6.2.1: The institutional Strategic plan is effectively deployed
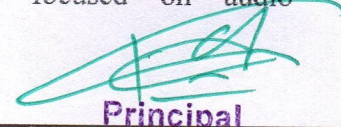

Any additional information

6.2.1 STRATEGIC PLAN

The Strategic Development Plan sets out a framework of priorities for the institution, its divisions and departments.

Executive Summary

Sahayog Sevabhavi Sanstha College of Education, Vishnupuri, Nanded, is established in 2004 under the parental institution of Sahayog Sevabhavi Sanstha Vishnupuri, Nanded. Our college is affiliated to Swami Ramanand Teerth Marathwada University, Nanded and also approved by NCTE. The college runs B. Ed and M. Ed. course in Marathi Medium. The Objective of the College of Education is to provide excellent teacher education to all candidates, regardless of caste, creed, religion, or language.

We realize that education is fundamental for the complete development of individuals. As a premier teaching institute, we endeavor to harness this inherent potential through meeting the growing needs of higher technical education. As we grow, we will expand into new technologies, methodologies, disciplines, resources and even attitudes. To achieve this, College of Education will ensure the highest quality off acuity, resources and infrastructure. These will be structured with a focus on academic excellence and versatility in approach that will meet the ever-increasing needs of the students. Institute's Commitment to education and research will encourage and assure students in their pursuit of knowledge. All this is a reflection of the Institute's responsibility to build a societythat is vibrant and growing through knowledge sharing and enhancing. India is on the move of it. Knowledge of Information Technology is the key power for the future Teachers. The 21st century belongs to us and will need professional skill endbrain power who can deliver quality and add valueto the Society. We are committed to provide the best for our students by way of infrastructure, quality, faculty, training and an enabling environment to help to moralize their true potential. Smart lab plus Interactive teaching methodology development in house at College of Education focused on audio

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visual learning techniques. Personality Development Build your communication and interpersonal skills, backed by weekend seminars. CBT-Computer Based Training See and understand every topic step by step on a PC as it is explained with audio visual instructions in English and Marathi. Academic consistency in the training field gives us an edge that few can match. Themain aim is to provide efficient teachers to the society, We believe in that the duties of a teacherare neither few nor small but they elevate the mind and give energy to the character.

OBJECTIVES

1. To give excellent teacher education to all candidates, regardless of caste, creed, religion, or language.
2. To encourage metal earning
3. To encourage teacher education research
4. To cultivate a favorable attitude toward the teaching profession
5. To develop personal and professional abilities demanded of teachers
6. To have a better grasp of the role of teachers as agents of social change, national integration, and scientific temper.
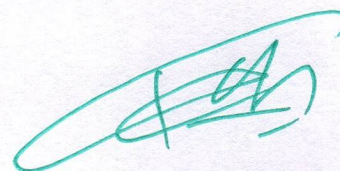7. To instill morals in the teacher educators.

Vision
Our vision is to help students become responsible teachers who are committed to the holistic development of their students through selfless service to the community.

Mission
Our mission is to shape our pupils into:
1. Intellectually competent and emotionally mature
2. Socially sensitive
3. Morally upright
4. Spiritually orientated
5. Loyal teacher-citizens

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CORE VALUES:

Built on the vision that education serves as a keystone in improving society and building better futures for all, we commit to our core values of:

- Excellence

- Diversity

- Ethics and Dignity

- Student Focus
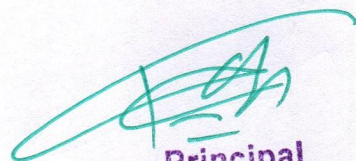
- Collaboration and Public Engagement

SWOC Analysis

Strengths

- ➢ Good reputation for high quality teaching & based practical skills & knowledge development.
- ➢ Approved by NCTE
- ➢ Excellent Infrastructure
- ➢ Constant encouragement of faculty for pursuing Ph.D., research, advancement of qualification etc.
- ➢ Constant mentoring, monitoring, and feedback system of students
- ➢ Good faculty retention due to peaceful work environment
- ➢ Various activity cells viz. Cultural cell, Sports cell & all round development and extracurricular activities
- ➢ Academic achievements of student in university examination and other platforms

Weaknesses

- ➢ Un-aided Institute
- ➢ International and National Collaboration activities to be done
- ➢ No authority to revise and reconstruct the curriculum
- ➢ Poor language (English) & communication skills and lack of confidence due to rural background

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Opportunities

- To start Research Center
- Faculty – student exchange program with reputed National & Foreign Universities
- Focus on Research activities & collaboration with institutes
- Involving more faculty members in research oriented programs
- External funding for research, project and innovative programs
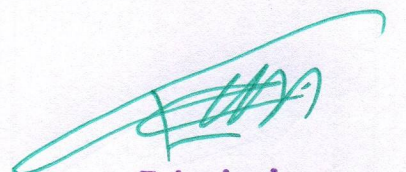
Challenges

- Students come with various vernacular and ethnic backgrounds and training these students in english language and developing their communication skills is really a challenging job.
- To motivate faculty for Research/ R&D/ Innovation etc.
- To attract eminent Professors, Ph.D. Holders and Researchers in Campus to share their knowledge and experience with students

Strategic Goals

The passionate team of Sahayog Sevabhavi Sanstha College of Education, Vishnupuri, Nanded after several discussion and planning and guided by the Mission and Vision of the Institutes Quality Policy, Core Values, Stake holder's expectations and SWOC analysis framed the Institutions strategic Goals.
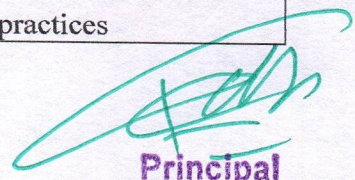
Institution Strategic Goals:

- Following effective teaching learning process
- Developing and following leadership and participative management
- Establishing a continuous Internal Quality Assurance System
- Ensuring good governance
- Ensuring student's development and participation
- Ensuring staff development & welfare
- Developing financial management
- Encouraging research and development work
- Increasing internal revenue generation
- Increasing Alumni Interaction and participation and Outreach activities
- Engagement in Community Services and Activities

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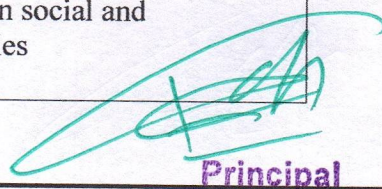College of Education
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Strategic Planning -2017-2024

Teaching learning process	• Academic planning and preparation ofAcademic Calendar • Development of teaching plan as perUniversity • Preparation of Lesson Plan • Use of more teaching aids and adoptmore ICT • Development of e- learning resources • Promote research culture & activities • Provide mentoring and personalsupport • Follow a transparent and fair feedbacksystem • Continuous assessment to measureoutcomes • Performance development throughcredit system • Implementation of best practices
Leadership and participative management	• To follow reporting structure • Decentralize the academic, administration and student relatedauthorities & responsibilities • Prescribe duties, responsibilities andaccountability • Establishment of functionalcommittees
Internal Quality Assurance System	• Establishment of IQAC done • Framing of Quality Policy &publishing regularly • Formation of Quality MonitoringCommittee & functioning • Educating & Training of allemployees • Periodic check & guidance for qualityimprovement • Establishment of audit team andprocess • Promoting best practices

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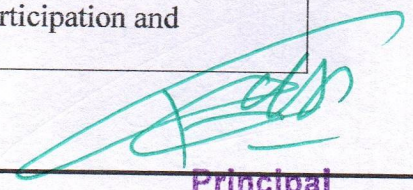College of Education
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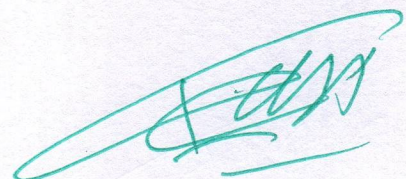|	
	• Annual report preparation &submission
Good governance	• Vision, Mission development & theirarticulation in every key position • Inclusion of industrialists &academicians in the GB • Evaluation of Institute's performanceand benchmarking • Institutional strategic goals setting • Institutional Strategic developmentplan • Monitoring and Implementing theQuality Management Systems • Following organization structure • Smooth Working of statutorycommittees • Code of conduct and policyformulation, approval and implementation • Establishing fair and transparentperformance appraisal system
Student's development and participation	• Budget allocation for student development programmes andactivities • Students Trainings & PlacementActivities • Formation of student council • Student's representation in variouscommittee and cell • Student's Participation in variouscompetitions • Organizing workshops andcompetitions • Credit transfer • Rewards & recognitions of achievers • Participation in extracurricularactivities • Participating in social and welfareactivities

Staff development & welfare	• Recruitment Policy formation &implementation • Staff performance evaluation system • Staff Training for qualityimprovement • The Best possible work facilities &infrastructure facilities • Code of conduct, service rules & leaverules • Staff welfare policy implementation • Career advancement schemes • Rewards, recognitions and incentives • Deputation for seminars, conferencesand workshops etc. • Sponsorship/ Motivation forqualification improvement • Support for research, consultancy,innovations
Financial management	• Framing & implementation of Purchase and Financial policies • Department wise Budget planning andallocation Forecasting income & expenditure • Effective functioning of purchasecommittee • Plans for Emergency Fund • Budget formulation & approvalthrough Finance Committee • Periodic Audit
Research and innovation	• Research facilitation center • Establish and develop Laboratorieswith more research facility • Apply for Government/Non Government industry, sponsored funds • Collaborations with Government &Private Institutes, Universities and Research Organizations
Alumni Interaction	• Formation of Alumni association,participation and registration

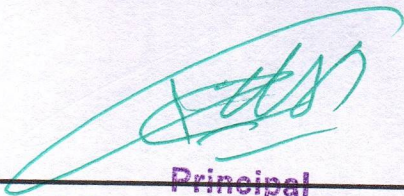|	
	- Data base creation, Regular interactions with alumni andnetworking - Exploring Contributions - Sponsorships/scholarships/fu ndgeneration
Community Services and OutreachActivities	- Budget from institution from resources/Faculty/students/oth erdonors - Identify community and socialdevelopment work - Identify challenges of society fordevelopment work - Provide vocational training /job oriented training as per local needs atthe institute - Educational support to village people - Conducting awareness camps
Physical infrastructure	- Infrastructure building development &modification - Smart Class rooms, Seminar halls - Modernization of Laboratory &equipment - More ICT enabled classrooms - Library infrastructure up gradation - System up gradation - Functional facilities for e-learning - Safety & Security management - Water facility - Medical facility - Developing sports (indoor/outdoor)facilities - Plantations - Rain water harvesting - Renewable Energy usage - Hygiene, zero plastic & green campus

Strategy Implementation and Monitoring

After approval of the Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Principal along with Academic Council and other team member will be the custodian for strategic plan and its deployment.

Implementation at Institute Level

Governance & Administration	Chairman & Members of GB, Administration Office
Branding /Expansion	GB members, Local Management Committee
Students Admissions	Principal, HODs, Admission team
Statutory Compliance	Principal, Co-ordinators
Infrastructure (physical)	GB, Secretary Trustee Board
Infrastructure (Academics)	Principal, Office Superintendent
Teaching- Learning	Principal, HODs, Faculty and Staff
Research& Development	Principal & Co-ordinators
Students Development	Principal & Co-ordinators
Departmental Activities	Co-ordinators & Staff
Training & Placement	Principal & Co-ordinators, Staff
Quality Assurance	IQAC team

Monitoring of strategic plan

The implementation of strategic plan will be monitored time to time by Principal, Academic Council and other committees through periodic review. The section heads will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Academic Council and GB. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources. All these reports will be forwarded for further discussions and implementation by the Board of Trustees.

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