

GOVERNMENT DEGREE COLLEGE, BHADRACALAM

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. Focus on 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

<p style="text-align: center;">Efficient Teaching Erudition procedure</p>	<ul style="list-style-type: none"> • 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
<p style="text-align: center;">Effective Leadership and Participative management</p>	<ul style="list-style-type: none"> • 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.
<p style="text-align: center;">Constant Internal Quality Assurance System</p>	<ul style="list-style-type: none"> • 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. • Customer satisfaction 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

	<ul style="list-style-type: none"> • Educating & Training of all employees • Periodic check & guidance for quality improvement • Establishment of Internal audit team and process • Audit for remedial measures
<p style="text-align: center;">Ensuring Effective Governance</p>	<ul style="list-style-type: none"> • 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 college's performance and benchmarking • Institutional strategic goals setting • Institutional Strategic Planning-Vision 22 • Monitoring and Implementing the Quality Management Systems (CAIMS etc) • Establishing E-Governance as per the instructions of CCE • Leadership development through decentralization • Establishing internal audit by IQAC committee • Code of conduct and policy formulation, approval and implementation • Establishing fair and effective performance appraisal system
<p style="text-align: center;">Student's Overall Development through Participation</p>	<ul style="list-style-type: none"> • 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- NSS • Students Trainings & Placement Activities - TSKC • Student's representation in various committee and cell • Participation in competitions

	<ul style="list-style-type: none"> • Organizing competitions • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities
Employees Advancement & Welfare	<ul style="list-style-type: none"> • Recruitment Policy development & implementation- Intimation to CCE • Employees performance evaluation system- APIs • 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	<ul style="list-style-type: none"> • The TSKC 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	<ul style="list-style-type: none"> • 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 dress.
Women/Student/Faculty Grievance	<p>The grievance committee functions with the following purposes;</p> <ul style="list-style-type: none"> • To make students, faculties & supporting 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 in knowing about reproductive health care and child care. • The Student c l a s s r e p r e s e n t a t i v e s have the responsibility towards studentsto: be available and listen to student's views and concerns, and actively represent them in an objective and accurate manner.

<p>Financial Planning & Management</p>	<ul style="list-style-type: none"> • Framing of financial budget according to multiple areas with the help of CPDC and as per the instructions of CCE. • Department wise Budgeting • Forecasting of Revenue & Expenditure • Effective purchasing through this committee • Fund allocation every year as per the instructions of CCE • Budget formulation & approval through Budget Committee • Periodic Audit
<p>College– Industry Interaction</p>	<ul style="list-style-type: none"> • Industrial Research & Consultancy. • Research guidance from industry. • Short-Term Training Programmes. • Collaborative Educational Programmes. • Implementing MoUs as per the instructions of CCE • Industry-Institute Human Resources Exchange. • Faculty and student exchange for knowledge sharing. • Training programmes / Short term assignments to the faculty members • Participation as BOS in curriculum design with the University. • Student internships and industrial visits. • Support for visits, trainings, guest lectures • Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum. • Providing career guidance
<p>Encouragement of Budding Entrepreneurs</p>	<ul style="list-style-type: none"> • Establishment of Entrepreneurship & Development Cell • Industrialists visit for seminar, lecture, workshop for entrepreneurship development • Promoting, sponsoring and facilitating entrepreneurship development • Providing training & guidance for entrepreneurship development. • Conducting/organizing Seminars/Webinars/Workshops for entrepreneurship development
<p>Constant Growth in Research and Innovation</p>	<ul style="list-style-type: none"> • Dedicated Research Committee. • Establish and develop Laboratories with more research facility • Fund generation through Project proposals • Apply for Government/Non-Government industry, sponsored funds • Collaborations with Government & Private Institutes, Universities and Research Organizations.
<p>Boosting Internal Revenue Generation</p>	<ul style="list-style-type: none"> • Formation of the committee to look after the financial needs of the various Departments, of the finances involved during functions and celebrations, for other administrative and infrastructure purposes. • Infrastructure creation for revenue generation • Policy for Incentives for Revenue generation plans • Successful implementation of Internal revenue generation plans • Advertising & marketing

<p>Alumni Interaction and Outreached Activities</p>	<ul style="list-style-type: none"> • 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
<p>Mounting Physical Infrastructure</p>	<ul style="list-style-type: none"> • Infrastructure building development & modification • Functional facilities for e-learning • Safety & Security management • Water facility • Hygiene, Minimizing plastic so as to make zero plastic & green campus • Recycling of water • Smart Class rooms, Tutorials, Seminar halls • Modernization of Laboratory & equipment • Library infrastructure up gradation • System up gradation • Medical facility-Health Centre • Development of sports (indoor/outdoor) facilities • Plantations- Haritha Haram

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	CCE, CPDC & Administration Office
Branding /Expansion	CCE, CPDC & Staff Members
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and supporting Staff
Infrastructure (physical)	CCE, CPDC, Principal
Departmental Activities	HODs and Faculty
Training & Placements	Principal, TSKC Mentor & HODs
Research & Development	Principal, HODs
Students Development	Principal, HODs
Quality Assurance	IQAC Team
Students Admissions	Principal, HODs, Admission team, Students Section
Statutory Compliance	Principal, HODs, Coordinators/Conveners

Deployment

The plans articulated by the management and principal are communicated to the target groups like faculty, students, staff and other stakeholders through meetings, mails, uploading in college website, notice boards and other forms of communication.


The Principal's instructions as and when required serves as guideline at the institutional level to undertake these activities. The organizational procedure guides all the activities through well-defined policies and procedures for each of the activities.

Note:

CCE- Commissionerate, Collegiate Education, Government of Telangana, Hyderabad

TSKC- Telangana Skills and Knowledge Centre

HODs- Head of the Departments, sometimes called as In-charges of the department.


Principal
Govt. Degree College
Bhadraohata-507 111,
Bhadradi Kothgudem Dist.