**7.2 Two Best Practices.**

**Decentralization and Participative Management**

1. **Faculty Committee** is an illustration of decentralization and participative management. This Committee comprising the teachers under the leadership (Chairman) of the Principal holds regular monthly meetings to review teaching-learning progress as per Academic Calendar which is prepared before the beginning of the academic session. The Committee looks after the entire processes of teaching and learning including pedagogy, methodologies, use of ICT, student feedback about teachers and teaching, college-level weekly tests, university examinations, parents-teachers meetings, monitoring of attendance, fieldwork, social outreach, internships, remedial coaching for slow learners and everything that are called for imparting high quality of education.

Every month at the beginning itself the faculty meeting is convened by the Principal in presence of Chairman, Registrar, and faculty members of the Institute. The main purpose of the meeting is to create a bond among the faculty member, to discuss and exchange the ideas for professional development and to resolve the problems faced (which can only be done after reviewing the teaching-learning process, structures & methodologies of operations) and to make decisions for the development and enrichment of education (for which analyzing and reviewing the learning outcomes and teaching-learning process is necessary). The Institution is of the view that any act gives the best results when it is properly planned and channelized so the lesson plan for each successive month is discussed in comprehensive to provide with the best outcomes with the performance level of the students, the teaching methodologies adopted, new developments in the same, the weekly test evaluation reports, the project work advancements, and analysis are done. If any alternations are required accordingly suggested and implemented by the faculty members in successive months. One of the examples of implementation of the resolution adopted in Faculty Meeting is the conduction of the viva voce examinationinnovatively (allocation of research-based project topics,presentation, and lastly question-answer round). And conduction of one-hour remedial classes after regular classes get over every day for all the students earlier to the remedial classes were conducted generally before the final examinations and only for the slow learners and interested students.

1. **Seminar / Conference Organizing Committee** is another illustration of participative management. The college organizes Special Lectures by Judges, Jurists, Law Professors, and other eminent resource persons from reputed Institutions once a month in both Law and non-Law subjects. Besides these activities, this Committee supervises the organization of National Seminar, Conference c, Moot Court Competitions, and SAARC – level Conferences. In these activities, all the teachers and representatives of students from each Class subject & semester-wise are included for collective functioning with the Principal as the Chairman. An important success story of successful and effective institutional practices in terms of decentralization and participative management is the second SAARC Law Conclave held at the Indian Institute of Legal Studies from 26-28 Feb. 2017. Senior functionaries in the Law Institutions like High Courts and Supreme Courts from Nepal, Bhutan, Bangladesh, and Sri Lanka besides India participated in the conference. Furthermore, the Judicial Officers from West Bengal, particularly from the Darjeeling district, several eminent academicians and scholars from the academic fraternity were present in that legal summit which eventually deepened and augmented the intensity of this SAARC Law Conclave about **Legal Education and Practice: The Emerging Trends and Remedies**. All the students of IILS, alumni, teaching faculties, teaching faculties of other institutions, universities were present there and graced the occasion. The entire event was undertaken by the Seminar Committee which constituted various sub-committees to look after a separate and individual aspect namely, Academic Review Committee, Hospitality, and Reception committee, Decoration Committee, Food Committee, Overall Management Committee, etc. Every sub-committee was composed of few students headed by a teacher. The grand mega-event namely SAARC Law Conclave,2017 organized by Indian Institute of Legal Studies succeeded to impress and make an impact on all the guests, participants and dignitaries with its systemic, well planned and coordinated logistic, hospitality and most importantly academic management accomplished with an exemplary level of professionalism, discipline, and commitment.