

# CMC EDUCATION POLICY FOR HIGHER EDUCATION



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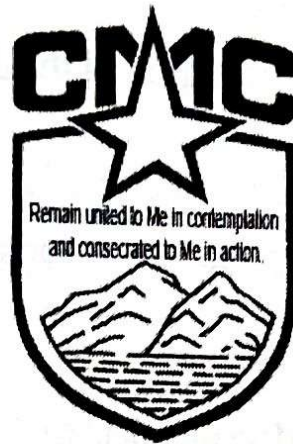
*The mediocre teacher instructs  
The good teacher explains  
The best teacher demonstrates  
The excellent teacher inspires*

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## EDUCATION – A GENERAL VIEW

- By Education, I mean an all - round drawing of the best out of a person in body, mind and spirit. - *Mahatma Gandhi*
- Education is the manifestation of the divine perfection already existing in man. - *Vivekananda*
- The end of all learning is to know God and out of that knowledge to love and imitate him. - *John Milton*
- True education should result not in material power, but in spiritual power. The end of all knowledge must be building up of character. - *Mahatma Gandhi*
- Education should convert the mind into a living fountain and not a reservoir. - *John M Mason*
- The secret of education lies in respecting the student. - *Ralph Waldo Emerson*
- A child miseducated is a child lost. - *John F. Kennedy*
- Nine - tenths of education is encouragement. - *Anatole France*
- The soul of education is the education of the soul. - *Tagore*
- The highest education is that which doesn't merely give us information, but makes our life in harmony with all existence. - *Tagore*



- Education to be complete must be humane. It must include not only the training of the intellect but also the refinement of the heart and the discipline of the spirit. - S. Radhakrishnan
- Education is the most powerful weapon which you can use to change the world. - Nelson Mandela
- Learning gives creativity. Creativity leads to thinking. Thinking provides knowledge. Knowledge makes you great. - APJ Abdul Kalam
- Happy are those who find wisdom and those who get understanding, for, her income is better than silver and her revenue better than gold. She is more precious than jewels and nothing you desire can compare with her. - Proverbs 3: 13-15
- The object of education is the establishment of a twofold harmony in every individual –harmony with his/her own self and harmony with other living beings in the whole world. - Rajendra Prasad
- The physical ,intellectual, emotional and ethical integration of an individual into a complete person is the fundamental aim of education. - UNESCO Report

## TEACHERS

- A teacher always is the prophet of the true God and an usher into the true kingdom of God. *- John Dewey*
- The real creators of a country are the teachers. *- Morarji Desai*
- To learn and never be filled is wisdom. To teach and never be weary is love. *- Proverb*
- What office is there which involves more responsibility, which requires more qualifications and which ought therefore to be more honourable than that of teaching ? *- Galileo*
- I am not a teacher, only a fellow traveler of whom you asked the way. I pointed ahead- ahead of myself as well as of you. *- George Bernard Shaw*
- I am indebted to my father for my life, but to my teacher for living well. *- Alexander the Great*
- Love for the children and love for the job together make a person a perfect teacher. *- Leo Tolstoy*
- If the country is to be corruption free and become a nation of beautiful minds, I strongly feel that there are three key societal members who can make a difference .They are the father, the mother and the teacher. Teaching is a very noble profession that shapes the character, caliber and future of an individual. *- APJ Abdul Kalam*



# **CMC EDUCATION POLICY**

## **1.1 CMC Charism**

CMC is a religious and charitable association of a religious minority group within the purview of the Constitution of India and it was founded by St. Kuriakose Elias Chavara and Fr. Leopold Beccaro O.C.D. As per the vision of the CMC founders, it aims at the Christian formation of the people of God, especially of women and children through the apostolate of education, caring for the sick and the destitute, social and pastoral services and such other apostolic activities undertaken according to the needs of the church and of the people of the locality. (CMC Constitution, Art.3).

On 16 October 1872, when the apostolate of education was started, Fr. Leopold specially instructed the sisters: "Dear children, now we start the school, Jesus Himself calls you for this apostolate. My dear daughters, if one soul is encouraged to love our Lord for one day or at least for a moment by your word, work or your good example or any other means, that will surely enhance His joy and praise. You should work with the spirit of Jesus Himself" (*Kerala Carmala Sanyasini Sabha*, pp.66-68).

## **1.2 The inception and growth of the Colleges under the CMC Educational Society**

The sisters of the Congregation of Mother of Carmel (CMC), entered the field of University education in 1946 with the inception of St. Mary's College, Thrissur. It was the first Women's Christian College in the district. It soon grew into a full-fledged First Grade

College with two post-graduate courses in Economics and English Literature. In 1964 Mercy College was started in Palakkad which was a town backward in literacy and now it caters to thousands of students. In 1966 St.Mary's College Thrissur was bifurcated, the Pre-degree section remaining in Thrissur and the under graduate and post graduate sections being shifted to Vimala College, Cheroor. In 1979, St.Mary's once again regained its status as a First Grade College with the starting of BA/B.Sc courses. In 1981 Carmel College, Mala, was started: all the four colleges were functioning quite successfully and smoothly, maintaining a high standard in academic and non-academic matters, under a Corporate Management, namely, the CMC Educational Society run by the Carmelite Sisters of Thrissur, who have a creditable history of service in the field of education in the State. In 1986 Mercy College, Palakkad and Carmel College, Mala, withdrew from the CMC Educational Society. At present, CMC Educational Society has two Colleges-St.Mary's College and Vimala College, under the patronage of CMC Nirmala Province, Thrissur.

### **1.3 Education: A Sacred Call**

“The Church has always recognized that education is an essential dimension of her mission” (V.C 96). Education “is not just a profession but a sacred call, a great apostolate through which we participate in the teaching mission of the Church. Our aim in the pursuit of academic and professional excellence should be the total formation of the human person as much for her/his own enrichment as for the service of the society and the nation in the spirit of Christ” (CMC Constitutions, Art.81)



## 1.4 Aims and objectives

By Education we “aim at the formation of the human person with respect to his ultimate goal and simultaneously with respect to the good of those societies of which, as a man, he is a member, and in whose responsibilities, as an adult, he will share” (II Vatican Council, Declaration on Christian Education, Art.I)

Our objective is to contribute effectively towards the cause of women’s education, so as to make them partners in India’s Socio-Economic development and progress. This object shall be obtained through the pursuit of academic excellence and training in moral integrity and social responsibility in a spirit of service to God, man and nation.

Our Colleges aim to create for the College community “an atmosphere enlivened by the Gospel Spirit of freedom and Charity” (II Vat, Edn, Art.8) and to help the youth to “learn to adore God the Father in Spirit and in truth” (cf Jn,4:23), that they may be trained to conduct their personal lives in righteousness and in the sanctity of truth.” (cf.Eph.4:22-24)

Education is not just a profession but a sacred call. Beautiful and truly solemn is the vocation of all those who assist parents in fulfilling their noble task, and who represent human society as well, by undertaking the role of school/college teacher. This vocation requires extraordinary qualities of mind and heart, extremely careful preparation, and a constant readiness to begin anew and to adopt” (II Vat.,Edn, Art.5). Let our teachers realize that to the greatest possible extent they determine whether our college can achieve its goals and undertakings to fruition. They should therefore, be trained



with particular care so that they may be enriched with both secular and religious knowledge, appropriately certified, and may be equipped with an education skill which reflects modern day findings. Bound by charity to one another and to their students, and penetrated by an apostolic spirit, let them give witness to Christ, the unique Teacher, by their lives as well as by their teachings” (II Vat., Edn. Art.8)

Through religious and moral instruction, we have to train our students to live a life of righteousness, love, truth and justice. We should conscientize our youth to a sense of social justice. Education as an instrument of change should also aim at the raising of people’s standard of living economically, socially and culturally.

### **1.5 What CMC Educational Society Expects From Her Teachers:**

An educational institution runs smoothly when the teacher and the student are engaged in the common ideal of pursuit of knowledge and the formation of the human personality. The Constitution of India guarantees us this right: “All minorities, whether based on religion or language, shall have the right to establish and administer educational institutions of their choice” (Art.30). Our institutions aim to cultivate a culture of values and principles founded on Christian teaching and Indian heritage. The qualification and character of the teachers are, therefore, of great importance. The CMC Educational Society insists that teachers have compatibility with the ideals, aims and aspirations of our institutions and adhere to the following rules to promote high standard of work conduct and quality delivery of services:-

1. Every teacher is required to work hard for the welfare of the students and for the all round progress of the institution and to keep the spirit and tradition of the college as a centre of higher learning.
2. Teachers shall be present in the college during the prescribed working hours and they shall sign the attendance register on arrival in the college, and if late by thirty minutes, the teacher will be marked late. Continuous late marking will be treated as misconduct.
3. Teachers have to ensure excellence in academics. Assigned portions have to be delivered with the utmost sincerity and diligence. They have to initiate innovative teaching – learning to make class more effective and learner focused. Weak students need to be given special attention.
4. As per University regulations, teachers have to conduct continuous and comprehensive evaluation of students through session examinations, assignments, seminars, remedial classes etc. Supervision and valuation of answer scripts are treated as part of duty.
5. As per the UGC Regulations, a teacher has to work 8 hours per day and 40 hours per week.
6. Teachers need to upgrade their knowledge and create substantial and exemplary research output. They are expected to maintain high standards of integrity and quality. Any appearance of misconduct or impropriety can be damaging to the reputation of the institution



7. Those faculty delegated to attend refresher, orientation or other professional development courses are to make prior arrangement for class and ensure that students are constructively occupied in their absence
8. Leave is not a right but a matter of necessity. It is quite unbecoming of teachers to avail themselves of casual leave merely to exhaust their leave at the end of the year, since it leads to irregularity and indiscipline in the college. Casual leave has to be applied for sufficiently early so as to make suitable arrangements.
9. Long leave will be granted for a maximum of five years after completing the probation period. However, the sanction for long leave is left to the discretion of the Management. The teachers may either join duty at the end of the period or resign. Study leave will be granted only after prior approval of the Director of Collegiate Education, UGC and Government. In order to leave the institution, a bond has to be executed according to the stipulations of the above statutory bodies.
10. The management has the right to transfer teachers within the Corporate Management Colleges according to necessity.
11. The teachers are not entitled to demand any sort of contributions or collect money from students or parents or from their colleagues without explicit permission from the principal.
12. The annual retreat is compulsory for Catholic staff members. They are to participate in all the Catholics activities and renewal courses in the college as directed by the Principal.

13. The teachers shall always observe exemplary modesty and decorum in their attire and behaviour.
14. The teachers need to be tutors, mentors and counsellors for students and they should take ardent effort to know the students and their family background through personal contacts.
15. Teachers need to mould students to aspire for excellence and to contribute towards the integral growth of the institutions, the society and the nation at large by fostering the spirit of co-operation and solidarity.
16. Value education is one of the primary goals of the institutions; teachers are duty bound to engage in Catechism or Ethics instruction according to the direction of the Principal
17. Active participation in extra-curricular activities should be the norm rather than the exception. They should cooperate whole heartedly with the College Authorities by accepting the duties entrusted to them at the curricular and extracurricular levels like NSS,NCC,AICUF, JESUS YOUTH,VICASS and so on.
18. Teachers are required to cooperate favourably with the PTA, Alumnae and other such organizations of the College.
19. Involvement in active politics and taking membership in any political organization is prohibited. Involvement in political activities will be viewed seriously.
20. The candidates for appointment shall sign an undertaking with the management to abide by the above rules and regulations of the CMC Educational Society and to follow the CMC Educational Policy for Higher education.



21. The management has resolved not to issue NOC to the teachers for seeking appointments elsewhere as it will cause great inconvenience to the College
22. The above rules/regulations are not in any way derogatory to the Calicut University Conditions of Service of Teachers of private colleges embodied in the First Statutes.
23. The post is secure only in accordance with the UGC Regulations and Government Order.

