

### Level 3

## ACHIEVE

### Mentoring towards NEP Ready

**Objective:** Make institution NEP ready.

On successful completion of level 2 an institution will enter level 3. This level will enable an institution to move towards NEP implementation. Support will be provided to the institution throughout its transition through:

1. Mentoring
2. Reviewing
3. Networking

**Duration:** Intervention and consultations 6-8 months

**Outcome:** On completion of level 3 an institution will be considered NEP Ready if it has:

- Understood the Policy in letter and spirit and the need for change in the light of NEP;
- Understood the changes required in administrative set up, resources and a new mindset to make the changes in their institutions;
- Made necessary preparation in building key stakeholders capacities and skills required for implementation.

## IMPACT ON HEI STAKEHOLDERS

At the end of the NEP Ready programme the institution will be able to:

- Articulate the need, rationale and impact of NEP on all the stakeholders;
- Identify the behavioural change and structural modifications required by the institution for implementing NEP;
- Faculty and institution will demonstrate their readiness for implementing NEP;
- Students will be able to acknowledge the benefits of NEP and be open to accepting the changes resulting from its implementation.
- The HEIs will also be benefitted from CESS network to build an ecosystem among stakeholders of higher education for collaboration, exploration and exchange of knowledge for quality education.

## Advisory Group

An Advisory Group comprised of following experts, educationists, stakeholders and visionaries is formed to guide the NEP Ready Initiative.

### Prof. M K Sridhar

President CESS, Bengaluru

### Dr. Gururaj Karajagi

Chairman, ACT, Bengaluru

### Dr. Sandeep Shastri

Vice-Chancellor, Jagran Lakecity University, Bhopal

### Dr. Shakila Shamsu

Former OSD (NEP), Department of Higher Education, Ministry of Education, Govt. of India

### Prof. H A Ranganath

Former Director, NAAC and Visiting Professor, Centre for Human Genetics, Bengaluru

### Dr. Anand K Joshi

Advisor, International Skill Development Corporation, London

### Dr. Shrinivas. H.N.

Senior Advisor, Tata Skills Project

### Dr. Anurag Behar

Vice-Chancellor, Azim Premji University, Bengaluru

### Dr. Yugank Goyal

Founding Director, Centre for Knowledge Alternatives, FLAME University, Pune

## Change Management Training Team

A Change Management Training Team of educationist, OD experts, faculty and trainers will train and mentor HEI for NEP Ready under Dr. Rajendra Joshi as Mission Lead.

## About CESS

Centre for Educational and Social Studies (CESS) is a registered society established in 2006. CESS has been working in education field since its inception. The Centre has strived to draw the attention of stakeholders, including State and Central Governments on vital issues of education through series of National and State level seminars, conferences, round table discussions, publications and policy advocacy. CESS engages in Research, Policy Advocacy and Capacity Building in the broad sphere of Education in collaboration with Institutions of National and International repute.

To facilitate Higher Education Institutions in effective implementation of policy, CESS launched 'NEP Ready' in mission mode in May 2021. Since the unveiling of NEP, CESS has conducted over 175 webinars, workshops and stakeholders consultation on policy awareness and implementation. It has reached out to more than 50,000 stakeholders of education through its NEP Ready initiative.



Centre for Educational  
and Social Studies



**NEP**  
**Ready**  
Aware - Act - Achieve

Centre for Educational and Social Studies

#6/6, 'Prajnanam', 10th Block, 2nd Stage, Nagarabhavi, Bengaluru - 560072  
080-23182947 | mail@cessedu.org | www.cessedu.org

The unveiling of the National Education Policy (NEP) 2020 has put India's education system on the threshold of a paradigm shift. The Policy document carries the vision, recommendations, and an overview of the implementation plan. The Policy calls for structural changes, regulatory reforms, and the introduction of holistic & multidisciplinary curriculum. The Policy is very clear on its vision and recommendations (what needs to be done) but with respect to implementation (how to execute), the Policy speaks of broad approach providing the scope to the stakeholders, including the State governments and Higher Education Institutions, to chalk out implementation mechanism. Hence, many States constituted Task Forces' to prepare an implementation plan. Government of Karnataka is perhaps the first State to constitute a Task Force to recommend implementation roadmap for the State and also the GOK Task Force on NEP became the first Task Force in the country to submit its report.

The implementation approach as proposed in the NEP Policy document, which is reflected in the GOK TF report as well, puts the ownership of creating a detailed implementation action plan on the respective HEI. This approach of the Policy inspired CESS to think of NEP Ready - an initiative to empower and facilitate the stakeholders of HEIs in implementing the Policy. For CESS, engagement with stakeholders for implementing NEP aligns with its vision of bringing about 'social transformation through and with education'. CESS would also like to leverage the insights and knowledge gained through its members' association with NEP Drafting Committee, State Task Force for Implementation of NEP and Central regulatory authorities.

## STAKEHOLDERS NEED

In pursuance of its vision, from the time of Policy announcement to till date, CESS has conducted over 100 webinars on creating awareness about the NEP, at pan India level, and 5 stakeholders' workshops, within Karnataka, to solicit their responses on how to implement the policy. During the stakeholders consultation workshops CESS reached out to three State Universities and their affiliated colleges to see whether there is any support required for the HEIs to implement the policy. 70 percent of the stakeholders explicitly stated that there is a need for training and mentoring support for their institution to move towards NEP.

## 'NEP READY' INITIATIVE

CESS has designed an Initiative NEP Ready to help stakeholders of higher education in implementing the policy in letter and spirit. The Initiative -NEP Ready has 3 levels-3As spread over two years enabling HEIs to implement the policy. The initiative will be run on a mission mode to help the HEI be Ready to implement the NEP 2020.

**AWARE**  
Understanding  
the Policy in  
Letter  
and Spirit

**ACT**  
Prepare a  
Detailed  
Institutional  
Roadmap

**ACHIEVE**  
Mentoring  
institutions  
to enable  
NEP Ready

### Level 1

#### AWARE

#### Understanding the Policy in Letter and Spirit

**Objective:** The primary objective of this phase is to make the stakeholders understand and appreciate the spirit of NEP.

This phase includes understanding of NEP with an overview of how the transition may take place in their institutional context. Webinars or workshops on the following transformative ideas of NEP would be undertaken:

1. Holistic and Multidisciplinary Education
2. Outcome based education
3. Institutional Development Plan (IDP)
4. Role of Faculty
5. Research and Innovation
6. Making the NEP Happen

**Duration:** Each thematic workshop will be of half-a-day

**Outcome:** Institution will be in a position to visualize the overarching changes within the higher education system and of their own institution.

### Level 2

#### ACT

#### Prepare a Detailed Institutional Roadmap:

**Objective:** Conducting the gap analysis and SWOC to understand the readiness of the institution and enhance the faculty and institutional capacity through various workshops. SWOC analysis of the institution will be undertaken to assess the potential of the institution. Based on the Analysis institution will prepare its institutional Roadmap through IDP for the transition. Engagements at this level include:

1. Gap Analysis
2. SWOC Analysis
3. Institutional Development Plan and Implementation Roadmap
4. Faculty Training on Holistic and Multidisciplinary Education : Designing Graduate Attributes and Learning Outcome - Based Curriculum
5. Governance and Academic Leadership
6. Facilitate developing an integrated eco-system for holistic development of students
7. Training and mentoring to build Research and Innovation Capabilities
8. Orientation on NEP to Students

**Duration:** 15 days of workshop spread over 6 months

**Outcome:** Institution will be ready with its Roadmap for implementing NEP through its IDP. Faculty will be trained in multidisciplinary curricular, innovative pedagogy, continuous & formative assessment as well as in academic governance. The faculty and institution will be equipped with research and innovation capabilities to build a research culture. And the students will understand the policy implications and the opportunities provided to them.