



# **STRATEGIC PLANNING & DEPLOYMENT DOCUMENT**

## **(2019-24)**



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

## **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, 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 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 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 to achieve its goal to become an institution of Academic Excellence.

### **PRINCIPAL'S WORD**

Our strategic plan focuses on the key priorities and achievement of the goals by 2024. 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 cycle Peer Team recommendations in 2014 and preparations of III cycle of NAAC. 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, all the criterion chairmen, all the faculty members and non-teaching staff for their valuable inputs and constant efforts in compiling 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.

## **VIDYA PROTSAHAN 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 also caters to the educational needs of the others. 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**

St. Vincent Pallotti College has grown significantly over the years. The growing demand for admission and the achievements of its staff and students point out towards the need to expand the college into diverse streams. The college celebrates the Silver Jubilee of its inception (1995-2020) this year. Therefore, at this important juncture of the history of the college, the vision and mission of our Founder, St. Vincent Pallotti, is shared with the readers in this message so that the spirit of our Founder may prevail in the college and its activities.

### **Motto**

The motto of the college is "**GO FORTH TO SERVE**".

### **VISION STATEMENT**

The Unceasing Love of God as experienced and expressed by St. Vincent Pallotti is the driving force of our college. It is the unifying force among the staff and the students that inspires an unwavering faith in the God of all religions and an all-encompassing charity. The staff and the students are spiritually and educationally animated towards becoming integrated persons, i.e., Apostles of love, peace and justice! Their life is a clarion call to all the people of good will irrespective of their caste, creed, color and ethnicity.

## **MISSION STATEMENT**

The spirit of St. Vincent Pallotti shall be the motivating force in all the undertaking in the college. The continuous awareness of God's presence, while promoting the collaboration of Clergy, Religious, staff of all religions and laity, as envisaged by St. Vincent Pallotti, shall be the foundation in helping all students to realize their unique God-given potential through spiritual growth, intellectual excellence, social involvement, emotional integrity, Christian charity and harmonious unity. The staff and the students of the college shall develop and exhibit virtues of honesty, sincerity, self-discipline, integrity, cooperation and responsibility to become exemplary citizens in a diverse, challenging and evolving world. This mission shall be accomplished against the backdrop of Pallotti's motivating force: The Love of God urges us.

### **1. SPIRITUAL ASPECTS**

- To Live the Gospel message of love, service, unity and peace.
- To be faithful and be inspired by Christian values.
- To open students' minds and hearts to the mystery and wonder of the world and of nature, to self-consciousness and awareness, to responsibility towards creation, to the creator's immensity.
- To help students to look at the reality in faith and hope and thus discover God's hidden plan therein.
- To educate young people to serve and to give themselves freely this is of paramount importance in Catholic Minority College.
- To believe that education can nurture an encounter with God as a personal event and a free response to the call of faith. This can thus foster a life of meaning, purpose and personalized values.

### **2. PALLOTTINE ASPECTS**

- To experience and be motivated by love, the Charisma of St. Vincent Pallotti, in all that we do and experience.
- To build up communities where there is mutual trust, love and freedom.
- To build up quality relationship between the staff and the students
- To offer ample opportunities to the young minds (laity) in participation and leadership.
- To foster a sense of unity despite diversity of cultures and faith.
- To inculcate a sense of global belonging in the students and to build bridges between nations and people.
- To offer educational facilities to the poorest of the poor.

### **3. SOCIAL ASPECTS**

- To make the students aware that their education should go beyond the boundaries of the college to families and the society at large.
- To support the edification of an increasingly hostile society.
- To help the students to become responsible citizens who will work for social harmony where there is mutual esteem, trust, respect.
- To convince them that learning is incomplete without an occasion to serve the local communities.
- To build a strong alliance between the parents and educators.
- To focus on lifelong learning, on the promotion of a just community based on solidarity that is sensitive to individual needs and is able to systematically help poorer students and families.
- Providing a safe, secure, positive and enjoyable environment that builds self esteem, self confidence and the essential attitudes necessary to become a caring member of society.

### **4. ACADEMIC ASPECTS**

- To offer a wealth of opportunities to young people to grow and develop their God given talents and abilities.
- To offer the students a balanced focus on cognitive, affective, professional and skill development.
- To encourage them to grow in a climate of cooperation and solidarity.
- To help them respect difference of opinions, ideas, to have the capability. to dialogue, the ability to interact and work together in a spirit of freedom and fearlessness.
- To make them understand that education is also aimed at increasing a commitment towards self improvement and the common good.
- To assert that culture and education cannot be subservient to economic power and its workings.
- To promote academic excellence through the provision of well-rounded quality teaching.
- To encourage active and positive attitudes through the provision of a range of extracurricular activities including field trips and college activities.

### **5. COLLABORATION ASPECT**

- To convince persons that collaboration among various institutions (Pallottine and Non-Pallottine) leads to greater learning and growth.
- To believe that collaboration leads to growth and solidarity.
- To make efforts to bring about unity among different faiths through dialogue for inter-religious harmony and peace.
- The knowledge acquired should be utilized in building democratic bridges between individuals and groups; we should create inclusive learning environments and facilitate harmonious communities.

## **6. RESEARCH ASPECT**

- To develop in the students a spirit of hunger for research and creativity
- To help students develop the necessary critical tools to avoid being manipulated by media, social networks, and advanced technological practices.
- To help students display skilful activities, critical thinking, creative and transforming abilities to face an ever-changing world.

## **7. UPDATING ASPECT**

- To teach students that diversity in nature is God's gift and that it should be respected and nurtured.
- To offer young people an integral education as well as assistance in discovering their personal freedom, this is a gift from God.
- To pay special attention to the increasing number of students bearing emotional scars from their childhood
- To help students gain peace of mind and heart to face the complexities of an ever renewed world.

## **8. NATIONAL AND INTERNATIONAL ASPECT**

- To develop an awareness and respect for interacting with diverse languages, cultures, customs and religions.
- To lead the students from national patriotism to international understanding and a sense of global-belonging.
- To challenge both the students and the staff to become sensitive to the pluralistic nature of our culture and bridging of chasms towards a seamless society.
- To find meaning in inter-cultural exchange programs with different countries with a view to learning, growing and appreciating the differences as contributing factors.

## **9. NATURE ASPECT**

- To make students aware that nature is a priceless gift of God to us and that it is our responsibility to maintain and take care of it.
- To involve students in activities such as caring for nature, maintenance of greenery, awareness of the requirements for ecological balance.
- To lead them into active participation in reflection and involvement in the changing ecological factors such as global warming, world health issues, and depleting energy crises etc.

**May God accompany us in our journey of life in the college through the intercession of St. Vincent Pallotti.**

## **PERSPECTIVE PLAN 2019-24**

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

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

- II cycle NAAC Peer Team recommendations.
- Preparations of III cycle of NAAC.
- Vision and Mission Statement of Our College.
- Quality Policy of the College.
- Inputs from the stakeholders.
- Societal expectations from the college.
- To introduce a new undergraduate and postgraduate degree programs and research centre.
- To increase student intake capacity for existing courses and improve student enrolment
- To introduce Short Term, Value Added, and Skill-Based Courses.
- Improvement of infrastructure facilities like construction of more classrooms and laboratories, instrumentation facility, partial use of school building 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 functional MoUs, Collaborations, and Linkages with different industries, institutes for student training, on-the-job training, field trips, placements etc.
- To conduct extension activities with the help of a local community and other stakeholders.
- To organize National /International seminars and webinars 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 – Industry interaction and partnership
9. Encouraging research and development work.
10. Increasing internal revenue generation.
11. Increasing Alumni Interaction and participation and Outreach activities.
12. Engagement in Community Services and Activities.
13. Developing physical infrastructure.
14. Getting memberships of professional bodies, Local bodies, student’s bodies etc.

## 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 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 - academic, administration, staff welfare, student development, infrastructure management , appointments</li> <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>• Financial Audits Reports</li> <li>• Academic 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> </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 MOUs</li> <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> </ul>

- Library software-soul 2.0,INFLIBNET
- Smart Classroom
- ICT enabled classrooms

### 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.Kuldeep Dubey	Chairman
Mrs.Pooja Rathi	IQAC Coordinator
Dr.G.Padma Gouri	Member
Mr. VaibhavShrivastav	Member
Mrs.GayatriIyengar	Member
Mrs.YashasweeLonkar	Member
Dr.Prachi Singh	Member
Dr.Shraddha Verma	Member
Dr. Arti Parganiha	External Expert
Mr.Bhupesh Dhurandhar	Student Member
Mr.Yejas Solanki	Student Member
Mr.RajivMundra	Alumni



IQAC Coordinator



**Dr. KULDEEP DUBEY**  
PRINCIPAL  
ST. VINCENT PALLOTTI COLLEGE  
KAPA, RAIPUR (C.G.)