

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

### **Institutional Strategic Goals**

1. Efficient Teaching erudition procedure
2. Effective Leadership and Participative management
3. Constant Internal Quality Assurance System
4. Ensuring effective governance
5. Student's Overall Development through Participation
6. Employees Advancement & Welfare
7. Escalating Placements
8. Proper Discipline
9. Women/Student/Faculty Grievance
10. Financial Planning & Management
11. Institute – Industry Interaction
12. Encouragement of Budding Entrepreneurs
13. Constant Growth in Research and Development
14. Boosting Internal Revenue Generation
15. Alumni Interaction and Outreach activities
16. Mounting Physical Infrastructure

### **Strategic Planning Efficient Teaching Erudition procedure**

- Academic planning and preparation of Academic Calendar
- Preparation of teaching plan as per OBE
- Preparation of Lesson Plan based on CO & PO mapping
- Conduct training based on current demand analysis
- Constant assessment to measure outcomes

- Use of more practical methods of teaching
- Use of e- learning resources
- Promote research culture & facilities
- Provide mentoring and individual support
- Follow a transparent feedback system
- Performance enhancement through workshops and seminars.
- Implementation of best practices for students
- Evaluation parameters and benchmarking

### **Effective Leadership and Participative management**

- Following reporting structure of faculties
- Decentralization of the academic, administration and student related authorities & responsibilities
- All the Heads of the Departments conduct faculty meetings every fortnight
- Portfolio assignments
- The minutes of the meetings are communicated to the Principal who in turn consolidates all the suggestions and submits them to the Management for approval & reference.

### **Constant Internal Quality Assurance System**

- Establishment of IQAC done
- Develop, maintain and regularly update the QMS as the document of all the processes involved in the academic and administrative activities and the forms to implement the processes.
- All the departments, with the teaching and non-teaching faculty carry out the activities as per the Processes and forms.
- Satisfaction survey by collecting feedbacks from students, parents, alumni and industry and actions are taken to ensure that the college satisfies all its stakeholders.
- Internal Audit - Regular internal audits are conducted at planned intervals to check the effectiveness of the implementation, maintenance and improvement of the QMS.
- Monitoring and measurement of processes and products Continuous measurement and monitoring of the processes are done to identify appropriate corrective action to ensure conformity of service.

- Control of non-conformity to prevent and get prepared for deviations and the actions to be Taken Data analysis and continuous improvement.
- External Audit.
- Framing of Quality Policy
- Educating & Training of all employees
- Periodic check & guidance for quality improvement
- Establishment of audit team and process
- Audit for remedial measures
- Release of Annual report preparation & submission Ensuring Effective Governance
- To review the smooth running of the administrative activities of the college, discussing approval of new programs.
- To review the examination results (Internal as well as External) of all programs; result analysis and their improvement strategies.
- To approve the up gradation & maintenance of the Infrastructure of the Institute.
- To review the budget allocated for different purposes and their expenditure etc.
- Promotion of various faculty career advancement programs, Approval for posts, Study leaves etc.
- To review the Placement activities, Collaborations with Industry and R&D programs.
- Reviewing the Performance appraisal of faculty backed with the discussion. & suggestions given by Faculty for improvements in the college.
- To provide support for conducting all kinds of activities: - Co- curricular and Extra-curricular.
- To review the awards and scholarships for students based on the performance in co-curricular and Extra-curricular activities etc.
- Evaluation of Institute's performance and benchmarking Institutional strategic goals setting
- Institutional Strategic Planning
- Monitoring and Implementing the Quality Management Systems
- Establishing E-Governance Leadership development through decentralization

- Establishing internal audit committee
- Code of conduct and policy formulation, approval and implementation.
- Establishing fair and effective performance appraisal system

#### **Student's Overall Development through Participation**

- The Student Representatives have the responsibility towards students to be available to listen to student views and concerns and actively represent them in an objective and accurate manner.
- Budget framing and allotment for student development programs and activities
- Students Trainings & Placement Activities
- Formation of student council
- Student's representation in various committee and cell
- Participation in competitions
- Organizing competitions
- Rewards & recognitions of achievers
- Participation in extracurricular activities
- Participating in social and welfare activities

#### **Employees Advancement & Welfare**

- Employees performance evaluation system
- Regular Training for quality improvement Healthy and supportive working environment & infrastructure.
- Proper established Code of conduct, service rules & leave rules to be followed by all.
- Staff welfare policy implementation Career advancement schemes Rewards, recognitions and incentives
- Deputation for seminars, conferences and workshops etc.
- Motivation for qualification enhancement Support for research, consultancy, innovations

#### **Escalating Placements**

- The Central Training & Placement Committee plays a very important and key role in getting students their dream placement through counseling and guiding the students for their successful Career Placement.

- It is a crucial interface between the stages of completion of academic program of the students and their entry into avenues of suitable employment through campus placement drives.

#### **Proper Discipline**

- Recommends Installation of CCTV Cameras at desired places and other measures to maintain the discipline. Responsible for the entry of the students only with I-cards and proper uniforms.

#### **Women/Student/ Faculty Grievance**

The grievance committee functions with the following purposes;

- To make women, students, faculties & staff members aware about their rights.
- To help them in knowing the importance of good health and nutrition and facilities available for them.
- To help them in developing decision making abilities and be self- dependent.
- To help them in raising voice against all kinds of discrimination in a proper manner.
- To help them in changing their mind setup.
- To assist them in overall development of their personality.
- To help them (community women) in knowing about reproductive health care and child care.
- The Student Representatives have the responsibility towards students to: be available and listen to student's views and concerns, and actively represent them in an objective and accurate manner.

#### **Financial Planning & Management:**

- Framing of financial budget according to multiple areas.
- Department wise Budgeting
- Forecasting of Revenue &Expenditure
- Effective purchasing through this committee
- Contingency Fund allocation every year
- Budget formulation & approval through Budget Committee
- Periodic Audit

### Alumni Interaction and Outreached Activities

- Configuration of Alumni association to increase their participation
- Invitation for guest lecturers/internship/placement/training/entrepreneurship
- Exploring Contributions Sponsorships/scholarships/fund generation
- Data base creation, Regular interactions with alumni and networking
- Recognition of successful alumni for appreciation and felicitation