someone shares their knowledge, skills, and experience to help another person to progress. Mentoring in general has various benefits.

- Effective learning and first-hand knowledge-sharing through mentoring
- Gaining practical insights, guidance, and advice from those in a position of experience
- Increased confidence
- Improved interpersonal and communication skills
- Empowerment to progress effectively
- Wider understanding of different perspectives
- A trusted partner to discuss more confidential challenges and goals in one's career

In the process of mentoring, mentors would identify the first-generation learners and have tailored made mentoring designs. Appropriate, adequate and relevant guidance is given to first generation learners. Mentoring parallelly works with counselling. Its not only guiding them, but also supporting them at both personal and professional level. Faculty are trained for both mentoring and counselling. First-generation learners will have to start from basic communication to higher order skills. Mentors talk to them on regular basis, guide them about skills required, explain about the conscious practice to improve their skills to become an efficient graduate. Wednesday seminars, participating in all activities under DISHA, seminars, conferences, sports and cultural

events along with mentoring is able to train first-generation learners and make them the right candidate when stepped out of College.

4.1: Sample of mentoring action plan:

Mentoring Action Plan Template																										
<table border="1"> <thead> <tr> <th colspan="2">Mentee Information</th> <th colspan="2">Mentor Information</th> </tr> </thead> <tbody> <tr> <td>Name</td> <td>MAMTA N</td> <td>Name</td> <td>Mamatha K</td> </tr> <tr> <td>Title</td> <td>Enter Title</td> <td>Title</td> <td>Asst. Professor</td> </tr> <tr> <td>Email</td> <td>Enter Email</td> <td>Email</td> <td>mamathak_psy@sfscollege.in</td> </tr> <tr> <td>Phone</td> <td>Enter Contact No</td> <td>Phone</td> <td>9900098109</td> </tr> </tbody> </table>							Mentee Information		Mentor Information		Name	MAMTA N	Name	Mamatha K	Title	Enter Title	Title	Asst. Professor	Email	Enter Email	Email	mamathak_psy@sfscollege.in	Phone	Enter Contact No	Phone	9900098109
Mentee Information		Mentor Information																								
Name	MAMTA N	Name	Mamatha K																							
Title	Enter Title	Title	Asst. Professor																							
Email	Enter Email	Email	mamathak_psy@sfscollege.in																							
Phone	Enter Contact No	Phone	9900098109																							
Mentoring objectives																										
To assist student to overcome from exam fear.																										
Progress Summary																										
After the sessions mentee was able to write exams with less fear. Mentee could handle the stress and face the exam with confidence.																										
Action Plan																										
Sl No	Date	Points discussed with mentee	Mentor Suggestions	Progress	Achievements Identified	Remarks																				
1	15.07.20	Session focused on getting details ab	To take few old question papers and par	To be checked in the following session																						
2	06.08.20	Mentee shared about the practice ses	Schedule was prepared for daily study	Progress identified																						

5. Community Engagement Initiatives:

Active participation of all students in extension/outreach programs under DISHA (Best Practice) of the College develops social responsibility. First-generation learners are to be exposed to every aspect of education. No student is deprived in College for any opportunity. The maximum opportunities possible are created to all students. Seeking admission at SFS, exposes first-generation students to be part of various events and parallelly learn to build their career and also plan for their successors of the family. Being First-generation, should never feel underprivileged, equal opportunity is given to all.

5.1: Sample of activity to bring awareness in the community for underprivileged girls.

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PsyLight Club
Dept. of Psychology
Postgraduate Centre

Oikonomika Club
Dept. of Economics
Postgraduate Centre

Dept. of Humanities (UG)
In collaboration with
SIEDS (Society for Informal Education and Development Studies)
Jointly Organizes
Outreach Program

Topic: "Awareness on Menstrual Hygiene"
Date: 18.06.2022
Target Population: School Girls

GENERATION EQUALITY
END THE STIGMA
END PERIOD POVERTY

SOS CHILDREN'S VILLAGES INDIA

To,
Ms. Dakshina U Kanthy
Dept. in-charge
Dept. of Psychology (PG)
St Francis De Sales College
Electronic City, Bangalore

13th Nov 2021

Sub: - Zero Budget Natural Farming – Children's Day Special Initiative – reg

Dear Sir/ Madam,

Greetings from SOS Children's Village, Bangalore!

This is to acknowledge the Voluntary Support on the eve of Children's Day 2021, a group of Post Graduates students (MSc-Psychology) from St Francis De Sales College Electronic City, Bangalore Visited to our Campus on 13th Nov 2021.

The Student volunteers along with our Children of SOS CV Bangalore engaged in preparing the field for Zero Budget Natural Farming. We had an Awareness session conducted by Mr. Narashimha Murthy, an Expert in Zero Budget Natural Farming.

The Initial basic Expenses of Rs. 2000/- for this farming Activity sponsored by Dept. of Psychology (PG), St Francis De Sales College, Electronic City, Bangalore.

Thanks for your Volunteering activity and support for our Children.

Thanks with Regards

S. Baskaran
S. Baskaran
Village Director

SOS CHILDREN'S VILLAGES INDIA
SOS POST
49, Hulimavu
B. G. Road
Bangalore-560 076

49, Hulimavu, SOS P.O., Tele . 080-26583615, 26583882
Near Meenakshi Temple, Telefax : 080-22484003
Bannerghatta Road, www.soscvinsdia.org
Bangalore - 560 076
Karnataka, India

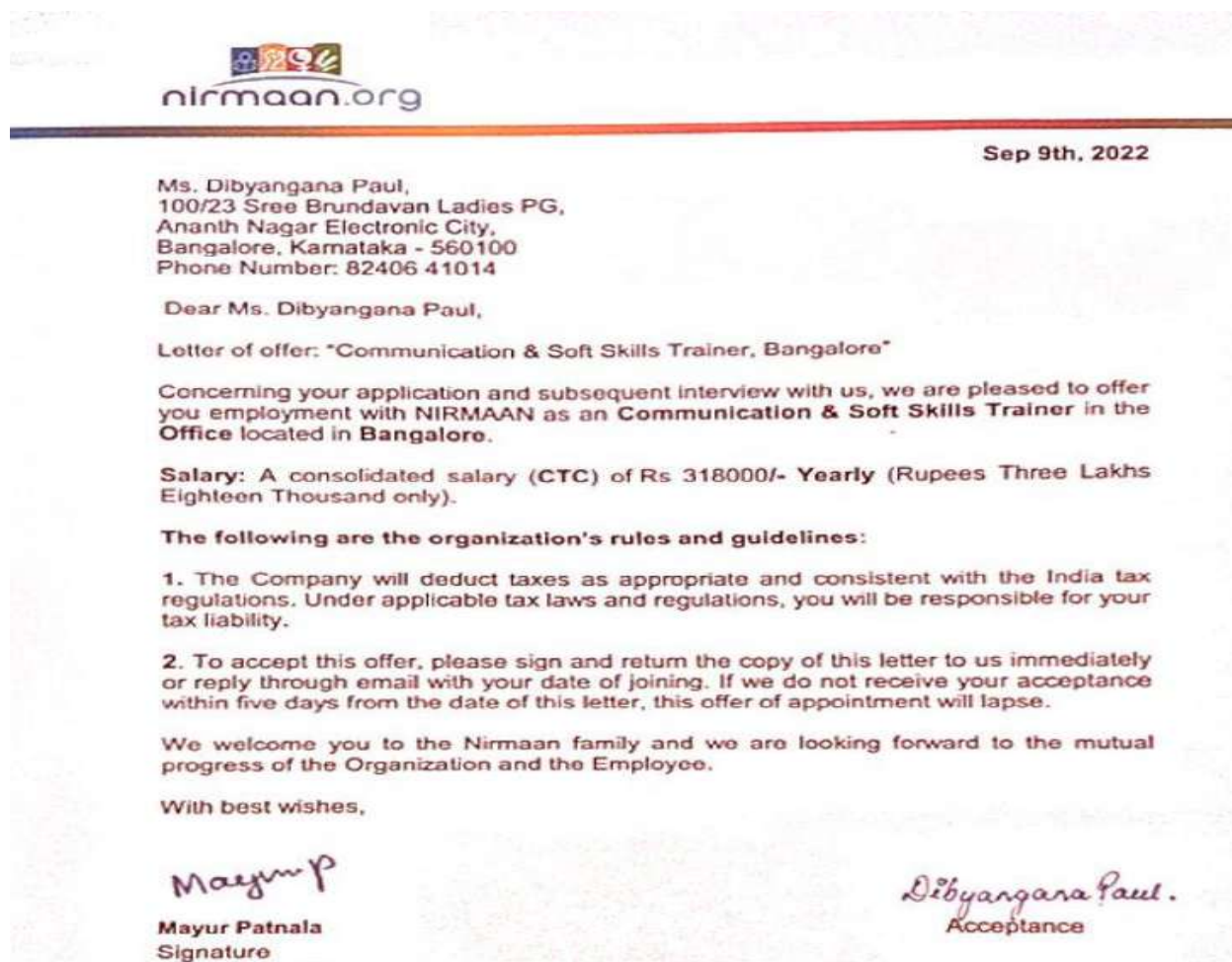
A loving home for every child

6. Alumni Success Stories:

First-generation learners' success stories after graduation are the evidence of success of Distinctiveness. The first step has lasting impact through consistent and meticulous training and placements at College. Students are given opportunities through campus drive. The placement cell has tie up with companies and arrange for campus drive. Many of

Desalites are selected through Campus interviews. Alumni interaction is equally given weightage in the campus. Each department invites Alumni to interact with present juniors and motivate them. Alumni have been handling sessions, training juniours and conduct workshops. Training given to them during their study period has a lasting impact on them and its witness through the skills exhibited during Alumni interactive sessions. Alumni activities reports, feedback and testimonials are maintained in File. No. 7. Placement details by each department is maintained in File No. 29.

6.1: Sample of selection in campus placement with the tie up company:



7. Collaborations with Industry Partners/NGOs:

SFS College has various curricular, co-curricular and extra-curricular activities. In collaboration with many organizations and institutions, extensions activities, outreach programs, guest lectures, academic events, sports and cultural programs are executed. The collaborative activities builds the sources and resources of first-generation learners. Every event, activity, program is an opportunity created to build their career. Documents related to collaborations are maintained in File No. 42. Activities, events and programs are maintained in File No.'s 12, Z series and DISHA.

7.1: Sample of Collaborative and extension activities:



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Participation of Rotaract Members in Pulse Polio
Camp in Public Health Centre, Singasandra

Jointly organised by Rotary Bangalore Health City, Public
Health Centre, Singasandra

Date: 27.02.2022



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Organized by
Rotary Club Health Centre,
Public Health Centre,
Singasandra &
St Francis De Sales College

**Free
Vaccination
Drive :**

Important Reminders:

1. Available for Parents and Siblings too.
2. Bring Aadhar Card when registering to confirm your slot.
3. First and second doses are available.
4. No mask, no entry. Please wear your mask and maintain the proper social distance while registering.

Date & Timings:

16 - Dec - 2021
9:00 a.m to 11:30 a.m (For Parents & Siblings)
11:30 a.m (For Students)



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RAITHA MITRA SANGAMA-2022
ರೈತ ಮಿತ್ರ ಸಂಗಮ-2022

**ORGANIZED BY
DESALITES FARMER FRIENDLY ASSOCIATION**

WORLD FARMERS DAY

LEARN FROM FARMER

DATE December 23, 2022
VENUE Halehalli, Attibele
TIME 08:00 am

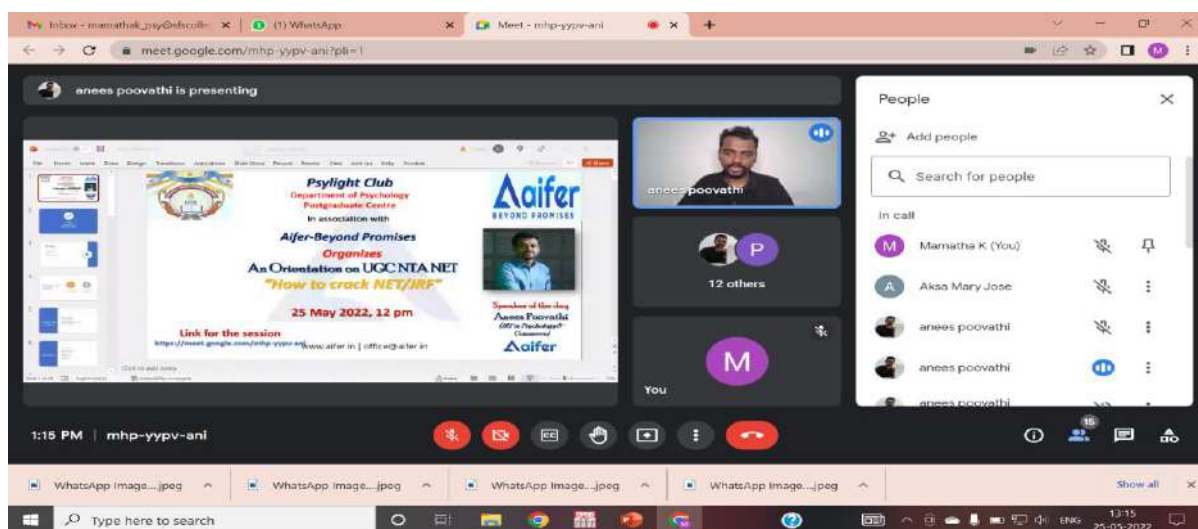
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8. Academic and Career Progression:

Career guidance and Competitive exam cells have conducted several activities. Experts talks, lecture series, training programs, field visits, internships, skill development programs, placement drives are the perpetually planned to support students. First-generation learners are guided by mentors to initiate, participate and make the best use of opportunities. Students have attempted and cleared competitive exams. Many are placed in good companies. Most of them have taken up higher education. Academic and career progression for first-generation learners is the priority of College. Each students details are maintained by respective departments.

8.1: Sample of experts talk on competitive exams:



The excel file of 5.1.3 gives a list of activities have conducted for career progression and competitive exams. 5.2.1 shows the list of students who have progressed to higher education.

9. Inclusive Curriculum Design:

“Entry into quality higher education can open a vast array of possibilities that can lift both individuals as well as communities out of the cycles of disadvantage. For this reason, making quality higher education opportunities available to all individuals must be among the highest priorities. This Policy envisions ensuring equitable access to quality education to all students, with a special emphasis on SEDGs” says NEP. There must be continuity to ensure sustainable reform. Fee policy, scholarship policy for first-generation learners is a clear mirror of the inclusion system followed by the College. Admission is given to every first-generation child. 100% participation policy makes it mandatory for all students to take part in all events.

10. Fulfilling Parental Dreams:

Illiterate or poor socio-economic parents aim to bring their children to the streamline. Hard-work, dedication and commitment of parents is the result of first step by first-generation learners at SFS College. Sammilana (PTM) is conducted regularly to meet parents. Mentors interact with parents and explain about the curriculum structure and practices of the College. Feedback and suggestions are taken from parents. First-generation learners and their parents together would attend Sammilana. Mentors brief about the progress of their children and career guidance is given. Interaction with parents has encouraged them to send siblings and also encourage others in the family to join College for higher education. Larger the first-generation are motivated to enroll in Colleges, larger will be contribution of College to bring change in the society. Parents dream about their children being educated and achieve something in life. An assurance to parents of first-generation learners is given through Sammilana. Reports of Sammilana are documented in File No. 5.

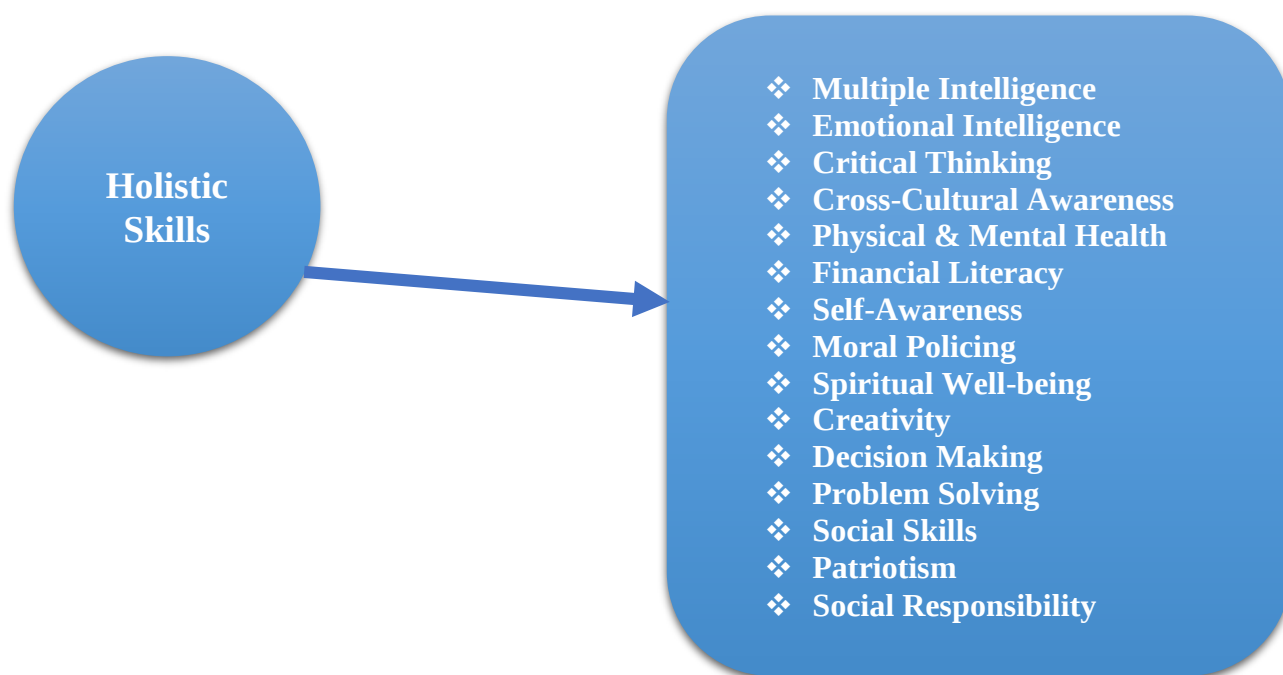
10.1: Sample of Images of Online Sammilana:



11. Holistic Growth:

Any child's birth right is to have education. First-generation learners have taken the first step towards education. Effective, fruitful learning experiences leading to success career path attracts the next generation of the family, and helps in attracting youngsters of the family towards education. SFS College has not left any stone unturned in making learning experience meaningful at SFS College. Every step is planned for their future. Holistic growth and development are the vision of the College. Institutional distinctiveness builds holistic skills among first-generation learners.

11.1: Conceptual framework of holistic skills:



Conclusion

First Steps, Lasting Impact: Our First-Gen Journey is the Institutional Distinctiveness. Though the College resides amidst companies, the geographical area has many villages around the College. Still many first-generation learners are joining College. Agriculture, farming, working in factories, auto drivers etc are predominantly noticed in the area.

SFS College always has an open arm to all first-generation learners and pat their backs with pride while successfully completing their courses. The first step of first-gen is made to have a lasting impact in their lives as well as the academic journey of College.