



# **STRATEGIC PLANNING & DEPLOYMENT DOCUMENT**

## **(2014-2019)**



**St. Vincent Pallotti College, Raipur. (C.G)**

## Preface

Strategic planning is very essential; to accomplish the Vision and Mission, for an organization which it dreams of. Strategic planning is a continuous process which particularly focuses on accomplishing institutional goals. Strategic Planning and deployment document is based on analysis of current obstacles, 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. After analyzing the internal and external environment, the institutional goals were set up keeping in mind growth domains through continuous thought process and discussion faculty members. The strategies and its action plans were framed to achieve institutional strategic goals. While developing the strategic plan and deployment document, care has been taken in involving all stakeholders to help contribute for the success of 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 be the guiding force to achieve goal to become an institution of Academic Excellence.

### PRINCIPAL'S WORD:

Our strategic plan concentrates on the key priorities and achievement of the goals by 2019. We will rely on the service and leadership of our faculty, staff, students, alumni, university and external partners, to implement our plan and achieve our goals.

This strategic plan was developed by taking into consideration of the NAAC II nd cycle Peer Team recommendations in 2014. It was discussed in IQAC and then incorporated in its final form.

I wish this Perspective Plan will make a road map and path to become a top higher educational institute and a Centre of Excellence in the academic world. I wish to thank all the Committee members, distinguished Alumni, IQAC Coordinator, the criterion incharges, faculty members and non-teaching staff for their valuable inputs and constant efforts in contributing to compile the Strategic Plan.

### College at a Glance

The college is named after St. Vincent Pallotti, a saint who was born in Rome in 1795. His desire for charity prompted him to establish a religious society of Priests and Brothers. His service to humanity was remarkable and his life was exemplary in thought, word and deed. His extraordinary life bore witness to Jesus Christ. His unquenchable thirst for service was felt by people at large.

St. Vincent Pallotti established the Society of the Catholic Apostolate in the year 1835. The society tries to live up to the ideals of St. Vincent Pallotti in spreading the flame of charity. Its essential effort is in proclaiming to the world that unity and happiness lie in service.

## **VidhyaProtsahan Sangh**

In its effort to extend service in various fields, the Society decided to render its support in the field of education too. Resultantly, Vidya Protsahan Sangh was registered in 1974. Under this registered society, among other institutes, St. Vincent Pallotti College was set up as the first institution for higher education.

## **Ownership**

St. Vincent Pallotti College is established and administered by Vidya Protsahan Sangh, a charitable Society under the article 30(1) of the constitution of India, primarily meant for Christian minorities. The college caters to the educational needs. As per the provision of article 30(1) of the Constitution of India and verdict of the 11 members' bench of the Supreme Court on 31.10.2002, this college has the right.

- To admit students
- To set up a reasonable fee structure
- To constitute a governing body.
- To appoint staff (teaching and non-teaching) and
- To take action if there is dereliction of duty on the part of any employee.

## **Vision and Mission**

### **Motto**

- The motto of the college is "**GO FORTH TO SERVE**".
- The motto of the college is "Go Forth to Serve", and the logo is highly symbolic of its motto. The logo depicts a series of lamps which dispel darkness and spread light. On completion of their education, students of this college try to enlighten the lives of others through their service and generosity.

### **Mission**

The mission of St. Vincent Pallotti College is to provide a socially conducive environment for harmonious growth of an individual, living joyfully aware of his/her own specific individuality with an admiration for the differences in others. The students would be introduced to a multi-cultural milieu and assisted to academic success, personal growth, responsibilities to the societal needs, patriotism and sense of global belonging. The students are introduced into the family of trust and love where individual grows with a lifelong appreciation of learning and an awareness of the awesomeness of God's providence.

## **PERSPECTIVE PLAN, 2014-19**

The passionate team of St.Vincent Pallotti College after several discussion ,planning ,guided by the Mission and Vision of the Institutes ,Quality Policy, Core Values, Stake holder's expectations framed the Institutions strategic Goals.

While preparing the present perspective plan, the IQAC has considered following:

1. IInd cycle NAAC Peer Team recommendations.
2. Vision and Mission Statement of Our College.
3. Quality Policy of the College.
4. Inputs from the stakeholders.
5. Societal expectations from the college.
  - To introduce new undergraduate and postgraduate degrees programs and apply for research centre.
  - To increase student intake for existing courses and improve enrolment
  - To introduce Short Term courses, Value Added courses and Skill-Based Courses.
  - Improvement of infrastructure facilities like construction of more classrooms and laboratories, instrumentation facility, gymnasium in the campus.
  - To establish a well-structured feedback system.
  - Strengthening of Placement cell, arranging the placement drives and improvement of placement services.
  - To strengthen research facilities and motivate faculty to involve in research, by undertaking Major and Minor research projects, publishing research papers in reputed and high impact factor journals.
  - To apply for 12(B) UGC grants for financial support.
  - To take initiative for the development of an eco-friendly campus
  - To establish MoUs, Collaborations, and Linkages with different industries, institutes for student training, on-the-job training, field trips, placements etc.
  - To conduct extension activities with local community and other stakeholders.
  - To organize National and International seminars on research and quality related themes
  - To increase the participation of students in research through, field projects, in-house projects, publishing research papers in seminars and conferences.
  - To augment students support facilities.

## **Institutional Strategic Goals**

1. Following effective teaching learning process
2. Developing and following leadership and participative management
3. Establishing a continuous Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring student's development and participation

6. Ensuring staff development & welfare
7. Developing financial management
8. Put emphasize on Institute and Industry interaction with partnership
9. Encouraging research and development work.
10. Increasing internal revenue generation.
11. Increasing Interaction and participation of Alumni and Outreach activities.
12. Engagement in Community Services and Activities.
13. Developing physical infrastructure.
14. Getting memberships of professional and local, bodies etc.

### Strategy Implementation and Monitoring

After approval of Strategic development plan the next step is implementing it. 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 Academic Council and other team member will be the custodian for strategic plan and its deployment.

### Implementation at Institute Level

Governance & Administration	Director & Members of Governing Body, Administration Office
Students Admissions	Principal, Vice Principal, HODs, Admission team,
Infrastructure (physical)	Governing Body, Principal, Assistant Administrator.
Infrastructure (Academics)	Principal, Vice Principal, HODs
Teaching- Learning	Principal, Vice Principal, HODs, Faculty and Staff
Research & Development	Principal, Vice Principal, HODs, Research & Development committee
Departmental Activities	HODs and Faculty
Training & Placement	Principal, Vice Principal, Training & Placement committee and HODs
Quality Assurance	IQAC team

### Measurable during Implementation

Effective teaching learning process	<ul style="list-style-type: none"> <li>• Orientation of students</li> <li>• No. of teaching aids</li> <li>• Syllabus completion</li> <li>• Mini projects, Major projects, Seminars</li> <li>• No. of learning resources.</li> <li>• Result of examinations (Pass, First classes, Distinctions)</li> <li>• Student feedback</li> </ul>
Leadership and participative management	<ul style="list-style-type: none"> <li>• Reporting structure in place</li> <li>• Decentralization in various domains -</li> </ul>

	<p>academic, administration, staff welfare, student development, infrastructure management , appointments</p> <ul style="list-style-type: none"> <li>• code of conduct - duties, responsibilities and accountability</li> <li>• Functional of statutory committees – no. of meetings, minutes of meetings, planning &amp; implementation</li> </ul>
Internal Quality Assurance System	<ul style="list-style-type: none"> <li>• Number of IQAC initiatives</li> <li>• Audits Reports</li> <li>• AQAR submission</li> </ul>
Good governance	<ul style="list-style-type: none"> <li>• Governing Body selection (Inclusion of Academicians &amp; Industrialist)</li> <li>• No. of Governing Body meetings</li> <li>• Vision , Mission , Dissemination &amp; Review</li> <li>• Organization structure in place</li> <li>• Degree of decentralization</li> <li>• Degree of E governance</li> <li>• Resource mobilization</li> <li>• Staff appraisal &amp; career advancement scheme in place</li> <li>• Service rules &amp; benefits</li> </ul>
Student's development and participation	<ul style="list-style-type: none"> <li>• Number of student participation</li> <li>• Number of sports, technical, cultural events organized</li> <li>• Regional, National &amp; International competitions participated</li> <li>• Regional, National &amp; International recognitions received</li> <li>• Sports infrastructure provided</li> <li>• Funding for sports</li> </ul>
Staff development & welfare	<ul style="list-style-type: none"> <li>• Number of Staff attending training programs</li> <li>• Staff training programs organized</li> <li>• Sponsorships for higher education</li> <li>• Number of staff welfare programs</li> <li>• Staff awards/ recognitions/ incentives</li> </ul>
Financial management	<ul style="list-style-type: none"> <li>• Annual Budget forecasting income &amp; expenditure</li> <li>• Utilization / Allocation of funds</li> <li>• Internal &amp; External Audit</li> </ul>
Institute – Industry Interaction	<ul style="list-style-type: none"> <li>• No. of active MOUs /Collaborations.</li> <li>• No. of Initiatives/activities through</li> </ul>


	<p>MOUs</p> <ul style="list-style-type: none"> <li>• No. of Initiatives/contributions</li> </ul>
Students Development	<ul style="list-style-type: none"> <li>• Number of career guidance trainings.</li> <li>• Number of skill development programs.</li> <li>• Number of vocational trainings.</li> <li>• Number of placement drives organized.</li> <li>• Number of placement drives participated</li> <li>• Number of placements</li> </ul>
Internal revenue generation	<ul style="list-style-type: none"> <li>• Industry Sponsorships</li> <li>• Funding raised through sponsored Projects Consultancy /Testing Services,</li> <li>• Alumni Contribution</li> <li>• Philanthropy- Donations</li> </ul>
Alumni Interaction	<ul style="list-style-type: none"> <li>• Alumni data base</li> <li>• Number of interactions</li> <li>• Support for internships/placements/projects/ consultancy</li> <li>• Contribution towards students development</li> </ul>
Community Services and Extension Activities	<ul style="list-style-type: none"> <li>• Number of trainings/ awareness camps provided</li> <li>• Number of social projects undertaken</li> <li>• Number of Skill development programs</li> <li>• Number of social welfare or outreach programs done</li> <li>• Number of people benefited in each program</li> </ul>
Infrastructure - physical	<ul style="list-style-type: none"> <li>• Number of buildings, class rooms added</li> <li>• Removal of obstacles</li> <li>• New Laboratories added</li> <li>• New equipment added</li> <li>• Annual budget allocated &amp; utilized</li> <li>• Harvesting &amp; Recycling of water</li> <li>• Renewable energy source development</li> <li>• Green initiatives</li> </ul>
Infrastructure - Academic	<ul style="list-style-type: none"> <li>• Number. of Volumes &amp; Titles in library</li> <li>• Number of National&amp; International journals</li> <li>• Digital Library</li> <li>• Smart Classroom</li> <li>• ICT enabled classrooms</li> </ul>

### Monitoring of strategic plan

The implementation of strategic plan will be monitored time to time by Principal, Academic Council and other committees through periodic review. 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 Academic Council and Governing Body. 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.

### College Perspective Planning Committee:

NAME	DESIGNATION
Dr.KuldeepDubey	Chairman
Mrs.PoojaRathi	IQAC Coordinator
Dr.G.Padma Gouri	Member
Mr.VaibhavShrivastav	Member
Mrs.GayatriIyengar	Member
Mrs.YashasweeLonkar	Member
Dr.Prachi Singh	Member
Dr.ShraddhaVerma	Member
Dr.G.A.Ghanshyam	External Expert
BhupeshDhurandhar	Student Member
YejasSolanki	Student Member
Mr.RajivMundra	Alumni

  
Dr. KULDEEP DUBEY  
PRINCIPAL  
ST. VINCENT PALLOTTI COLLEGE  
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IQAC Coordinator