

Shri Mohatadevi Bhikhan Banatha, Aurangabad.

PRAGATI MAHAVIDYALAYA

Sawkheda, Tq. Billod, Dist. Aurangabad.

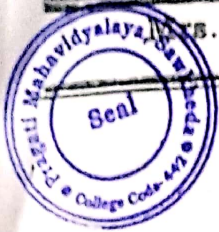
Affiliated to: B.N.D.T. Women's University, Mumbai

College Code: 442 Exam. Center Code: 291

Website: www.pragatisawkheda.co.in

Email: pragatigac2016@gmail.com, pragatimahavidyalaya442@gmail.com

Contact: 9822021784, 8888611717



Mrs. Kaveri Palkar
President

Mrs. Archana Mukhekar
Secretary

Dr. Varsha Phalke
Principal

Date-16/12/2019

Teacher Performance Appraisal Form:

(Tick the Grading level where numbers are given- 1 is the lowest and 5 is the highest)

Personal Details:

Name: Mr. Shalik Shamrao Sapkal,

Designation: Asst. Professor

Department: Zoology

Academic Qualifications: M.Sc. Zoology

Years of Experience: 2

Evaluation Period: 2019-20

1. Teaching Effectiveness:

Ability to communicate subject matter clearly and effectively:

1 2 3 4 5 ✓

Engagement with students in the learning process:

1 2 3 4 5 ✓

Use of innovative teaching methodologies and resources:

1 2 3 4 5 ✓



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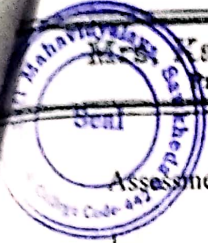
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Assessment and feedback practices

1 2 3 4 5 ✓

Integration of technology in teaching and learning:

1 2 3 4 5 ✓

2. Research and Scholarly Activities:

Publications in UGC journals:

Women's Role in Protecting Ecosystems.

Publications in Chapter in book journals:

New man Publications.

3. Professional Development:

Participation in workshops, seminars, and training programs:

I have attended workshops on current research topics, or new technologies in zoology.

Attainment of additional qualifications or certifications.

4. Institutional Engagement:

Participation in departmental meetings and committees:

Write details and attaché Annexure of it to API form

I have taken active participation in various academic and community activities such as curriculum Development, Interdisciplinary Collaboration.



Bhri Mohatadevi Bhikshan Banatha, Aurangabad.

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Contribution to academic planning and policy development:

Write details and attaché Annexure of it to API form

I helped to develop policies related to academic integrity research ethics and sustainability practices within the zoology department.

Service on institutional boards or councils:

5. Student Engagement and Support:

Availability and accessibility to students outside of class hours:

1 2 3 4 5 ✓

Support for student academic and personal development:

1 2 3 4 ✓ 5

Guidance and counseling for student career goals:

1 2 3 4 ✓ 5

Response to student feedback and concerns:

1 2 3 4 5 ✓

Promotion of a positive learning environment:

1 2 3 4 ✓ 5





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Principal

Date: 16/12/2019

Contribution to Community and Society:

Engagement in outreach activities and community service:

Write details and attaché Annexure of it to API form

I organize field trips for students and community members to explore local ecosystems and learn about biodiversity first hand.

Collaboration with local schools, NGOs, or government agencies:

Write details and attaché Annexure of it to API form

Initiatives to address social issues or promote education equity:

Write details and attaché Annexure of it to API form

Engaging in outreach activities and community service such as Educational Workshops and seminars.

Advocacy for the profession and educational reforms:

Write details and attaché Annexure of it to API form

enhancing the discipline and improve opportunities for students and faculty such as Curriculum Innovation, public health, etc.

Representation of the institution in external forums:

Write details and attaché Annexure of it to API form





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Overall Performance Assessment:

Rating Scale: 1 2 3 4 5

Comments:

I have successfully integrated new methodologies into my courses, enhancing students engagement and fostering critical thinking about complex ecological issues.

Reviewer's Comments:

Write details and attaché Annexure of it to API form

Their mentorship has guided several students to successful research careers, enhancing the department's reputation.

Teacher's Comments and Self-Assessment: I am committed to continuing my professional development.

Write details and attaché Annexure of it to API form

Very Satisfactory

Development Plan:

Write details and attaché Annexure of it to API form

Focus on enhancing my teaching, research and professional growth such as subject knowledge, increasing Research output

Areas of strength to maintain.

Write details and attaché Annexure of it to API form

Ability to work across disciplines, integrating zoology and environmental science.



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Haveri Patkar
President

Mrs. Archana Mukherkar
Secretary

Dr. Varaha Phalke
Principal

Date: 16/11/2019

Write details and corresponding actions.

Write details and attach Annexure of it to API form

Time management and Work Life Balance

Professional development goals for the next evaluation period.

Write details and attach Annexure of it to API form

Enhance field based learning experiences for studies.

Signatures:

Teacher:

[Signature]

Date: 16/12/2019

Reviewer:

[Signature]

Date: 16/12/2019



"Women's Role in Protecting Ecosystems"

Mr. Shalik Shamrao Sapkal

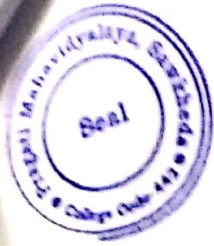
Zoology Department

Pragati Mahavidyalaya, Sawkheda.

Introduction

The role of women in protecting ecosystems is both crucial and transformative, making significant contributions to environmental conservation worldwide. Historically, women have often been the custodians of natural resources in their communities, bearing the brunt of environmental changes while also possessing a profound understanding of local ecosystems. Their unique perspectives, experiences, and intimate knowledge of their environments position them as essential players in sustainable development. In many cultures, women are responsible for managing household resources, including water, fuel, and food. This responsibility has endowed them with a deep connection to nature and an understanding of the delicate balance required for sustainable living. As primary caregivers, they play a pivotal role in ensuring the health and well-being of their families and communities, which are closely tied to the health of the environment.

Women's involvement in environmental movements has led to innovative approaches to conservation and resource management. For instance, grassroots initiatives led by women have successfully addressed deforestation, water scarcity, and biodiversity loss. In India, organizations such as the Self-Employed Women's Association (SEWA) have empowered women to advocate for sustainable agricultural practices and environmental rights. These initiatives not only foster community resilience but also promote social justice by addressing the inequities faced by women in resource management. Women's participation in decision-making processes at local, national, and international levels is vital for effective environmental governance. Their voices influence policies and practices that prioritize sustainability and the equitable distribution of resources. By integrating women's perspectives into environmental management, societies achieve



more comprehensive and effective solutions to ecological challenges. Women are integral to the conservation of ecosystems and the promotion of sustainable development. Their unique knowledge, leadership, and advocacy efforts continue to transform the environmental landscape, ensuring a healthier planet for future generations. Empowering women in these roles is a matter of gender equality and a necessary step toward achieving environmental sustainability.

Women's involvement in environmental stewardship is deeply rooted in their traditional roles as caregivers and community leaders:

- **Traditional Knowledge and Practices:** In many cultures, women possess indigenous knowledge about local flora, fauna, and sustainable practices. This knowledge has been passed down through generations and plays a vital role in conserving biodiversity and natural resources.
- **Participation in Social Movements:** Historically, women have been active participants in environmental movements. Notable examples include the **Chipko Movement** in India during the 1970s, where women played a crucial role in protecting trees from deforestation, highlighting the intersection of gender and environmental activism.
- **Global Recognition:** Over the years, international recognition of women's contributions to environmental sustainability has grown. Initiatives like the **UN Women** and the **UN Environment Programme** emphasize the importance of women's participation in sustainable development and ecosystem management.

Women as Environmental Leaders:

Women are increasingly taking on leadership roles in environmental conservation, influencing policies, and mobilizing communities:

- **Grassroots Activism:** Women leaders at the grassroots level, such as **Wangari Maathai**, founder of the **Green Belt Movement** in Kenya, have mobilized communities to plant trees and advocate for environmental rights.



Their efforts have led to significant reforestation and empowerment of women.

- **Community Organizing:** Women often serve as community organizers, fostering collaboration and participation in conservation efforts. Their leadership is instrumental in advocating for sustainable practices, protecting local ecosystems, and ensuring that women's voices are heard in decision-making processes.
- **Policy Advocacy:** Women are increasingly involved in shaping environmental policies at local, national, and international levels. Their participation ensures that gender perspectives are integrated into environmental governance, promoting equity and sustainability.

Case Studies of Women's Contributions:

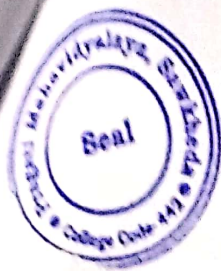
Several case studies illustrate the impactful roles women play in ecosystem protection:

- **The Self-Employed Women's Association (SEWA):** In India, SEWA has empowered women working in the informal sector to engage in environmental initiatives. Through training and capacity building, these women have become advocates for sustainable practices in agriculture and waste management, leading to improved livelihoods and healthier ecosystems.
- **Women's Fisheries Cooperatives:** In coastal communities, women have formed fisheries cooperatives to manage marine resources sustainably. By sharing knowledge and practices, these cooperatives promote responsible fishing and conserve marine biodiversity.
- **Agroecology and Sustainable Agriculture:** Women farmers are increasingly adopting agroecological practices that enhance soil health, biodiversity, and ecosystem resilience. Their commitment to sustainable agriculture not only improves food security but also protects vital ecosystems.

Challenges Faced by Women in Ecosystem Protection:

Despite their contributions, women face numerous challenges in their roles as environmental stewards:

- **Limited Access to Resources:** Women often lack access to land, credit, and technology, hindering their ability to



implement sustainable practices and participate fully in ecosystem management.

- **Gender Inequality:** Cultural norms and gender stereotypes limit women's involvement in decision-making processes related to environmental governance. This marginalization restricts their ability to advocate for their rights and the health of ecosystems.
- **Climate Change Impacts:** Women in vulnerable communities are disproportionately affected by climate change, facing challenges such as food insecurity, displacement, and loss of livelihoods. These impacts hinder their efforts to protect ecosystems.
- **Recognition and Representation:** Women's contributions to ecosystem protection are often undervalued or overlooked, leading to a lack of recognition in formal environmental frameworks and policies.

Women's Empowerment and Capacity Building:

Empowering women and building their capacity is essential for enhancing their role in ecosystem protection:

- **Education and Training:** Providing education and training opportunities for women in environmental science, sustainable agriculture, and natural resource management strengthen their knowledge and skills, enabling them to contribute more effectively to ecosystem conservation.
- **Access to Resources:** Ensuring women have access to land, credit, and technology is crucial for their participation in sustainable practices. Policies that promote gender equity in resource management facilitates women's involvement in ecosystem protection.
- **Networking and Collaboration:** Creating platforms for women to network and collaborate with other environmental activists, organizations, and policymakers amplify their voices and influence in ecosystem management.
- **Advocacy for Gender-Responsive Policies:** Promoting gender-responsive policies in environmental governance



is essential for ensuring women's perspectives are integrated into decision-making processes, leading to more sustainable and equitable outcomes.

The Future of Women in Ecosystem Protection:

The future of women's roles in protecting ecosystems looks promising, with several trends likely to shape their continued advancement:

- **Increased Representation in Leadership:** As more women assume leadership roles in environmental organizations and initiatives, their influence on ecosystem protection is expected to grow, leading to more inclusive decision-making processes.
- **Integration of Traditional Knowledge:** The recognition of the value of traditional ecological knowledge held by women enhance conservation efforts and promote sustainable practices that are culturally relevant.
- **Collaboration Across Sectors:** Women are increasingly collaborating with various sectors, including government, non-profits, and the private sector, to address complex environmental challenges and drive sustainable development.
- **Youth Engagement:** Young women are becoming increasingly involved in environmental activism, bringing fresh perspectives and innovative solutions to ecosystem protection. Their engagement is crucial for the future of environmental sustainability.

Conclusion:

Women play an indispensable role in protecting ecosystems, serving as leaders, advocates, and custodians of natural resources. Their contributions are vital for sustainable development and environmental conservation.

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