6.2.1 THE INSTITUTIONAL STRATEGIC/PERSPECTIVE PLAN IS EFFECTIVELY DEPLOYED

Institutional Strategic Goals

1. Structure Teaching learning methodology
2. Effective Leadership and Participative management
3. Proactive Internal Quality Assurance Cell
4. Ensuring effective governance
5. Student's Overall Development through Participation
6. Employees Advancement & Welfare
7. Proper Discipline
8. Women/Student/Faculty Grievance
9. Financial Planning & Management
10. MOUs
11. Encouragement of Budding Entrepreneurs
12. Constant Growth in Research and Development
13. Alumni Interaction and Outreach activities
14. Augmenting Physical Infrastructure

<u>Strategic Planning</u>

Efficient TeachingLearning methodology
- Academic planning and preparation of Academic Calendar
- 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

Effective Leadershipand Participative management
- Consolidation of Committee List
- Decentralization of the academic, administration and student related authorities & responsibilities
- The minutes of the meetings are communicated to the Principal who in turn consolidates all the suggestions and submits them to theManagement for approval & reference.

Constant Internal Quality AssuranceSystem
- Established IQAC is in place.
- Develop, maintain and regularly update 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.
- Collecting feedbacks from students, parents, alumni and employer andactions are taken to ensure that the college satisfies all its stakeholders.
- Monitoring and measurement of processes to identifyappropriate corrective action.
- Framing of Quality Policy
- Periodic check & guidance for quality improvement.

Ensuring EffectiveGovernance
- To review the smooth running of the administrative activities of the college,
- 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 theirexpenditure etc.
- Promotion of various faculty career advancement programs, Approval for posts, Study leaves etc.
- 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.
- Code of conduct and policy formulation, approval, and implementation
- Establishing fair and effective performance appraisal system.

Student's Overall Development through Participation
- Students Trainings & Placement Activities
- 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
- Proper established Code of conduct, service rules & leave rules to be followed by all.
- Staff welfare policy implementation
- Career advancement schemes
- Deputation for seminars, conferences, and workshops etc.
- Motivation for qualification enhancement
- Support for research, consultancy, innovations
- Healthy and supportive working environment & infrastructure.

Proper Discipline
- Installed 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.

Constant Growth in Research and Innovation
- Establish and develop Laboratories with more research facility
- Fund generation through Project proposals

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 alumniand networking
- Recognition of successful alumni for appreciation and felicitation

Mounting Physical Infrastructure
- Infrastructure building development & modification
- Functional facilities for e-learning
- Safety & Security management
- Water facility
- Hygiene, zero plastic & green campus

- Recycling of water
- Smart Classrooms, Tutorials, Seminar halls
- Modernization of Laboratory &equipment
- Library infrastructure upgradation
- System upgradation
- Medical facility
- Development of sports (indoor/outdoor) facilities
- Plantations

Strategy Implementation and Monitoring

Once the planning part has been done the next step is its implementation. This stage is among the most imperative part and has to be implemented with proper supervision and cooperation.

Implementation at Institute Level

Particulars/Functions	Deployment Authorities
Governance & Administration	Principal & Establishment Section
Teaching- Learning	Principal, HODs, Faculty and Staff
Infrastructure (physical)	Principal, Development Committee
Departmental Activities	HODs and Faculty
Training & Placements	Career Counselling and Placement Cell
Research& Development	Research Committee
Students Development	IQAC
Quality Assurance	IQAC Team
Students Admissions	Principal, HODs, Admission Committee
Statutory Compliance	Principal, HODs, Coordinators

<u>Deployment</u>

- The plans articulated by the management and principal are communicated to the target groups like faculty, students, staff and other stakeholders through meetings, mails, and other forms of communication

- The handbook of conduct and the SOP manual serves as guideline at the institutional level to undertake these activities.