



## *Policy for Holistic Development of Students*

### 1. Policy Statement

Holistic development is one of the most imperative buzz-words of India's National Education Policy 2020 (NEP-2020). The launch of NEP-2020 on 29<sup>th</sup> July 2020, enthused us to draft and implement 'Policy for the Holistic Development of Students' (PHDS). It aims to create an environment that fosters the intellectual, emotional, physical, and social growth of the students. We believe that a comprehensive education goes beyond academic excellence and should encompass personal development, character building, and the acquisition of life skills.

### 2. Objectives

- To promote a student-centered approach that recognizes the individuality and unique talents of each student;
- To provide a supportive and inclusive learning environment that fosters personal growth, self-confidence, and emotional well-being;
- To integrate holistic development principles into the curriculum, teaching methodologies, and assessment methods;
- To facilitate opportunities for students to engage in co- and extra-curricular activities that enhances their leadership skills, creativity, teamwork, and social responsibility;
- To offer comprehensive support services that addresses the personal, academic, and career needs of students;
- To encourage collaboration and partnerships with stakeholders, including parents and guardians, community organizations, and industry professionals, to enhance students' learning experiences and career development.

### 3. Challenges and Opportunities

- One of the challenges faced in implementing the policy for holistic development is the allocation of resources to support various initiatives and activities aimed at promoting holistic development;
- Creating awareness among students about the importance and benefits of holistic development, as it involves change in conventional mindset of classroom delivery and marks in the examinations vs engaging students in activities outside of the classroom;



- Building partnerships with external organizations, industry stakeholders, and community members to offer internships, research projects, mentorship programmes, and exposure to real-world scenarios, as there may not be welcome from industry or business sector at the beginning;
- Creating metric of rubric of holistic development of the graduates.

#### 4. Rules and regulations

Rules and regulations may vary depending on the type of educational institution, local and state regulations, and the nature of the holistic development initiatives undertaken. For more information, refer to the below link for NEP-2020;

[https://www.education.gov.in/sites/upload\\_files/mhrd/files/NEP\\_Final\\_English\\_0.pdf](https://www.education.gov.in/sites/upload_files/mhrd/files/NEP_Final_English_0.pdf)

#### 5. Roles and responsibilities

##### Role of Management:

- Develop and communicate the policy to all stakeholders, including faculty, staff, students, and parents or guardians;
- Allocate the resources and support necessary for the implementation of holistic development initiatives;
- Establish a framework for monitoring and evaluating the effectiveness of the policy;
- Foster a culture that values and priorities holistic development within the college community.

##### Role of Head of the HEI:

- Initiating steps to implement the PHDS successfully;
- Ensuring that the policy is effectively communicated to all stakeholders and that they understand their roles and responsibilities in implementing the policy;
- Review reports, surveys, and other assessment tools to track progress, identify areas for improvement, and make **informed decisions** for enhancing the policy's effectiveness.

##### Faculty Members:

- Incorporate holistic development principles into their teaching-learning methodologies;
- Create a supportive and inclusive learning environment that encourages student engagement and growth;
- Provide mentorship and guidance to students, both academically and personally;



- Encourage and promote student participation in co-curricular and extracurricular activities;
- Provide counseling services and support to address students' personal, emotional, and academic needs.

#### **Role of Students:**

- Actively participating in holistic development activities and initiatives provided by the HEI;
- They should take advantage of the opportunities offered, attend workshops, seminars, and events, and engage in extra-curricular activities that promote holistic growth;
- Students should engage in self-reflection to identify their strengths, weaknesses, and areas for growth;
- They should set personal goals aligned with holistic development and work towards achieving them;
- They should utilize the available resources and support services provided by the HEI, such as counseling, mentoring, and academic advising;
- Students should strive to be positive role models for their peers and future generations;
- They should demonstrate responsible behavior, integrity, and a commitment to personal growth, inspiring others to actively engage in holistic development.

#### **6. Action Plan:**

- **Oversee** the implementation of the policy by coordinating GB, CDC, IQAC and all other committees in the HEI in coordination with external stakeholders of the HE.
- Define the roles and responsibilities of the committee members, including coordinating activities, monitoring progress, and evaluating outcomes;
- Conduct a comprehensive needs assessment to identify the areas of holistic development that require attention;
- Gather feedback from students, faculty, staff, and other stakeholders to understand their expectations, challenges, and aspirations related to holistic development;
- Include activities related to physical wellness, emotional well-being, social engagement, intellectual growth, and personal development;



- Incorporate interdisciplinary approaches, project-based learning, and experiential activities that promote holistic growth;
- Establish mechanisms to evaluate the effectiveness of the policy and programs;
- Conduct regular assessments, surveys, and feedback sessions to gather data and insights for continuous improvement;
- Recognize and celebrate student achievements in holistic development through awards, ceremonies, or showcases;
- Share success stories and testimonials to inspire and motivate others to actively engage in holistic development activities.

## 7. Monitoring control and improvisation

- Identify specific *Key Performance Indicators* (KPI) that align with the objectives of the policy, such as student participation rates in holistic development programs, satisfaction levels, academic performance, and overall well-being;
- Set measurable targets for each KPI to gauge the progress and effectiveness of the policy's implementation;
- Based on evaluation findings and feedback, identify areas that require improvement or adjustment within the policy;
- Continuously refine and enhance programs, services, and policies to meet the evolving needs and expectations of students.