



# St. Joseph's College, (Autonomous), Jakhama Faculty Development Program

## 5days Workshop

on

**“Teaching-Learning Process: Objective cum Outcome based Educational Approach”**

**5th -9th April 2022**

Organized by Internal Quality Assurance Cell, St. Joseph's College (Autonomous), Jakhama

Resource Person: Prof. Khem Chand Kapoor  
Professor Emeritus, Department of Education  
Assam Don Bosco University

**Day 1: 5th April 2022**

**Venue: SJC (A) Conference Hall No.1**

<b>Time</b>	<b>INAUGURAL SESSION</b>
<b>9.00- 9.20 am</b>	<b>Chairperson:</b> Miss. Nzano Kikon, Head, Department of History, SJC (A) <b>Rapporteur:</b> Mrs. Alibo Achumi, Co-ordinator, Department of Sociology, SJC (A)
<b>9:20- 9.25 am</b>	<b>Invocation:</b> Dr. Sr. Thresiamma Vellilamthadam, Vice-Principal, SJC (A)
<b>9:25 -10-30 am</b>	<b>Inaugural Address:</b> Dr. Fr. George Keduolhou Angami, Principal, SJC (A)
<b>10: 30- 11:00 am</b>	<b>Tea Break</b>
<b>11:00- 12.30 am</b>	<b>Technical Session 1 – Teaching-Learning Process: (Bloom's Taxonomy)</b> <b>Speaker:</b> Prof. Khem Chand Kapoor Professor Emeritus Department of Education Assam Don Bosco University
<b>12:30- 1.30 pm</b>	<b>Lunch Break</b>
<b>1:30 – 2.30 pm</b>	<b>Technical Session 2 - POs, COs, CSOs Time</b> <b>Speaker:</b> Prof. Khem Chand Kapoor Professor Emeritus, Department of Education Assam Don Bosco University
<b>2: 30- 3:00 pm</b>	<b>Conclusion</b>
<b>Day 2: 6<sup>th</sup> April, 2022</b>	
<b>Topic: Creating Po's and Co's</b>	
<b>9:30- 10.30</b>	<b>Technical Session 1 - Writing of POs and Cos</b> <b>Speaker:</b> Prof. Khem Chand Kapoor Professor Emeritus
<b>10:30- 11:00 am</b>	<b>Tea Break</b>
<b>11:00- 12.30 am</b>	<b>Technical Session 2- Teaching-Learning Process: (Taxonomy)</b> <b>Speaker:</b> Prof. Khem Chand Kapoor Professor Emeritus Department of Education Assam Don Bosco University

12:30- 1.30 pm	Lunch Break
1:30 – 2.30 pm	Group Activity: - POs, COs, CSOs Time Speaker: Prof. Khem Chand Kapoor Professor Emeritus
2.30: 3.00 pm	Conclusion
<b>3<sup>rd</sup> Day: 7<sup>th</sup> April, 2022</b> <b>Topic: Bloom's Taxonomy</b>	
Time 9:00 - 10:30 am	Technical Session 1: Bloom's Taxonomy Speaker: Prof. Khem Chand Kapoor Professor Emeritus
10:30 - 11:00 am	Tea Break
11:00 - 12.30 am	Group Activity: Writing of POs and Cos
12:30- 1.30 pm	Lunch Break
1:30 – 2.30 pm	Presentation: Course Outcome and Quality check
2:30-3:00 Pm	Conclusion
<b>4<sup>th</sup> Day: 8<sup>th</sup> April,2022</b> <b>Topic: Outcome Based Education (OBE)</b>	
Time 9:00- 10:30 am	Technical Session 1: Question Paper Analysis on the Basis of Blooms Taxonomy Speaker: Prof. Khem Chand Kapoor Professor Emeritus
10: 30- 11:00 am	Tea Break
11:00- 12.30 am	Technical Session2: Course Outcome and Quality Check Speaker: Prof. Khem Chand Kapoor Professor Emeritus
12:30- 1.30 pm	Lunch Break
1:30 – 2.30 pm	Technical Session 3: Group Activity and Presentation
2:30-3.00 pm	Conclusion
<b>5<sup>th</sup> Day: 9<sup>th</sup> April,2022</b> <b>Topic: Key Aspects of OBE</b>	
Time 9:00- 10:30 am	Technical Session 1: Co Level Assessment Speaker: Prof. Khem Chand Kapoor Professor Emeritus
10: 30- 11:00 am	Tea Break
11:00- 12.30 am	Technical Session 2: Attainment of Co's and Po's Speaker: Prof. Khem Chand Kapoor Professor Emeritus
2:30- 1.30 pm	Lunch
1:30 – 2.30 pm	Technical Session 3: Group Activity Speaker: Prof. Khem Chand Kapoor Professor Emeritus,
2:30-3.00 pm	<b>Valedictory Programme</b>  <b>Chairperson: Dr. Mhonthung Yanthan, Head, Department of Political Science, SJC(A)</b> <b>Rapporteur: Mrs. Zulusenla Jamir, Co-ordinator, Department of English, SJC (A)</b>  <b>Closing Remarks: Mr. James H. K, Head, Department of English, SJC (A)</b>  <b>Vote of Thanks: Mrs. Loreni Yanthan, Head, Department of Economics, SJC (A)</b>



# ST. JOSEPH'S COLLEGE

## JAKHAMA

(Autonomous status granted by UGC notification No.F.22-1(AC) Dtd.11<sup>th</sup> Oct.2018)

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NAAC Grade A (CGPA: 3.12)

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Report of the Workshop on  
**“Teaching-Learning Process: Objective cum Outcome based  
Educational Approach”**  
Five Days Faculty Development Programme

Organised by

IQAC, St. Joseph's College (Autonomous), Jakhama

In view of the need for orienting the faculties of the recent development in the field of the teaching and to enhance their progress, the Internal Quality Assurance Cell of the college organised a two days workshop on the theme “Teaching-Learning Process: Objective cum Outcome based Educational Approach” as part of the Faculty Development Programme on 5<sup>th</sup> - 9<sup>th</sup> April, 2022, with Prof. Khem Chand Kapoor, Professor Emeritus, Department of Education, Assam Don Bosco Assam as the Resource Person for the workshop. It was attended by 48 faculty members of the college along with members of the management.

The Inaugural Session started at 9.00 to 9.20 A.M on 5<sup>th</sup> April, 2022, with Miss Nzano Kikon, Head, Department of History, as the Chairperson and Mrs. Alibo Achumi, Co-ordinator, Department of Sociology as the Rapporteur of the session. The session commenced with an invocation by Dr. Sr. Thresiamma Vellilamthadam George, Vice-Principal, SJC (A), followed by the Inaugural Address delivered by Dr. Fr. George Keduolhou, Principal, SJC (A). In his address, the Principal mentioned the imperative for the college to have such Faculty Development Programme as the knowledge and experience gained by the Faculty members can enhance their teaching which in turn will be further reflected in the learning experience of the students and the academic progress of the college. He then introduced Prof. Khem Chand Kapoor, the Resource Person to the participants and expressed gratitude to him for his time and presence to help and guide the participants.

This was followed by Technical Session 1 on the topic “Teaching Learning Process” with Mr. Reimaya, Co-ordinator, Department of Sociology as the Rapporteur for the Session. During this

session Prof. Kapoor focused on the importance of teaching as a profession. He stated that teaching is a unique and essential profession which calls for intellectual pursuit coupled with a strict code of conduct ethics. The fundamentals of teaching involve both the concept of teaching from a descriptive point of view and concept of teaching from the point of success. Teaching can take place only when learning has taken place. He also outlined the structure of Teaching Learning Process which comprises of different variables (Teachers, Students and Environment), Functions (Diagnosis, Prescription and Evaluation), Levels (Memory, Understanding and Reflective) and Phases. Accentuating the process of teaching and learning, he talked about what Teaching-Learning Process in the 21<sup>st</sup> Century should be all about. It must be a process which enables the students to Learn to Know, Learn to Do, Learn to Be and Learn to Live Together. With these objectives, there is also a major shift in the Teaching-Learning Process-the shift from teaching oriented to learning oriented, from group teaching to individualised system, modern approaches of teaching and from quantity to quality.

The second Technical Session started at 1:30 P.M with Dr. Khriemenuo Pusa as the rapporteur of the session. In the second technical session, Prof. Kapoor talked on what are the specifics that should be taken into account while preparing the Programme Outcomes (POs), Course Outcomes (Cos) and Course Specific Outcomes (CSOs). In this respect, he first highlighted the Taxonomy of Cognitive Objectives which includes (i) Knowledge – Knowledge of terms (Remembering facts, terms, principles, theories etc), Knowledge of Specifics (Facts and Figures), Knowledge of ways and means of dealing with specifics and Knowledge of Universals and Abstractions (ii) Comprehension (iii) Application (iv) Analysis (v) Synthesis and (vi) Evaluation. Thus, the Teaching (Instructional) Objectives should led to Learning Objectives Outcomes and this is possible only when we understand the educational system which has 3 important parameters, namely, (i) Input which includes the physical infrastructure, curriculum, teachers and students, out of which a sound and rich curriculum plays a very vital role in quality education, (ii) Processing and (iii) Output. He also emphasised on the basic aim of education which is to make students sound in their Cognitive Domain/CD (knowledge and understanding which represents 1/3 of the education system), Affective Domain /AD (1/3 of the education) and Psychomotor Domain /PD (the other 1/3 of the education) which emphasise on the soundness of the students physically for which games and sports, participation in various activities and programmes are also important part of the holistic educational development. As such, when an educational institution ensures that all students are sound in CD, AD and PD, it indicates that quality education is provided by the

institution. And in order to make this possible, the institutions should reflect the different educational parameters in their POs, COs and CSOs.

6<sup>th</sup> April, 2022: Day 2 started with the third Technical Session Writing of POs and Cos at 9:30 A.M with Ms. Neithongunuo Angela Belho as the rapporteur of the session. Prof. Kapoor commenced the session with a quick recapitulation of the previous day's technical session. Each of the departments sat together and prepared the POs, Cos and CSOs. After a short break Prof. Khem Chand Kapoor stated that an Outcome Based Education is based on complete transformation of an individual by means of scientific tools and for this to be achieved one of the foremost things is to be clear on POs, which should be achieved by the end of the 3 years programme for Undergraduates and 2 years programme for the Postgraduates. He then elaborated on what are POs, Cos and CSOs. POs will cover the objectives of the whole 6 semesters (UG)/ 4 semesters (PG) programmes, COs are broad objectives for all the individual courses in each semesters which is linked to Teaching/ Instructional Objectives or what the teachers will be teaching and CSOs are the objectives for each unit in a course which is linked to the Learning Objectives. To assess the Learning Objective/Outcome, after each unit is completed, formulative test should be conducted for the students to test their knowledge, understanding, applications and skills, which will determine the Learning Outcomes of the students. If the Los are satisfactory, then this indicates that all the objectives of that unit has been achieved. The same cycle should be repeated for all the successive units in a particular course. Once the Los are satisfactory, it indicates that the COs/TOs/IOs have been achieved, hence, the COs and the POs have been achieved. He then illustrated on how to construct POs. This was followed by an activity-based demonstration on department wise construction of POs.

The fourth technical session started at 1.30 P.M with the presentation of the POs by the following faculties on behalf of their respective departments:

1. POs of Department of Economics was presented by Sir Saju Mathews
2. POs of Department of History was presented by Ms Nzano Kikon
3. POs of Department of Zoology was presented by Ms Rukutalu
4. POs of Department of Physics was presented by Ms. Thejano

Prof. Kapoor gave feedbacks and suggestions on the presented POs and stated that the POs are very important because it will determine the COs and ultimately determine the types of graduates and post graduates at the end of the program.

POs construction was subsequently followed by the second activity, i.e., the construction of COs. Prof. Kapoor briefed on the Course Objectives which was based on the overall units of the course/paper after which each department were asked to come out with COs of one course/paper. After the preparation of the Cos, the following faculties presented the COs on behalf of their departments-

1. COs of Department of English was presented by Sir James H. K
2. COs of Department of Political Science was presented by Sir Kevizasia Kehie
3. COs of Department of Botany was presented by Ms. Neithongunuo Angela Belho
4. COs of Department of Mathematic was presented by Sir Toshiwapang Lemtur

The presentation was followed by recommendations and suggestions by Prof. Kapoor. Ms. Lily Humtsoe, Co-ordinator, Department of Political Science was the rapporteur for the session.

7<sup>th</sup> April, 2022: The 3<sup>rd</sup> day resumed with the topic on Bloom's Taxonomy where Prof. Kapoor highlighted the importance of Outcome Based Education and its importance in the present Education scenario. He emphasised upon the OBE saying it is the need of the hour to attain best quality education. After a short break the program resumed with the Group Activity: Writing of POs and Cos. Ms. Rukutalu as the rapporteur for the session. After the Long break Prof. Kapoor stressed upon the need of group activity on Course Specific Objectives (CSOs) . Prof. Kapoor highlighted on how CSOs are constructed and instructed the faculties to take into account every unit of each course formaking the CSOs.

8<sup>th</sup> April, 2022: The 4<sup>th</sup> day began with the topic Question Paper Analysis on the Basis of Blooms Taxonomy. Thus Prof. Kapoor showed us through his session the importance of learning of the OBE. The question paper is set using Blooms Taxonomy and it makes the student teachers relationship grow stronger. Through OBE we are able to assess the students and their performance. After the long break the departments prepared the CSOs as briefed and the following faculties presented the CSOs on behalf of their departments-

1. CSOs of Department of BBA was presented by Sir Md. Tabrej
2. CSOs of Department of Sociology was presented by Mrs. Alibo Achumi
3. CSOs of Department of Chemistry was presented by Sir Madovi David
4. CSOs of Department of Education was presented by Ms. Tiamongla Jamir

9<sup>th</sup> April, 2022: 5<sup>th</sup> Day began with the session on Key aspects of Outcome Based Education (OBE). Prof. Kapoor focused on some of the characteristics of OBE are similar to competency-based learning: where he highlighted different clear criteria for measuring fluency/proficiency, it's adaptive to student needs, Learner support is provided when and where it's needed most Learners are given sufficient time to achieve mastery.

After the short Break Prof. Kapoor once again emphasised the need of leaning the Blooms Taxonomy. It's a challenging task yet it's must factor where every faculty masters the Co's and Po's. Some of the steps for implementing an OBE learning framework: Examining Organization's Vision and Mission, Translating Vision into Goals, Cascading Goals, Identifying the Appropriate Learning Solution, and Aligning the Learning Objectives to Performance Objectives. After the long break Prof. Kapoor gave his feedback and suggestions on the CSOs presentation and gave the concluding remark on POs, COs, CSOs and LOs. He mentioned that when teachers perform their duties diligently and check that the CSOs are achieved, the COs, POs and LOS are considered achieved. He stated that for slow learner's tutorial classes can be recommended and thirty percent (30%) flexibility can be applied in the UGC prescribed syllabus while constructing the curriculum. He also stated that on the basis of POs, COs and CSOs, time duration has to be allotted accordingly for each paper, accordingly it is calculated that 1 credit = 15 hours of teaching, thus for 6 credits there should be 90 hours of teaching.

The session concluded at 2: 30 P.M with a note of thanks from Prof. Kapoor.

The Valedictory Session started 2:30 P.M. It was chaired by Dr. Mhonthung Yanthan, Head, Department of Political Science and Mrs. Zulusenla Jamir, Co-ordinator, Department of English was the rapporteur for the session.

Dr. Mhonthung Yanthan commented that the programme had come to an end in a successful manner. He, therefore, thanked Prof. Kapoor, the resource person for wonderfully presenting and disseminating the topics clearly.

Mr. James H K, Head, Department of English, delivered the Closing Remark. He remarked that the five days faculty development programme was intensive and educative and then listed some points which he said, personally, had made an impact on him, and assume the same for all the participants.

1. He dwelled on the significance of teaching as a profession and to be professionals.

2. He stressed on considering teaching to be effective when learning has taken place, which is therefore termed as Teaching-Learning Process.
3. He said that as the resource person has rightly pointed out, teachers have to do justice to the very profession and also to do justice to the salary we receive.
4. He also stressed regarding the activities necessary to transmit knowledge to students.
5. He emphasised on the activities concerning POs, COs, and CSOs which proved to be helpful to achieve Los and a learning experience through the activities engaged.

He acknowledged the resource person for teaching the participants well and guiding them with his wisdom and knowledge. He assured him that the faculties have learned immensely through the programme.

This was followed by the Vote of Thanks, conveyed by Mrs. Loreni Yanthan. On behalf of the participants, she thanked the College Management and the organisers for the support and for organising the Faculty Development Programme. She also thanked all the participants for their active participation and thanked the resource person on behalf of the participants and the college for his time, guidance and for the enriching sessions.

The programme concluded at 3:00 P.M with a photo session of the participants along with the resource person.



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