

**STRATEGIC PLAN AND DEPLOYMENT DOCUMENT**



**SRI CHINTALAPATI VARAPRASADA MURTHY RAJU GOVERNMENT DEGREE COLLEGE**

(Affiliated to Adikavi Nannaya University)

## Preface

Strategic Planning of the institution plays a key role in realization of the Vision through its avowed Mission. It is a continuous process with a specific emphasis on accomplishing institutional goals in this highly competitive world. It can streamline the strengths and resources of the institution which can affect the outcomes. The Strategic Planning and Deployment Document (SPDD) is written based on an analysis of present challenges and future opportunities, and it envisions the direction towards which the institution should move to achieve its set goals.

The first part of SPDD spells out the vision, mission and core values of the institution along with long term & short term goals. The SWOC analysis of the institution formed the basis in framing the vision and mission which in turn, depend on the feedback from stakeholders. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through brainstorming sessions with HODs and faculty members. The strategies with action plans were decided to achieve institutional strategic goals.

The SPDD is circulated among all the stakeholders including students and parents, and is also kept available in the college official website [gdcganapavaram.ac.in](http://gdcganapavaram.ac.in) and in the departments and office too. It's agreed upon that all the stakeholders will leave no stone unturned in making the institution an abode of academic quality and equal opportunities.

## Vision

*To evolve as a center of academic excellence cultivating quality human resource*

## Mission

- *To provide a happy learning experience through student centered methods*
- *To facilitate students to focus on skill and knowledge enhancement*
- *To create an ecosystem for research, innovation and extension through co-curricular and extra-curricular activities*
- *To instill values and responsibilities through sustainable practices*
- *To promote Indian culture and heritage by organizing cultural events and festivals*

## Core Values

- Equal opportunities
- Patriotism
- Integrity
- Transparency
- Team Work
- Sustainability

## SWOC ANALYSIS

### Institutional Strengths

- ❖ Eloquent Vision, Mission & Core Values to guide
- ❖ Principal with an impeccable academic record
- ❖ Dedicated, highly qualified and experienced faculty
- ❖ 2 Restructured UG programs
- ❖ Student Centered Learning & Mentor Mentee systems in place
- ❖ Student Teacher Ratio 28.43
- ❖ Well-established infrastructure
- ❖ Well-equipped laboratories for Physics, Chemistry, Zoology, & Botany
- ❖ 3 Computer labs with internet and wifi-enabled campus
- ❖ ICT tools for effective teaching-learning
- ❖ 2 NSS units
- ❖ Sports Facilities with spacious ground and well laid courts
- ❖ Effective Institutional Policies.
- ❖ IQAC
- ❖ Statutory and non-statutory Cells and Committees
- ❖ Decentralized administration through committees and cells.
- ❖ Regular academic and administrative audit by external agencies.
- ❖ Online admissions and Government scholarships
- ❖ MoUs with Academia and Industry
- ❖ Community support through Alumni and CPDC
- ❖ Online feedback mechanism from Stakeholders
- ❖ Sufficient land with scope for expansion of buildings
- ❖ Equitable access as majority of students belong to backward communities
- ❖ Placement cell & training in employable skills
- ❖ On-campus job-drives
- ❖ Internships and Community Service Projects

### Institutional Weaknesses

- ❖ IT infrastructure needs to be increased
- ❖ Resources like labs, library etc., need strengthening
- ❖ Drop-out rate of students
- ❖ Lack of Government sanctioned posts for Librarian and Computer Applications faculty

- ❖ Lack of own transport facility
- ❖ Lack of solar plant system

### **Institutional Opportunities**

- ❖ Surrounding villages have potential for enhancing enrollment
- ❖ Qualified teachers can increase research activities
- ❖ Rich agricultural and aqua corridors offer ample scope for academic and agro-based research, linkages and consultancies.
- ❖ Vibrant Aqua sector in the area creates opportunities for local employment
- ❖ APSSDC center on campus enhances scope for job-oriented online courses and training.

### **Institutional Challenges**

- ❖ Arresting drop-out rate which is primarily due to low socio- economic background of the majority of students.
- ❖ Improving English communication skills among the students from Telugu medium background
- ❖ Preparing the economically and socially backward students for competitive exams and entrance tests
- ❖ Allotting time for research in the tight schedule of semester system
- ❖ Upgradation of labs and IT infra with limited budgets from the governments

## **INSTITUTION STRATEGIC GOALS**

1. Evolving as a center of academic excellence
2. Cultivating quality human resource
3. Encouraging research and innovations
4. Ensuring student's development, participation and welfare
5. Ensuring staff development & welfare
6. Increasing internal resources
7. Increasing Alumni Interaction
8. Engagement in Community Services and Extension Activities
9. Developing physical infrastructure

## **STRATEGIC PLANNING**

- Evaluation of Institutional performance, i.e. Internal academic and administrative audit, and feedback mechanism

- Institutional strategic goals setting
- Institutional Strategic development plan
- Constituting statutory and non-statutory committees
- Implementation of e-governance
- Decentralization of Administration for Leadership development and transparency
- Formulation of institutional policies & procedures and implementation
- Establishing fair and transparent performance appraisal system

### **TEACHING LEARNING PROCESS**

- Academic Planning (Annual/Semester-wise Curricular Planning)
- Development of teaching plans
- Development of teaching aids
- Procurement of teaching, learning & evaluation Software
- Development of e-learning resources and LMS
- Adoption of ICT based teaching learning
- Providing mentoring and personal support
- Creating fair feedback system, analysis and action taken on feedback
- Evaluation parameters and benchmarking
- Continuous Internal Assessment to measure outcomes
- Implementation of best practices

### **LEADERSHIP AND PARTICIPATIVE MANAGEMENT**

- Decentralizing the academic, administration and student related authorities & responsibilities
- Motivating through interactions
- Prescribing duties, responsibilities and accountability
- Establishment of functional committees

### **FINANCIAL MANAGEMENT**

- Framing & implementation of Procurement and Financial policies
- Constituting purchase and special fee committees
- Expenditure management
- Forecasting income & expenditure
- Surplus Fund Management / Emergency plans
- Periodic Internal/ External Audit

### **INDUSTRY-ACADEMIA LINKAGES**

- MoUs with industries & other institutions
- Support for internships, visits, trainings, guest lectures
- Providing opportunities for Industry based/sponsored projects
- Providing career guidance
- Strengthening placement training

### **ENTREPRENEURSHIP**

- Encouraging entrepreneurs
- MoUs with training institutes
- Establishing incubation centers

### **RESEARCH AND INNOVATION**

- Fund raising through Project proposals
- Applying for Government/ other funding Collaborations with research organizations
- Activities through incubation center

### **INTERNAL QUALITY AND ASSURANCE CELL**

- Framing of Quality Policy & publishing
- Working towards quality enhancement
- Educating & Training of all employees
- Periodic check & guidance
- Identifying best practices
- Annual report preparation & submission

### **STUDENTS DEVELOPMENT AND PARTICIPATION**

- Formation of student council
- Student's representation on committees
- Participation in outside competitions
- Organizing competitions
- Rewards & recognitions of achievers

### **STAFF DEVELOPMENT AND WELFARE**

- Staff performance evaluation system through ASAR

- Staff Training
- Best work facilities and infrastructure
- Membership of professional bodies
- Code of conduct & service rules
- Staff welfare policy formulation and implementation
- Career advancement scheme
- Rewards, recognitions and incentives
- Deputation for seminars, conferences
- Sponsorship/ Motivation for qualification improvement

### **ALUMNI INTERACTION**

- Registered Alumni association and activities
- Database creation & regular interactions with alumni and networking
- Recognition of successful alumni
- Leverage for guest lecturers/internships/placements/admissions
- Exploring Contributions
- Brand ambassadors & Sponsorships/scholarships

### **COMMUNITY SERVICES AND EXTENSION ACTIVITIES**

- Identifying nearby villages for adoption
- Projects based on rural challenges
- Provide vocational training /job oriented training as per local needs at the institute
- Educational support to village students
- Conducting awareness camps/special camps through NSS Units

### **PHYSICAL INFRASTRUCTURE**

- Increasing Smart Classrooms & renovating Seminar hall
- Modernization of Laboratory & equipment
- Library infrastructure upgradation
- Systems up gradation
- Functional facilities for e-learning
- Safety & Security management
- Safe drinking Water facility (1 RO Plant)
- First aid facility
- Developing sports ( indoor/outdoor) facilities
- Plantation
- Rain water harvesting

- Hygiene, solid waste management

## ACCREDITATIONS

- Constitution of committee to prepare Accreditations Plan
- Establishment of Accreditation cell (NAAC committee)
- Preparation of reports
- Inspections facilitation & remedial measures

## STRATEGY IMPLEMENTATION & PLANNING

The Strategic development plan is placed before the College Planning and Development Council for approval, followed by its implementation. The progress of strategy shall be evaluated from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Principal along with the members of the Committees will be the custodians for the strategic plan and its deployment.

### Implementation at Institution Level

Governance & administration	Chairman & members of CPDC & office
Branding /Expansion	CPDC
Students Admissions	Principal, HODs, Admissions team
Statutory Compliance	Principal, HODs, all faculty and Coordinators
Infrastructure (physical)	CPDC, Principal and Team
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Research & Development	Principal, HODs, Faculty
Students Development	Principal, HODs, Faculty and Staff
Departmental Activities	HODs, Faculty
Training & Placement	JKC Coordinator, Mentor & faculty
Quality Assurance	IQAC team & staff

### MEASURABLE THINGS DURING IMPLEMENTATION



### ***Good Governance***

- CPDC constitution (Inclusion of Academicians & Industrialists)
- No. of CPDC meetings/ Semester
- Vision, Mission, Dissemination & Review
- Organization structure in place
- Degree of decentralization
- Degree of E -Governance
- Resource mobilization
- Staff appraisal & career advancement scheme in place
- Service rules & benefits

### ***Effective Teaching***

- Blended teaching
- Powerpoint presentations
- Problem-based projects
- Experiential learning
- Participative learning

### ***Learning Process***

- Syllabus completion
- Mini projects, Major projects, Seminars
- No. of learning resources
- No. of student counseling/mentoring/training sessions conducted
- Result of examinations (Pass, First classes, Distinctions)
- Graduate attribute attainment levels
- Alumni feedback

### ***Leadership & Participative Management***

- Reporting structure in place
- Decentralization in various domains - academic, administration, staff welfare, student
- Development, infrastructure management – appointments of section heads - code of conduct - duties, responsibilities and accountability
- Rotation of key posts to build leadership
- Functional & statutory committees – no. of meetings/semester, minutes of meetings, planning & implementation.

### ***Financial Management***

- Annual Budget forecasting
- Income & expenditure

- Utilization / Allocation of funds
- Internal & External Audit

### ***Industry-Academia Interaction***

- No. of functional MOUs
- No. of Initiatives/activities through MOU
- No. of Initiatives/contributions

### ***Training & Placement***

- Number of career guidance trainings
- Number of skill development trainings
- Number of placement drives organized
- Number of placements

### ***Entrepreneurship***

- No. of entrepreneurship trainings organized/participated
- No. of graduates becoming entrepreneurs
- No. of incubation centers

### ***Research & Innovation***

- Publications in national/international journals and conference proceedings
- No. of industry based/ sponsored projects from different funding agencies
- No. of funded research projects
- No. of Patents filed
- No. of Conferences & workshops organized
- New MOUs signed with academic and industrial organizations
- Laboratory development
- No. of students pursuing higher education

### ***Internal Quality & Assurance Cell***

- Number of IQAC initiatives/ semester
- IQAC audits remarks
- AQAR submission

### ***Students Development and Participation***

- Number of student participants
- Number of tournaments won
- Number of sports, technical, cultural events organized
- Regional, National & International competitions participated
- Regional, National & International recognitions received

### ***Staff Development & Welfare***

- Number of Staff attending training programs
- Staff training programs organized
- Number of memberships of professional bodies
- Sponsorships for higher education
- Number of staff welfare programs
- Staff awards/ recognitions/ incentives

### **Monitoring the Strategic Plan**

The implementation of the strategic plan will be monitored from time to time by the respective committees through periodic review of activities and college functioning in all its forms. The heads of departments will prepare the detailed progress report and present it in the council meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently and it reports the findings to the Council directly. With thorough analysis of outcomes and IQAC report, the council will recommend corrective actions, need of refinement of processes and deployment of resources. All these reports will be forwarded for further discussions and approval of CPDC.

### **Conclusion**

The SPDD is an official document which details the strategic plan and its implementation at college level. It provides a guiding framework for the implementation of the plan. Proper implementation of strategies through teamwork leads to success and sustainability over a longer time. Strategic planning is not a static document but it is a dynamic process which changes based on attainment levels of the desired outcomes. It emphasizes the role of IQAC in ensuring the quality of implementation by periodic evaluations of outcomes.

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