GOVERNMENT DEGREE COLLEGE, KORUTLA

INSTITUTIONAL PERSPECTIVE PLAN

College has a set of goals to accomplish and plans accordingly for the realization of the goals. The college has prepared a strategic plan to enhance academic environment & provide infrastructural support facilities. These goals are set with extensive discussions with various stake holders.

The following factors are considered when creating a perspective plan:

- Vision and Mission of the college
- Core values of the institution
- Expectations of stakeholders

The following points focus on the Institutional perspective plan for the next five years.

Efficient Teaching Erudition procedure	• Academic planning and preparation of Academic Calendar
	• Use of ICT tools for effective teaching learning process
	• Orientation to students on Pos, PCOs & Cos.
	• Promote research culture &facilities
	• Provide academic guidance and personal counselling through mentor-mentee system
	• Continuous internal evaluation
	• Organization of certificate courses
	• Strengthening library and acquiring e -resources.
Constant Internal Quality Assurance System	• Regular meetings of IQAC
	• Develop, maintain and regularly update the documents 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.
	• Periodic check & guidance for quality improvement and process through Collection of feedbacks from stakeholders
	• Internal Audit - Establishment of Internal audit team to check the effectiveness of the implementation, maintenance and

	improvement of the quality in teaching learning and devise remedial measures.
	• Providing data for external audit by CCE
	• Regular submission of data for quality auditing
Effective Leadership and Participative management	• Decentralization of the academic, administration and student related authorities & responsibilities
	• To review the administrative activities of the college to ensure smooth functioning of college.
	• To review the examination results (Internal as well as External) of all programs - result analysis and their improvement strategies.
	• 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,
	• To review activities of various committees and clubs
	• Reviewing the Performance appraisal of faculty backed with the discussion for improvements in the college.
	• To provide support for conducting all kinds of activities: - Co-curricular and Extra-curricular.
	• Evaluation of college's performance
	• Monitoring and Implementing the Quality Management Systems (CAIMS etc)
	• Establishing E-Governance as per the instructions of CCE
	• Establishing internal audit by IQAC committee
	• Implementation of Code of conduct
	• Establishing fair and effective performance appraisal system
	• Grievance redressal and ICC
	• Guiding students in applying for scholarships.
Student's Overall Development through Participation	• Budget framing and allotment for student development programs and activities- NSS
	• Students Trainings & Placement Activities - TSKC ,Career guidance and placement cell
	• Student's representation in various committee and cells for transparency
	• Participation in competitions
	• Rewards & recognitions to achievers
Employees Advancement & Welfare	• Recruitment Policy development &implementation through Intimation by CCE
	• Career advancement schemes
	• Regular Training for quality improvement
	• Healthy and supportive working environment & infrastructure.

	• Code of conduct, service rules & leave rules to be followed by all.
	• Staff welfare policy implementation
	• Rewards, recognitions and incentives
	• Deputation for seminars, conferences and workshops etc.
	• Motivation for qualification enhancement
Placements	• The TSKC, career guidance and placement cell 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
	• Conduct placement drives every year
Industry Interaction	• Invite Industry experts for interaction with students for motivation and guidance.
	• Establish linkages/MOUS
Community Engagement and outreach activities:	• NSS, RRC ECO Cub etc. shall lend their services to serve the community by organization of plantation programmes, awareness programmes etc
	• Efforts to establish NCC shall continue
Discipline	• Regular monitoring of CCTV
	• Organization of awareness programme on code of conduct, anti-ragging and prevention of sexual harassment at work place.
Women Student & Faculty welfare	• 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 independent.
	• 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.
Financial Planning & Management	• Framing of financial budget according to multiple areas as per the instructions of CCE.
	• Department wise Budgeting
	• Forecasting of Revenue & Expenditure
	• Effective purchasing through purchase committee
	• Fund allocation every year as per the instructions of CCE

	• Periodic Audit
Encouragement of Budding Entrepreneurs	• Entrepreneurship & Development Cell (EDC) shall regularly organize programmes to motivate students towards Entrepreneurship
	• Industrial visit for entrepreneurship development
	• Organise competitions to evoke innovative ideas
Research and innovation	• Research committee should actively engage in developing research culture in college
	• Motivating faculty to take up research projects
	• Promote participation of faculty members in refresher courses, orientation programmes and workshops to get necessary motivation for research
	• Encourage students to take up project works to generate interest in research
	• Felicitating faculty on accomplishing research works.
Alumni engagement	• Regular membership drives
	• Graduating students should be motivated to join alumni association without delay
	• Encouraging alumni in supporting college financially as well as non-financially
	• Identification of successful alumni for appreciation and felicitation
Physical facilities	• Augmentation of ICT facilities to embrace the latest developments in the teaching-learning and to satisfy the requirements of the students.
	• Tapping funds to construct a compound wall around women's hostel building & constructing extra rooms
	• Modernization of Laboratory &equipment
	• Library infrastructure up gradation
	• System up gradation

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, Principal & Administrative 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, Carrier guidance & placement cell& HODs
Research& Development	Principal, HODs
Students Development	Principal, HODs
Quality Assurance	IQAC
Students Admissions	Principal, HODs, Admission committee, Students
Statutory Compliance	Principal, HODs, Coordinators/Convenors

Deployment

The plans articulated by the principal in consultation with CPDC, Vice-principal, academic coordinator ,IQAC coordinator 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:

HODs-Head of the Departments(In-charges of the departments)

Conveners & members of committees /Clubs

(G.NEERAJA)
IQAC CO-ORDINATOR

Principal
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