



6.2.1: The institutional Strategic plan is effectively deployed

Documentary evidence in support of the claim



**Sahayog Sevabhavi Sanstha**  
**COLLEGE OF EDUCATION &**  
**INDIRA COLLEGE OF EDUCATION (M.Ed.)**

Sahayog Educational Campus, Vishnupuri, Nanded-431606

(Approved by NCTE, New Delhi, Recognized by Govt. of Maharashtra & Affiliated to SRTMU, Nanded.)

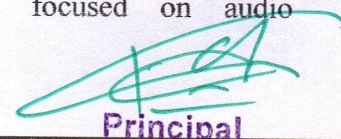
### 6.2.1 STRATEGIC PLAN

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 of faculty, 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 society that 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 21<sup>st</sup> century belongs to us and will need professional skill and brain power who can deliver quality and add value to 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. The main aim is to provide efficient teachers to the society, We believe in that the duties of a teacher are 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 mental 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.

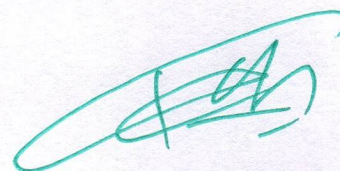
### **Vision**

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

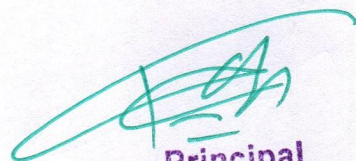
## **SWOC Analysis**

### **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

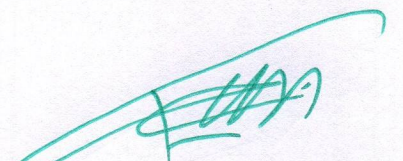
- Students come with various vernacular and ethnic backgrounds and training these students in english language and developing their communication skills is really a challenging job.
- To motivate faculty for Research/ R&D/ Innovation etc.
- To attract eminent Professors, Ph.D. Holders and Researchers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

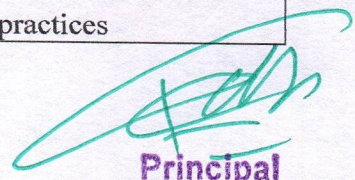
### Institution Strategic Goals:

- 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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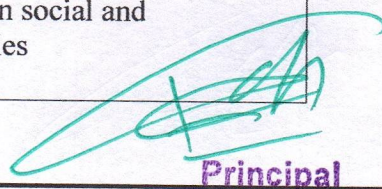
**Strategic Planning -2017-2024**

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| <p><b>Teaching learning process</b></p>               | <ul style="list-style-type: none"><li>• Academic planning and preparation of Academic Calendar</li><li>• Development of teaching plan as per University</li><li>• Preparation of Lesson Plan</li><li>• Use of more teaching aids and adopt more ICT</li><li>• Development of e- learning resources</li><li>• Promote research culture &amp; activities</li><li>• Provide mentoring and personal support</li><li>• Follow a transparent and fair feedback system</li><li>• Continuous assessment to measure outcomes</li><li>• Performance development through credit system</li><li>• Implementation of best practices</li></ul> |
| <p><b>Leadership and participative management</b></p> | <ul style="list-style-type: none"><li>• To follow reporting structure</li><li>• Decentralize the academic, administration and student related authorities &amp; responsibilities</li><li>• Prescribe duties, responsibilities and accountability</li><li>• Establishment of functional committees</li></ul>  |
| <p><b>Internal Quality Assurance System</b></p>       | <ul style="list-style-type: none"><li>• Establishment of IQAC done</li><li>• Framing of Quality Policy &amp; publishing regularly</li><li>• Formation of Quality Monitoring Committee &amp; functioning</li><li>• Educating &amp; Training of all employees</li><li>• Periodic check &amp; guidance for quality improvement</li><li>• Establishment of audit team and process</li><li>• Promoting best practices</li></ul>   |



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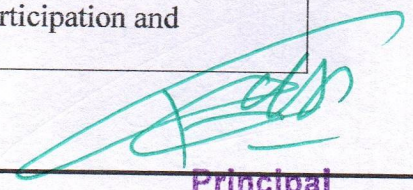
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|  | <ul style="list-style-type: none"> <li>• Annual report preparation &amp; submission</li> </ul>   |
| <b>Good governance</b>                         | <ul style="list-style-type: none"> <li>• Vision, Mission development &amp; their articulation in every key position</li> <li>• Inclusion of industrialists &amp; academicians in the GB</li> <li>• Evaluation of Institute's performance and benchmarking</li> <li>• Institutional strategic goals setting</li> <li>• Institutional Strategic development plan</li> <li>• Monitoring and Implementing the Quality Management Systems</li> <li>• Following organization structure</li> <li>• Smooth Working of statutory committees</li> <li>• Code of conduct and policy formulation, approval and implementation</li> <li>• Establishing fair and transparent performance appraisal system</li> </ul> |
| <b>Student's development and participation</b> | <ul style="list-style-type: none"> <li>• Budget allocation for student development programmes and activities</li> <li>• Students Trainings &amp; Placement Activities</li> <li>• Formation of student council</li> <li>• Student's representation in various committee and cell</li> <li>• Student's Participation in various competitions</li> <li>• Organizing workshops and competitions</li> <li>• Credit transfer</li> <li>• Rewards &amp; recognitions of achievers</li> <li>• Participation in extracurricular activities</li> <li>• Participating in social and welfare activities</li> </ul>  |



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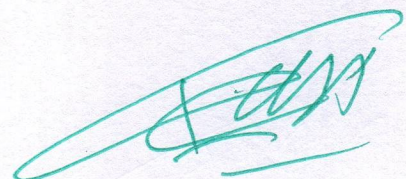
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| <p><b>Staff development &amp; welfare</b></p> | <ul style="list-style-type: none"> <li>• Recruitment Policy formation &amp; implementation</li> <li>• Staff performance evaluation system</li> <li>• Staff Training for quality improvement</li> <li>• The Best possible work facilities &amp; infrastructure facilities</li> <li>• Code of conduct, service rules &amp; leave rules</li> <li>• Staff welfare policy implementation</li> <li>• Career advancement schemes</li> <li>• Rewards, recognitions and incentives</li> <li>• Deputation for seminars, conferences and workshops etc.</li> <li>• Sponsorship/ Motivation for qualification improvement</li> <li>• Support for research, consultancy, innovations</li> </ul> |
| <p><b>Financial management</b></p>            | <ul style="list-style-type: none"> <li>• Framing &amp; implementation of Purchase and Financial policies</li> <li>• Department wise Budget planning and allocation Forecasting income &amp; expenditure</li> <li>• Effective functioning of purchase committee</li> <li>• Plans for Emergency Fund</li> <li>• Budget formulation &amp; approval through Finance Committee</li> <li>• Periodic Audit</li> </ul>   |
| <p><b>Research and innovation</b></p>         | <ul style="list-style-type: none"> <li>• Research facilitation center</li> <li>• Establish and develop Laboratories with more research facility</li> <li>• Apply for Government/Non Government industry, sponsored funds</li> <li>• Collaborations with Government &amp; Private Institutes, Universities and Research Organizations</li> </ul>  |
| <p><b>Alumni Interaction</b></p>              | <ul style="list-style-type: none"> <li>• Formation of Alumni association, participation and registration</li> </ul>  |



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|   | <ul style="list-style-type: none"> <li>• Data base creation, Regular interactions with alumni and networking</li> <li>• Exploring Contributions</li> <li>• Sponsorships/scholarships/fund generation</li> </ul>   |
| <b>Community Services and Outreach Activities</b> | <ul style="list-style-type: none"> <li>• Budget from institution from resources/Faculty/students/other donors</li> <li>• Identify community and social development work</li> <li>• Identify challenges of society for development work</li> <li>• Provide vocational training /job oriented training as per local needs at the institute</li> <li>• Educational support to village people</li> <li>• Conducting awareness camps</li> </ul>  |
| <b>Physical infrastructure</b>                    | <ul style="list-style-type: none"> <li>• Infrastructure building development &amp; modification</li> <li>• Smart Class rooms, Seminar halls</li> <li>• Modernization of Laboratory &amp; equipment</li> <li>• More ICT enabled classrooms</li> <li>• Library infrastructure up gradation</li> <li>• System up gradation</li> <li>• Functional facilities for e-learning</li> <li>• Safety &amp; Security management</li> <li>• Water facility</li> <li>• Medical facility</li> <li>• Developing sports (indoor/outdoor) facilities</li> <li>• Plantations</li> <li>• Rain water harvesting</li> <li>• Renewable Energy usage</li> <li>• Hygiene, zero plastic &amp; green campus</li> </ul> |



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## Strategy Implementation and Monitoring

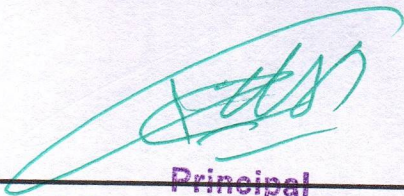
After approval of the Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Principal along with Academic Council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