Project Completion Report

Queen Mary’s College
Mylapore    Chennai

FEEL Teacher
Learning And Development Intervention
26 through 28 September 2013

CLHRD
College for Leadership and Human Resource Development
AIM INSIGHTS, The HRD Group, Valencia Circle, Mangalore - 575 002, Karnataka
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Introduction

Queen Mary’s College, Chennai organised ‘FEEL Teacher’ learning and development intervention for the teachers of the college and invited lecturers from seven colleges from 26 through 28 September 2013. College for Leadership and Human Resource Development (CLHRD), a unit of AIM INSIGHTS, the HRD Group, Valencia Circle, Mangalore was commissioned to conduct the three day development intervention.

The resource materials used were from Intellectual Property Bank of AIM INSIGHTS. The resource team was led by the Director, CLHRD. He was assisted by two Master Facilitators from CLHRD.

The themes that were presented during the course of the three days were Human Resource Development, Self-Esteem, Communicating to Influence, Emotional Intelligence, Values and Principles, Human Relationship, Listening Skills and Team Building.

While 55 teachers registered for the development intervention conducted, participation of the teachers were rated ‘very satisfactory’ by the Facilitators, with the participants taking keen interest in learning the concepts presented. The sessions were from 09.00 a.m. to 05.00 p.m. on all days of the development intervention with two breaks of 15 minutes duration each for refreshments and a 50 minutes break for lunch everyday.

The participants were divided into different teams according to the type of activity conducted. The themes were presented through participatory conceptualisation and experiential learning.

Daily evaluations were conducted on all three days of the development intervention and a course-end evaluation was conducted on the final day of the development intervention. Impressions of the participants were also taken. Results of the compilation of the daily evaluations and the course-end evaluation are presented in this Project Completion Report (PCR).

CARAT (College for Action Research And Training) an independent unit of AIM INSIGHTS (Academy for Intense Motivation for Identifying Natural Skills, Independent Growth, Humane Thoughts and Strategies) did the Action Research that has led to this Project Completion Report.

The Research Results

I. Daily Evaluations - A Report

Daily evaluations were conducted on all the three days of the programme on a rating scale of one to nine, with ‘1’ being 'Very Poor' and ‘9’ being 'Excellent', to provide an opportunity for the participants to record their level of satisfaction.

**Daily Evaluations: Satisfaction levels in percentages**

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>NR</th>
<th>Total</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Day One</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>01</td>
<td></td>
<td>02</td>
<td>10</td>
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<td>Day Two</td>
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<td>01</td>
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<td>09</td>
<td>07</td>
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<td>29</td>
</tr>
<tr>
<td>Day Three</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>01</td>
<td></td>
<td>03</td>
<td>11</td>
<td>14</td>
<td>01</td>
<td>30</td>
</tr>
</tbody>
</table>

Average 87.3
Results presented show that the satisfaction rating of the participants, on an average, has increased from Day One (85.6%) to Day Three (92%). However, there is a reduced satisfaction rating recorded on the second day of 1.3% for which reasons are not detectable.

Out of the total 33, only one participant who has rated below ‘05’.

II. Course-End Evaluation - A Report
A course end evaluation was conducted through administration of a questionnaire to all participants. The questionnaire had three sections - ‘Course Functions’ and ‘Competencies of the Director’ with five areas under each of the sections and the third section was meant to gauge the satisfaction rating of the intervention. The participants had to grade each of the areas on a rating scale of one to nine with ‘01’ as ‘Very Poor’ and ‘09’ as ‘Excellent’.

Satisfaction rating of ‘FEEL Teacher’ programme
A. Course Functions

<table>
<thead>
<tr>
<th>Areas</th>
<th>Score</th>
<th>No Response</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Concepts Discussed</td>
<td>01 01 08 07 13</td>
<td>-</td>
<td>30</td>
<td>88.1</td>
</tr>
<tr>
<td>B. Methodology Used</td>
<td>01 06 10 12</td>
<td>-</td>
<td>30</td>
<td>88.9</td>
</tr>
<tr>
<td>C. Materials Supplied</td>
<td>01 08 20</td>
<td>-</td>
<td>30</td>
<td>90.1</td>
</tr>
<tr>
<td>D. Time Schedule Designed</td>
<td>01 04 06 10</td>
<td>-</td>
<td>30</td>
<td>88.9</td>
</tr>
<tr>
<td>E. The Whole Course</td>
<td>01 05 10 14</td>
<td>-</td>
<td>30</td>
<td>90.7</td>
</tr>
</tbody>
</table>

Average 89.3

Results of the evaluations presented in the table and graph show that the ‘The Whole Course’ has been liked more by the participants which is evident in the above 90% satisfaction rating that has been given to this area. The overall average of 89.3% speaks well of the learning and development intervention conducted and the attitude of the participants to appreciate it.

B. Competencies of the Facilitator

<table>
<thead>
<tr>
<th>Areas</th>
<th>Scores</th>
<th>No Response</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Knowledge of the subject matter</td>
<td>- - 01 04 07 18</td>
<td>-</td>
<td>30</td>
<td>92.6</td>
</tr>
<tr>
<td>B. Motivating participants to interact</td>
<td>- - 01 04 08 15</td>
<td>01</td>
<td>30</td>
<td>91.2</td>
</tr>
<tr>
<td>C. Competence to keep the group lively</td>
<td>- - 01 03 08 18</td>
<td>-</td>
<td>30</td>
<td>93.0</td>
</tr>
<tr>
<td>D. Cheerfulness, active &amp; supportive</td>
<td>- - 01 03 04 21</td>
<td>-</td>
<td>30</td>
<td>93.0</td>
</tr>
<tr>
<td>E. Skill to manage designed time</td>
<td>- - 01 02 09 18</td>
<td>-</td>
<td>30</td>
<td>93.3</td>
</tr>
</tbody>
</table>

Average 92.6
Results of the evaluations presented in the table and graph show that ‘The Skill To Manage Designed Time’ has been liked more by the participants which is evident in the above 93% satisfaction rating that has been given to this area. The overall average of 92.6% speaks well of the learning and development intervention conducted and the attitude of the participants to appreciate it.

Impressions

The programme rejuvenated the participants and redefined the qualities of an effective teaching. Very true to the name of the programme, we were made to feel the teacher in us tapping the leader effectiveness, professional and personal effectiveness in each of the participant. The methodology was interesting and unique.

Premila Bhaskar, Dept. of English, Chennai

My personal opinion is that all the four areas of communication were effectively touched upon. The area that anchored my attention most was emotional intelligence. This programme has taught me to make the students experience various skills.

Deepika Arunugam, Dept. of English, QMC, Chennai

The programme was very innovative and learnt a lot about values, self-esteem, our performance in classroom, bond of teacher-student relationships and human relationships. What we definitely learnt was how to control anger. I am really proud of being a teacher and also through this programme I really felt ‘teacher’ within myself.

M.S. Ramamani, Dept. of English, Quaid-E-Millah Govt. College, Chennai

During these three days, I have learnt to practice ‘how effective a teacher should be’ rather than be a successful teacher. It gave an insight about different dimensions of human resource and the competency required to deal with the student. It also focused on person-centric approach rather than a task-oriented one.

P. Mohana, P.G. Dept. of HRM, Madras School of Social Work, Egmore

The three day programme was very innovative, informative and the materials provided by the organization were very beneficial. Each session was interesting and focused on student-oriented activities.

Priya R., Dept. of English, QMC, Chennai

It had helped me to know that the teacher is a person who can bring changes to the society. It had motivated me to bring up my students as well as other students in better manner and they should feel that they are the students of Nazareth College.

K. Sree Devi, Dept. of Commerce, Nazareth College of Arts and Science, Avadi

The programme was enjoyable because it was not merely theoretical lectures. New concepts were discussed in order to regulate teaching methods. It was very effective because of divisions into groups and, language used was clear and simple.

M. Sandhya, Dept. of English, QMC, Chennai

FEEL Teacher programme was meticulously planned and executed. Though it was a long stay back, we never ever felt bored or sick. Every activity or the point discussed was very practical and ideas given in the form of stickers was novel.

P.M. Vasugi, Dept. of English, QMC, Chennai

I liked the methodology used in the three day programme. I found the sessions more interactive. The programme has made us feel the importance of an effective teacher.

U. Buddha Priya, Govt. Arts College for Men, Nandanam

Highly specialized and effective, participating in a programme like this had enriched our knowledge about things which we already knew. It brought deep insights about how to bring forth effective and efficient teaching in class.

Cisma F., V.O. Chidambaram College, Tuticorin

All necessary concepts were dealt with exhaustively. There were lively discussions and effective reinforcement.

Mangai Raju, Dept. of English, Vaishnav College for Women, Chennai

This programme was refreshing. It dealt with importance of qualities of a teacher, and communication skills and effectiveness.

C. Senthamarai, Dept. of History, SMGC, Madurai
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