Vinayak Vidnyan Mahavidyalaya, Nandgaon Kh

Deployment of Prospective-Development Plan

YEAR-2017-22

Message

As the President of Pravin Khodke Memorial Trust, Amravati, it is my privilege to lead this esteemed organization that was established in memory of Hon. Mr. Pravin Khodke. Our trust is dedicated to providing quality education to students in rural areas of the Amravati district. Under my leadership, the trust is running several educational institutions, including Higher Secondary School at Shendola, Tivasa, Vinayak Vidyamandir Arts, Commerce, and Science Junior College, and Senior College, Study Centre of Yashwantrao Chavan Maharashtra Open University, Nashik, and Vinayak Vidnyan Mahavidyalaya, Nandgaon Khandeshwar.

As a Member of the Lower Assembly (MLA) of Amravati Vidhansabha Constituency, I am committed to serving the people of Amravati and working towards the betterment of the education sector in the district. I am proud to be associated with Pravin Khodke Memorial Trust and am dedicated to furthering its mission of providing quality education to students in rural areas. I am committed to ensuring that our institutions continue to provide a supportive and inclusive environment that fosters student growth and development. Our experienced and well-qualified professors are dedicated to providing the best possible education to our students and preparing them for successful careers.

In conclusion, I am honored to serve as the President of Pravin Khodke Memorial Trust, Amravati and am dedicated to furthering its mission of providing quality education to students in rural areas. I look forward to working with all stakeholders to ensure the continued success of our institutions.

Sincerely,

Mrs. Sulbhatai Sanjay Khodke,

MLA- Amravati & President,

Pravin Khodke Memorial Trust, Amravati

Preface

For an organization, strategic planning is very essential to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and deployment document is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives.

The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short-term goals. These are defined and guided by the stake holders (management, leadership, HODs, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members. The strategies with action plans were decided to achieve institutional strategic goals.

While formulating the strategic plan and deployment document, care has been taken to involve all stakeholders to help contribute their part which is vital for the success of every organization. Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for the college to achieve its goal to become an institution of Academic Excellence and providing professional by skilled young Engineers and Managers to the society.

Vision

➢ **"Villages are Soul of India"** truly said by Mahatma Gandhi. Our vision is to imbibe academic, scientific, physical and social temperament in rural students to shape them into responsible citizens striving for national development.

Mission

➢ To provide affordable quality education in student centric and conducive academic environment.

➢ To assure an equal educational opportunity irrespective of gender, race, religion, caste, creed and language.

➢ To empower the students through personal growth, creativity, integrity and skill enhancement to serve the nation.

Core Values

➢ Recognizing the need of introducing scientific knowledge to the youth of the region our president established our college. She wants to bring the youth in the main streams of the education.

➢ Our core values are morality, excellence, social responsibility, accountability, transparency and education for everyone.

Goals and Objectives

➢ To develop competent students with scientific knowledge and technology with required skills to tackle the present-day challenges.

➢ To make aware the students regarding their responsibility towards family, society and environment and evolve them into responsible citizens.

➢ To promote ethical values, rational thinking, leadership qualities, team spirit in the learners and improve their personality.

➢ To promote student friendly and eco-friendly environment to acquire.

SWOC Analysis

Strengths

➢ Only single college in the radius of 35 km providing education for Science and Commerce degree.

➢ Well catchment area that creates admission pressure and gathered large number of SC/OBC and ST out of which 60% students are girls.

➢ The college has a healthy academic environment and well qualified motivated young and dynamic teaching staff with 77 % members are as Ph.D. holders.

➢ College has lush green campus with indigenous tree.

➢ The college has well equipped laboratories for each course.

➢ Blended teaching -learning process with advance ICT tools.

➢ Good team work, dedication and harmony among staff members.

➢ Large campus of 5.5 acres land and scope for future development.

➢ Functional sports department, NSS and youth Red Cross society for both boys and girls.

➢ Facilities for students – Protected drinking water, girls' common room, vending machine, washrooms for boys and girls, canteen, rich library and equipped sports department.

➢ Conduction certificate courses based upon skill required.

➢ Institute has good bonding with their neighborhood community through societal enrichment program.

➢ Gender friendly and eco-friendly campus.

➢ Wi-Fi Campus with BSNL and the campus is under CCTV surveillance.

Weakness

➢ Located in rural and industrially under developed region.

➢ Relatively less progression of students to higher studies and entrepreneurship due to their financial weaker background.

➢ Lack of post graduate programs.

- ➢ Relatively big drop out ratio.
- ➢ Limited freedom syllabi designing and revising course curriculum.
- ➢ Vacant sanctioned post due to Government Policy.

Opportunities

- ➢ Post graduate courses can be introduced in science and commerce faculty.
- ➢ Agriculture based research leading more lab to land technologies can be conducted.
- ➢ Faculty and students exchange program with reputed institute can be established.
- ➢ After accreditation we may get more funding from RUSA, UGC and other funding agency for institutional development.
- ➢ Scope for starting vocational job, oriented and professional courses.
- ➢ Scope of various extension activities for society.
- ➢ Scope to strengthen cultural and sport's activity.

Challenges

- ➢ To cope up with the rapid changes in the higher education along with access.
- ➢ To reduce dropout rate of the students due to lack of family and social background.
- ➢ To provide job opportunities to the graduate.
- ➢ Being located in rural area, there are difficulties in collaborating with industrial and other institutions of repute.

Strategic Goals

The passionate team of Vinayak Vidnyan Mahavidyalaya 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:

1. Strengthening effective teaching learning process

2. Developing and following leadership and participative management

3. Establishing a continuous Internal Quality Assurance System

4. Ensuring good governance along with e-governance

5. Ensuring student's development and participation

6. Ensuring staff development & welfare

7. Developing financial management

8. emphasize on MoUs and research Collaborations

9. Development of entrepreneurship

10. Encouraging research work

11. Increasing internal revenue generation

12. Increasing Alumni Interaction and participation and Outreach activities

13. Engagement in Community Services and Activities

14. Developing physical infrastructure

15. Performing regular audits.

Strategic Planning (2017-2022)

Teaching learning process	- Academic planning and preparation of Academic Calendar - Development of teaching plan as per the University guidlines - Preparation of teaching Plan based on CO & PO mapping - Use of more teaching aids and adopt more ICT - Development of e- learning resources - Promote research culture & facilities - Provide mentoring and personal support - Follow a transparent and fair feedback system - Conduct training based on need analysis - Evaluation parameters and benchmarking through regular conduction of Academic Audit - Continuous assessment of students - Implementation of best practices
Leadership and participative management	- To follow reporting structure - Decentralize the academic, administration and student related authorities & responsibilities - Prescribe duties, responsibilities and accountability - Portfolio assignments - Establishment of functional committees
Internal Quality Assurance System	- Establishment of IQAC done - Framing of Quality Policy & publishing regularly - Formation of different Council of Heads & its functioning - Educating & Training of all employees through workshops and motivating them for FDP - Periodic check & guidance for quality improvement through External and Internal Quality Audits. - Establishment of audit team and process - Promoting best practices - Annual report preparation & submission

Good governance	• Vision, Mission development & their articulation in every key position • Inclusion of industrialists & academicians in the Governing Body • Evaluation of Institute's performance and benchmarking • Institutional strategic goals setting • Institutional Strategic development plan • Monitoring and Implementing the Quality Management Systems • Following organization structure • Smooth Working of statutory committees • Establishing E-governance • Leadership development through decentralization • Establishing internal audit committee • Code of conduct and policy formulation, approval and implementation • Establishing fair and transparent performance appraisal system
Student's development and participation	• Budget allocation for student development programmes 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
Staff development & welfare	• Recruitment Policy formation & implementation • Staff performance evaluation system(API) • Staff Training for quality improvement • Best possible work facilities & infrastructure facilities • Code of conduct, service rules & leave rules • Staff welfare policy implementation • Career advancement schemes • Rewards, recognitions and incentives • Deputation for seminars, conferences and workshops etc. • Sponsorship/ Motivation for qualification improvement • Support for research, consultancy, innovations

Financial management	- Framing & implementation of Purchase and Financial policies - Department wise Budget planning and allocation - Forecasting income & expenditure - Effective functioning of purchase committee - Plans for Emergency Fund - Budget formulation & approval through Finance Committee - Periodic Audit
Institute – Industry Interaction	- Formation of industry institute interaction cell - MoUs with industries - Support for internships, visits, trainings, guest lectures - Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum. - Providing opportunities for Industry based/sponsored projects - Providing career guidance - Strengthen training & placement - Establishing innovation centres
Training and Placement	- Establishment of Training and placement Cell - Effective functioning of Training and Placement Cell - MoUs with organizations for entrepreneurship development Providing training & guidance for entrepreneurship development - Bringing more experts of the field for seminar, lecture, workshop for entrepreneurship development - Establishing incubation centers - Promoting ,sponsoring and facilitating entrepreneurship development
Research and innovation	- Dedicated R &D facilitation centre to be estabilish - Establish and develop Laboratories with more research facility - Fund generation through Project proposals - Apply for Government/Non Government industry, sponsored funds - Applying for patent - 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 and networking - Recognition of successful alumni - Leverage for guest lecturers/internships/placements/training/ entrepreneurship - Exploring Contributions - Brand ambassadors - Sponsorships/scholarships/fund generation
Community Services and Outreach Activities	- Awareness Programs through NSS and NCC - Identify community and social development work - Identify challenges of society for development work
Physical infrastructure	- Infrastructure building development & modification - Smart Class rooms, Tutorials, 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 - Developing sports (indoor/outdoor) facilities - Rain water harvesting - Renewable Energy usage - Hygiene, zero plastic & green campus

Strategy Implementation and Monitoring

After approval of 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 College Development Committee and other members will be the custodian for strategic plan and its deployment.

Implementation at Institute Level

Governance & Administration	Chairman & Members of Governing Body, Administration Office
Branding /Expansion	GB members, College Development Committee
Students Admissions	Principal, HODs, Admission team, Students section
Statutory Compliance	Principal, HODs, Coordinators
Infrastructure (physical)	Governing Body
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Research& Development	Principal, HODs, IQAC-Coordinator
Students Development	Principal, HODs
Departmental Activities	HODs and Faculty
Training &Placement	Principal, TP Committee & HODs
Quality Assurance	IQAC team

Measurable during Implementation

Effective teaching learning process	- No. of teaching aids - Syllabus completion - Projects and Seminars - No. of learning resources - Mentor -Mentee Scheme conducted - Result Analysis - Student feedback
Leadership and participative management	- Decentralization in various domains like academic, administration, staff welfare, - student development, infrastructure - management and development, appointments of regular staff - Code of conduct – duties, responsibilities and accountability - Functioning and monitoring of Committees - meetings/ semester, minutes of meetings, - Planning and Implementation
Internal Quality Assurance System	- Regular meetings - Conduction and Analysis of Quality Audits Reports - Continuous Monitoring of Academic and Administration - Monitoring all college committees

Good governance	• No. of CDC meetings • Staff appraisal and career advancement • Vision- Mission , Dissemination and Review • Degree of decentralization • Degree of E-governance • Resource mobilization • Staff appraisal and career advancement scheme in place • Service Rules and Benefits
Student's development and participation	Number of Certificate Courses • Number of Skill development programs • Number of Placement drive • Number of placements • Participation in Various committees • Participation in competitions • Participation in extension outreach activities
Staff development & welfare	• Staff upliftment Policies • Financial assistance for research/FDP/Professional Memberships • Appraisal System for teaching and non-teaching staffs
Financial management	• Internal and External Audits • Utilization/ Allocation of Funds • Annual Budget forecasting
MoUs and Research Collaborations	• Activities under the collaborations • Activities under the collaborations

Infrastructure-Academic	- ICT enabled class rooms - Digital Library - Number of Guest lectures - Number of books in the Library
Alumni Interaction	Number of Interactions Number of Consultancy

Monitoring of strategic plan

The implementation of strategic plan will be monitored time to time by Principal, CDC 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 CDC 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.

Conclusion

The college has been affronting for paving a pathway towards accomplishment of goals and dreams to achieve. Only the strategic plan does not alone ensure success, but it provides a guiding framework which is a collective effort delivered by the process of participative brainstorming of stakeholders. The proper implementation of strategies and plans through teamwork will lead to success and sustainability over a longer time through a proper process. It needs continuous evolution process to incorporate the lessons learnt during the implementation and emphasizes the role of IQAC in ensuring the quality of implementation.