

## **Best Practice 1**

### **Title**

Organising the National Conference on Child Protection and Education 2016-2017.

### **Objectives**

The objectives of this Conference were:

- “ To understand the vulnerability of children in life situations.
- “ To understand the role of education as a tool to empower vulnerable children.
- “ To identify gaps in services provided by government and non-governmental agencies with special reference to sponsorship.

### **The Context**

The concept of child protection has evolved trying to integrate the different areas and phases of a child's life. Millions of children survive, have very basic needs met, but are left to drift in the vast ocean of life, providing for themselves as best as they can. Neglect, Abuse, Violence and Exploitation occur especially when children are kept away from education. The 'Rights Based Approach' is primarily concerned with issues of social justice, non-discrimination and equity.

The challenge facing developing nation is mobilization of human and material resources required for the effective fulfilment of children's rights. Education is a service that many children cannot afford or access. This is more so in the case of the girl child. The lack of education and life skills, creates a situation where a child is left at the mercy of unscrupulous elements. Child trafficking for the sex trade and other humiliating work is rampant due to this reason

### **The Practice**

Around 80 researchers, social work practitioners and academicians participated in this two day national conference held at the Extension Centre of the College.

The sub themes of the Conference included

- “ Child Rights and Social Work;
- “ Child Rights and Law;
- “ Child Protection and areas of Vulnerability;
- “ Child Trafficking and Abuse;
- “ Children at Risk;
- “ Governmental Commitment to Fulfill Protection of Rights; and
- “ Role of Voluntary Organizations in Child Protection.

The role of stakeholders including the academic institutions, Government, Civil Society Organizations being vital in promoting and protecting child rights and education, the outcome of this Conference was to be able to bring the situation of the children on the political agenda. This Conference contributed substantially to create awareness and updating knowledge and attitudes of civil society organizations, academicians, government personnel from the Ministry of Women and Child Development and other departments. With experts from the field of child Rights addressing the participants of the Conference, the this Conference offered a way forward to creatively plan relevant implementation strategies and ways to address the challenges in the field of child protection and education.

Obstacles faced if any and strategies adopted to overcome them.

The practice did not face any obstacles.

Impact of the practice.

With experts from the field of child Rights addressing the participants of the Conference, this Conference offered a way forward to creatively plan relevant implementation strategies and ways to address the challenges in the field of child protection and education.

Resources required.

The hospitality was financed by the College of Social Work, Nirmala Niketan, Mumbai and a very reasonable registration fee was charged from the participants.

## **Best Practice TWO**

### **1. Title of the practice**

SWOT Analysis and Perspective Planning

### **2. The context that required the initiation of the practice**

As the college has applied for autonomous status, it was essential for the management, and staff to review its growth over the past 60+ years and arrive at a plan for the next 15years. Perspective planning is an institutional management activity that is used to set priorities, focus energy and resources, strengthen operations, ensure that employees and other stakeholders are working toward common goals, establish agreement around intended outcomes/results, and assess and adjust the institute's direction in response to a changing environment.

### **3. Objectives of the practice (50 – 60 words)**

The objectives of the practice were to review CSWNN vis a vis its strengths, weaknesses, opportunities and threats; review the validity of our vision mission statement in today's context; convert the long-term objectives into short term doables, and to prepare an action plan for the next 1-2 years in addition to Vision CSWNN 2030.

#### **4. The Practice**

A two day workshop was conducted for the management and teachers to arrive at a perspective plan for the next 15 years.

The discussion initially centred around where we are presently as a social work educational institution; where do we want to go; and how do we get there.

The planning process involved discussion on the following points.

- Desired Outcome
- Current situation
- Goals
- Action steps
- Time frames
- Resources
- Obstacles and contingencies
- Tracking and Measurement

It also included setting benchmarks for ourselves and creating a schedule of review meetings.

Tracking and Measurement included discussion on the following aspects:

- Who needs to know?
- Who needs to tell them?
- How should the plan be communicated?
- When will the plan start?
- Who is responsible for what?
- What kind of follow up information is needed?
- For whom?
- How often?
- In what form?
- Support team important to success of plan

The Schedule for Day One was as follows:

- Introduction and plan for the workshop
- Working in small groups
- Presentation on History of CSWNN
- Sharing in Large groups and discussion on strategic plan

The Schedule for Day Two was as follows:

- Information sharing on financial issues
- SWOC analysis in small groups
- Sharing on SWOC in large group
- Prepare Mission statement for CSWNN2030 in small groups and Plan for 2025 and 2030
- Sharing Mission Statement and plans for 2025 and 2030
- Winding up-

The following areas were deliberated on as part of the process

- Need to plan responsibility per task
- Planning for each year is important so that review mechanisms do not become mechanical
- Need to break down long term objectives into short term tasks
- Need to consider dimensions of
- Responsibility
- Cost
- Review

In what we plan, we need to look out for –

- Ease of implementation
- Financial implications
- Verifiability/Measurability

Plan should be within the given limited resources of –

- money,
- time,
- people and
- skills

Focus will suffer if we try to do too much with limited resources

- Compliance
  - We cannot dilute compliances and need to be a compliant institution
  - Improve data base by starting with alpha numeric system for data management
- Challenge

- Members, especially new comers, may challenge what is practised today. This is a good opportunity to seek improvement
  - How do we protect our identity as a Minority institution?
  - Digital India will bring in a lot of challenges.
5. Obstacles faced if any and strategies adopted to overcome them.

The practice did not face any obstacles. It in fact gave the management and staff a very useful platform for reflection and discussion.

6. Impact of the practice.

It gave the management and staff a very useful platform to discuss about the long term development of the college.

7. Resources required. The expenditure for the two day workshop was financed by the College of Social Work, Nirmala Niketan, Mumbai. Internal resources vis-à-vis expertise about strategic planning process were utilised.