

**Government Degree College for Women, Begumpet**  
**Accredited with B+ Grade by NAAC**  
**Affiliated to Osmania University, Hyderabad**



**Motto: Learning is the Best Ornament**

# **Government Degree College(W)(A) Begumpet, Hyderabad**

## **Strategic Planning and Deployment Document (SPDD)**

### **Preface**

Government Degree College(W), Begumpet is a premier institution and has been the first choice of girl students since its inception as a multi faculty college in 1971. It caters to the diverse needs of the girl students across the state and is committed to provide quality education at low cost and no cost. Well qualified and enthusiastic faculty under the efficient guidance and Leadership of the Principal, work towards realizing the goals and objectives of the Institution. The prime location and very good connectivity through bus, MMTS, Metro are the added advantages to the Institution. Distinguished Alumni, Educationists and Philanthropists strengthen the Institution further in its development.

Activity based teaching, Student centric methods, study projects, field trips and hands-on experience programs offered by the college stimulate the intellectual curiosity of students and foster a positive spirit among the stakeholders. With the support of committed faculty who strive to create a milieu that sustains excellence, the Institution strives towards academic excellence, with high performance indicators in the areas of student attendance and results. The constant efforts of the faculty and students brought many laurels and awards at individual as well as institutional level, which enabled it to be distinct among all the HEIs in the State.

Holistic development of the students is a perfect combination of Intellectual Power, Skills and Ethical values. Hence the Institution undertakes the challenge of nurturing the young minds into sensible and responsible citizens of the society, by providing them with a well-balanced Curriculum. The curricular and extra-curricular activities help to instil not only the scientific temperament among the students, but also the required ethical values.

Compact but well-designed campus consists of amenities like spacious classrooms, Science and Computer laboratories, Well-equipped Gym, Conference Hall, Virtual and Digital Classrooms with Interactive Boards, Digital Library, Well-maintained Web site, Integrated Attendance Management System through Biometric attendance, CCTV Surveillance, subsidized Canteen and playground etc. Further the Institution conducts various extension activities through NCC and NSS to sensitize the students towards the socio economic and cultural issues of the society and to make them realize the importance of their contribution for creating a better world.

## Strategic Planning and Deployment

Strategic Planning plays a vital role in the growth of any Institution, and it reflects in the proverb “Well Begun is Half Done.” In accordance with this saying, Government Degree College(W), Begumpet has a well-defined Strategic Planning and Deployment Document which articulates the Vision and Mission of the Institution. It provides the road map for effective planning and implementation of various activities, and helps in accomplishment of the required goals and objectives within the time frame. The document consists of three parts; First part articulates the Vision and Mission Statement and SWOC analysis of the Institution. The second part consists of the Criterion wise Targets and Strategies. The third part elucidates the Assessment of Measurable Outcomes and Monitoring Mechanism.

After considering various internal and external factors, the institutional targets were set up in all possible growth domains, with the help of detailed discussions and deliberations with HODs and faculty members, and Strategies were designed to achieve the targets. Proper planning and implementation of the strategies are discussed at length in the Staff Council Meetings. All the departments focus seriously on planning of various activities that are to be conducted at Departmental level as per their specific requirement, which are monitored by identifying measurable targets in line with the anticipated outcomes. Statutory Bodies, Non-statutory bodies, Principal, CPDC and IQAC plan and monitor the activities at Institutional level. Teaching and Non-teaching staff members and various other Committees work under the meticulous planning of the principal and work towards achievement of targets.

**Vision:** Empowerment of Women through Knowledge

**Mission:**

- To mould the girl students to be self-reliant and responsible citizens of the society.
- To foster the required competencies among the students through value-based education.
- To inculcate a value system among the students and sensitize them towards the importance of Human Values of love and compassion towards the under privileged.
- To sensitize students to the current socio-economic, political and cultural issues and to denounce all forms of oppression, related to class, caste and gender.
- To sensitize students to environmental issues thus motivating them to promote ecological justice and sustainable development.
- To instil in students, a sense of national pride and an appreciation for Indian tradition and culture.

## SWOC ANALYSIS OF THE INSTITUTION

### **STRENGTHS of the Institution:**

- Premier Institution with fifty-year-old history, which stands as the first option for many of the girl students in Telangana.
- Located in the heart of Hyderabad city and very well connected by all kinds of public transport such as TSRTC, MMTS, METRO etc.
- Caters to the diverse needs of the students through varied combination of courses, thereby provides academic flexibility.
- Offers industry related and innovative courses, to enhance the employability of the students.
- Provides quality education at low cost and no cost, through ICT based teaching with the usage of Smart Boards, E-Classrooms, digital Library, NLIST access to all the students, Industrial tours, Study projects etc.
- Lot of placement drives conducted through TSKC/Placement Cell, which is possible due to locational advantage.
- Well organized Mentor-Mentee system provides the personal care and concern required for the holistic development of the students.
- Well-qualified and motivated faculty working under the effective management of the principal.
- Conducive academic and research environment for the growth of Teachers as well as Students.
- Guidance and assistance from the efficient leadership of the CCE in Administrative, Financial and Academic matters.
- Lot of funding from UGC under various schemes of X Plan, XI Plan, XII Plan and RUSA, which contributed remarkably for the growth of the Institution.
- NAAC Accreditation process at regular intervals helps the Institution in the process of self-assessment, analysis and in planning improvement strategies.
- Distinguished Alumni and Philanthropists take active role in the development of the Institution.
- Sustainable campus is maintained through various eco-friendly measures such as Solar Energy Plant, Usage of LED Bulbs, Botanical and Medicinal Garden, Vermi-Compost Unit, Rain Water Harvesting, No Vehicle Wednesday, No Plastic Friday, Handloom Saturday etc.

### **WEAKNESSES of the Institution:**

- Due to limited space availability, the Institution could not expand horizontally; but has to depend on vertical growth.
- Have to gather more funding from different sources, in order to cater to the dramatically increasing student strength.
- Infrastructural facilities are to be improved further.
- Due to administrative and financial reasons, 40% of the posts are filled with Contract and Guest faculty.
- The large strength in each class makes it difficult to pay personal attention in the class.
- Many of the students being first generation learners, have less motivation and awareness about the importance of education.

## **OPPORTUNITIES of the Institution:**

- Need to approach the local community leaders and Industrialists to improve the funding through CSR activities.
- Prime Location, which gives access for Institute-Industry Collaboration.
- MOUs and Linkages can be improved.
- Industrial visits, study tours and field trips can be increased.
- Research activity has to be enhanced further to strengthen the Institution.
- The college is under active consideration to be upgraded as a Cluster College/University, which will dramatically improve the scope of the Institution and creates a world of opportunities for growth and expansion in academics, research and development.

## **CHALLENGES of the Institution:**

- The Institution should strive to acquire better grading in the ensuing fourth cycle of Accreditation.
- Filling up all the sanctioned posts with regular faculty would certainly improve the qualitative aspects and grading of the Institution.
- Need to strengthen the Research Centre and acquire guideship for the lecturers.
- Need to strengthen the Alumni contribution and CSR Funding.
- Have to invite companies which offer better salary packages.
- Need to focus on Institute-Industry collaborative activities, MOUs, Linkages, Internships for final year students to improve their knowledge and skills.
- The underprivileged socio-economic background of the students results in the drop out ratio of 3%, forcing them to take up household chores or into early marriages.

## **Criterion wise Targets and Strategies**

### **I. CURRICULAR ASPECTS**

#### **Targets:**

- a. **Introduction of new courses of contemporary relevance.**
- b. **To improve the number of interdisciplinary courses for benefit of students.**
- c. **To make the relevant changes in the syllabus as per the local needs.**

#### **Strategies:**

- a. **Introduction of new courses of contemporary relevance:** In order to provide quality education to the students and to equip them with the skills required in the market, the Institution has planned and introduced many new courses of contemporary relevance in the last five years. This quality initiative has helped in bridging the gap between the knowledge and skills of students and the industry requirement.



Ex: Computer Science, Computer Applications, Data Science, Taxation, BBA, Applied Nutrition, Genetics, Physics, History, MOOCS subjects such as Geography, Psychology, Sociology, Journalism etc.

- b. **Improve the number of Interdisciplinary Courses:** In the last five years, many Interdisciplinary Certificate/ Value added/ Skill Enhancement Courses have been conducted by various departments for benefit of the students. The details are as follows:

**Certificate Courses:** Business English Certificate Course, Translation Studies in Hindi, History of Sanskrit Literature, Fundamentals of Economics, Indian Administration, Nutrition and Dietetics, Herbal Cosmetics, Chemicals used in Daily life, Banking Practices, Web Designing, Exploration of Microbial World-Applied Micro Biology etc.

**Value Added Courses** in Yoga and Meditation, Martial Arts, Cookery Course, Painting, Embroidery, Music, Dance, Mehndi designing, Bouquet making etc. have been taught to the students by various departments.

**Skill Enhancement Courses(SEC):** Many additional courses such as AECC, thirty papers of Generic Elective(GE) and Sixty SEC Courses related to different departments are being introduced during the last five years.

- c. **To make the relevant changes to the syllabus:** Each Department makes the necessary changes in the syllabus as per the local demand and needs and get the approval in the Departmental BOS every year.

## II. TEACHING, LEARNING AND EVALUATION

### Targets:

- To enhance the usage of ICT based Teaching.**
- To enrich the curricular process with variety of activities.**
- To cater to the varied levels of learning.**
- To change the Internal and External Evaluation component from 25:75 to 40: 60.**
- To introduce MCQ Testing as a part of Internal Evaluation.**

### Strategies:

- To improve the ICT based Teaching:** In order to improve the efficiency of Teaching-Learning process, usage of ICT based Teaching has been enhanced, by increasing the usage of Smart Boards, E-Classrooms, PPTs, You Tube Video lessons, OHP sheets etc.
- To enrich the curricular process:** The curriculum is to be enriched by increasing the number of academic activities such as Industrial visits, study tours, study projects, seminars and workshops, Extension Lectures etc. Student centric teaching and experiential learning also helps in enriching the curricular process.
- To cater to the varied levels of learning:** The Teachers identify the different levels of learning among the students through classroom interaction and testing methods and to cater to their needs. Student seminars and assignments also help the teacher in such assessment. Advanced learners are allotted with study projects under the guidance of the teacher and the slow learners are taken care by Remedial classes.

- d. **To change the Internal and External Evaluation component** from 25: 75 to 40:60. After detailed discussion with the faculty members, HODs and Students, the Internal Evaluation component has been increased from 25 to 40 from the academic year 2019-20. This gives an opportunity to the teacher for better assessment and evaluation of the student's performance and enhances the process of continuous and comprehensive evaluation. Thus, changed the External and Internal Component ratio of Evaluation to 60:40, instead of 75:25 which was in practice from 2012-13 to 2018-19.
- e. **Introduction of MCQ Testing as a part of Internal Evaluation:** When the students read to answer Multiple Choice Questions, the preparation helps them in preparation for PG Entrance exam and also for Competitive examinations. In order to attain this target, MCQ testing has been introduced for ten marks, as a part of Internal Evaluation from 2019-20.

### **III. RESEARCH CONSULTANCY AND EXTENSION**

#### **Targets:**

- a. **To enhance the research activity among faculty and students.**
- b. **To establish a Research Forum to create the awareness.**
- c. **To increase the number of MOUs, Linkages with Industries and external organizations.**
- d. **To plan for collaborative activities with national/international institutes or industries and thereby try to provide internships for final year students.**
- e. **To conduct seminars/conferences or workshops and to invite eminent personalities from industry to interact with students and faculty.**
- f. **To provide seed money for select research projects.**

#### **Strategies:**

- a. To enhance the research activity among the students', advanced learners are identified and made into groups. Each group is allotted with a research topic and the students work under the guidance of the teacher to find out the facts and analyse the results, and finally prepare and present the report. The best study project gets awarded at college level, cluster level and state level. The program is called as JIGNASA Study Projects, and conducted by the Commissionerate of Collegiate Education (CCE).
- b. The college has a Research Forum which encourages the faculty for participation in conferences and for Paper publications. This forum also creates the awareness among the faculty regarding the availability of Research funding from various sources and how to tap the potential.
- c. Each department makes arrangements for increased number of MOUs and Linkages with relevant organizations for benefit of the students.
- d. The institution makes an effort to provide internships to the final year students, so that they get hands on experience in the relevant field, which helps them in employability.
- e. The faculty are encouraged to organize national/international seminars/conferences with the help of allotted funding.
- f. The institution also allocates seed money for select/eligible projects.

## **IV.INFRASTRUCTURE AND LEARNING RESOURCES**

### **Targets:**

- a. To augment the infrastructural facilities by resource mobilization from various sources.
- b. Optimum utilization of resources and catering to the needs of differently abled students or staff.
- c. To make the library as a valuable learning resource.
- d. Provision for Indoor games, gym and spacious playground for outdoor games.
- e. To provide and upgrade IT infrastructure and related facilities to the students.

### **Strategies:**

- a. The institution plans for resource mobilization from various possible sources such as UGC, RUSA, ICSSR Funding etc. In the last five years, a new block was constructed with RUSA funds. Various schemes under XII Plan helped in augmentation of physical facilities, purchase of books and journals to library, sports equipment etc.
- b. The available infrastructure is used to the optimal level by better planning and allocation of Principal Chamber, office, classrooms, staff rooms, laboratories, Gym, NCC, NSS Rooms, Health room, Conference-hall, Virtual classroom, TSKC Lab, English Language Lab, canteen and Parking lot. Separate wash rooms and Ramp are provided for differently abled students or staff.
- c. Library consists of 22,300 books, reference material, journals and magazines apart from a reading room and Digital library.It is equipped with NEWGENLIB software, and all the staff and students are provided with NLIST login id to access e resources and reference material.The librarian maintains "GDCW Begumpet E-Library Google site," where the previous and model question papers and coaching material for competitive examinations is provided for benefit of the students.
- d. The institution has provision for indoor sports and well-equipped gym and also playground for outdoor games.
- e. The college has very good IT facilities, with approximately three hundred computers spread over various laboratories namely, one TSKC Lab, two computer laboratories, one Statistics Lab, one English Language Lab, one Virtual Classroom and one Research centre and staffrooms of various departments. The entire campus is wi-fi enabled and provides the students with great opportunity for enhancement of their skills in IT sector.

## **V.STUDENT SUPPORT AND PROGRESSION**

### **Targets:**

- a. To strengthen the Mentor-Mentee system for effective grooming of the students.



- b. Student support services for imparting employability skills through TSKC/Placement Cell.
- c. To provide coaching for PG Entrance or other Competitive Examinations.
- d. To provide scholarships and free ships, apart from merit scholarships.
- e. To provide Health Insurance, Bus pass facility and Subsidized canteen facility to all the students;
- f. To encourage the students to participate in NCC, NSS and other sports events. To provide sports uniform and materials, special dietary requirements for athletes.
- g. To maintain Anti-ragging committee, Grievance Redressal Cell and Internal Compliance Committee to solve the student related issues.
- h. To provide Hand book and to maintain the updated College Website for ready reference to the students.
- i. To maintain Student Progression records and to strengthen Alumni Association.

#### **Strategies:**

- a. **Mentor-Mentee system:** Each teacher is allotted with a group of students and monitors their progress with care and concern. Personal counselling is also given to the students regarding their health, hygiene and familial issues apart from academic performance and regular attendance to the college.
- b. **Telangana Skills & Knowledge Centre (TSKC):** TSKC conducts a three hundred hours training program to impart the required employability skills to the students, such as basic computer skills, communication and Interview skills, analytical and reasoning skills, which are taught and monitored by the TSKC Mentor. TSKC basically provides the platform and monitors the Campus/Offline/Online placement drives. The students are taken to Industrial visits to MNCs for motivation and also to provide them with an opportunity to have an overview of the work environment. Every year hundreds of students attend the placement drives and secure jobs in companies that are located in and around Hyderabad.
- c. **Coaching for PG Entrance and other Competitive Examinations:** The Institution provides coaching for PG entrance through the concerned departments and coaching for other competitive examinations through the Career Guidance/Placement Cell.
- d. **Scholarships and free ships:** Almost 95% of the total students are eligible for total fee reimbursement under various social categories and receive the scholarship from the Government. Many students receive merit scholar ships from various charity organizations such as Avayam group, Vasudha Foundation, Santoor Merit Scholarship etc. Many of the faculty award Gold medals to the toppers of each subject every year.
- e. **Other Support Services:** The students are provided with Health Insurance, Bus pass facility and Subsidized canteen facility to all the students; and sports uniform and materials, special dietary requirements are provided for athletes.

- f. **NCC, NSS and Sports:** The Institution encourages the students to participate in various co-curricular and extra-curricular activities, which leads to the holistic development of the students. The college has a fulltime physical director who trains the students for NCC and also coaches them for different indoor and outdoor games. Many students participated and won prizes at Inter University level, state and national level competitions.
- g. **Grievance Redressal Cell:** The college maintains Anti-ragging committee, Grievance Redressal Cell and Internal Compliance Committee to solve the student related issues. Any grievances are brought to the principal's notice through the concerned committee and appropriate action is taken to solve the issue.
- h. **College Website and Handbook:** Updated information about the courses offered, fee structure, facilities available etc. is provided through the annual Hand Book and the information is also made available in the college website for ready reference of the students.
- i. **Alumni Association:** The student progression records are maintained in the concerned departments and Alumni association meetings are conducted periodically. Contribution of alumni for the development of the institution is to be strengthened further.

## **VI.GOVERNANCE, LEADERSHIP AND MANAGEMENT**

### **Targets:**

- a. To constitute and conduct meetings of Statutory Bodies at prescribed time intervals.
- b. To derive support from the parent University and to strengthen Faculty Empowerment Strategies.
- c. To derive support and guidance from the state level authority, Commissionerate of Collegiate Education (CCE) in academic, financial and administrative aspects.
- d. To take up quality initiatives at college level to sustain the quality of education.
- e. To formulate the non-statutory bodies such as CPDC and other committees and monitor the effectiveness of their functioning.
- f. IQAC and its role in the growth of the institution through Feedback analysis reports, Academic Audit reports, API scores of the Faculty, External and Internal Audit reports of every year.
- g. Financial Management and Resource mobilization.

### **Strategies:**

- a. The Institution has constituted the Statutory Bodies such as Governing Body, Academic Council and Finance Committee and conducts meetings regularly. All the developments in the academic, financial and administrative aspects of the institution are presented and approved in the Governing Body.
- b. The Institution derives support and guidance from the parent University regarding securing affiliation for the courses offered every year, and regarding approval for the changes made in the syllabus of each department through the concerned BOS.

For conducting the PG courses and for external and internal examinations and evaluation, the parent university supports the institution a lot in various aspects.

- c. In order to provide quality education to the students and to impart the required skills in them, CCE conducts and monitors various academic activities in all the GDCs across the state and they are as follows:

- JIGNASA Competitions for student study projects
- YUVATARANGAM for Sports and Cultural competitions
- TSAT MANA TV Lessons Live Telecast
- Virtual Classrooms to attend MOOCS online courses
- IIT Mumbai Spoken Tutorials
- TSKCto impart employability skills to students.
- Digital Employment Exchange Telangana (DEET)
- Centralized and online Admission Process through Degree Online System Telangana (DOST)
- Introduction of Biometric Attendance for Teaching, Non-teaching staff and students, to improve the efficiency of the system. Digital Teaching Diary is being introduced for the faculty to increase the accountability.
- All the office work in GDCs is done through an automated process namely CAIMS (College Administrative Information Management System)
- All the financial transactions and cash book of the Institution are maintained through CAIMS.
- All the communication with the Head office is done through an online portal namely E-Office, which reduces paper usage.

d. **Quality Initiatives Taken up at the College Level:**

Apart from the activities taken up by the CCE, the Institution designs and conducts various other activities to improve and sustain the quality of education. These are reviewed from time to time and the necessary modifications are planned and implemented as per the necessity.

- **The Examination Branch:** The Examination Branch has been computerized to make the process quick, efficient and transparent. Examinations are conducted with utmost confidentiality and the results are declared within the stipulated time period.
- **Well Qualified, motivated and enthusiastic faculty:** The college consists of 88 lecturers, among which, 60 lecturers are qualified with Ph. D, NET/SET as per the guidelines of UGC, and they are supported by the contract and guest faculty. Many of the faculty received fellowships and Best Teacher awards.
- **Research Orientation:** The faculty have nearly 300 research publications and books to their credit and regularly attend conferences, workshops and FDPs to upgrade their knowledge levels. The research forum encourages the faculty to enhance their research activity.
- **CCTV surveillance:** The college campus is provided with CC Camera surveillance for better administration and discipline in the college premises. In order to ensure regularity in the college.

- **Wi-Fi Enabled Campus:** The computer laboratories are equipped with the latest software and e-class rooms to meet the needs of the curriculum. The college campus is a Wi-Fi enabled zone.
  - Biometric attendance has been introduced as a compulsory measure for all the teaching, non-teaching staff members and for students as well.
  - **Decentralized Administration:** The overall academic, administrative and financial responsibility of the college is vested with the principal. The Administrative Officer and the 27 non-teaching staff members help in the maintenance and smooth functioning of the college.
  - The leadership and management of the college work towards achieving the objective by providing an effective governance which is participatory and transparent. On the whole, the college ensures that all efforts are made to empower the young women to become self-reliant and responsible citizens of the society.
- e. **Non-statutory Bodies:** The college formulates many committees such as CPDC, WEC, Grievance Redressal committee, Admission committee, Student Welfare committee, Scholarship committee, Discipline Committee etc. Student representatives are included in many of the committees such as Women Empowerment Cell, Internal Complaints Committee, Cultural Committee, and Library Committee. Students Committee conducts monthly meetings with CR's and DCRs. There is an Anti-ragging cell which continuously monitors the discipline of students.
- h. **IQAC:** The college has established Internal Quality Assurance Cell (IQAC). The quality enhancement policies are communicated to all stake holders and collective efforts are made to implement them smoothly and create a dynamic environment. Feedback about curriculum, teaching learning, evaluation, and support services is collected and analysed and remedial measures were taken in accordance. IQAC plays a vital role in sustaining the quality of the education provided by the HEI, through various measures such as Feedback analysis reports, Academic Audit reports, API scores of the Faculty, External and Internal Audit reports of every year.
- f. **Financial Management and Resource Mobilization:** The Institution receives lot of funding from UGC under various schemes such as UGC X Plan, XI Plan, XII Plan, RUSA, Autonomy Grants etc. Course fee collected from the students is another major source of income for the college. Cash books are maintained meticulously and Annual Income Expenditure statements are generated regularly. Internal and external audits at regular intervals examine and certify the financial activities of the institution.

## INNOVATIONS AND BEST PRACTICES

### Targets:

- a. To maintain a sustainable campus through eco-friendly measures.
- b. To mould the girl students into self-reliant and responsible citizens of the society.

- c. To impart desirable qualities in students such as Patriotism, National Unity and Integration.
- d. To enable the students to realize the significance of human values of Love, Compassion and inclusiveness to create a better society.

**Strategies:**

- a. **Sustainable campus through eco-friendly campus:** The college promotes environmental consciousness among the students through various eco-friendly measures such as maintaining Botanical Garden, Medicinal garden, Vermi Compost, Waste Management, Rain Water Harvesting System, Solar roofing and usage of LED bulbs.
- b. The students are provided with various training programs such as Self defence techniques, personality development programs, basic computer skills, communication skills etc.
- c. The institution celebrates important days of national significance such as Independence Day, Republic Day, National Unity Day etc, which inculcates the desired qualities of patriotic fervour, national unity and integrity among the students.
- d. The institution conducts various outreach programs to sensitize the students towards the significance of selfless service to the community, which enhances the importance of human values of compassion and inclusiveness.

## **Assessment of Measurable Outcomes**

### **I. CURRICULAR ASPECTS**

- Number of new courses introduced.
- Increase in number of interdisciplinary courses.
- Number of Certificate Courses, Value added courses and Skill Enhancement Courses conducted

### **II. TEACHING-LEARNING AND EVALUATION**

- Number of PPTs used and Video lectures recorded
- Number of academic activities conducted in each department (field trips/study tours/extension lectures/workshops/study projects)
- Number of remedial classes and Bridge Course classes conducted by each department.
- Various modes of assessment (assignment, seminar, MCQs and Descriptive question pattern) at regular intervals helps for continuous and comprehensive evaluation.
- MCQ testing improves the speed and accuracy, which helps them for Competitive Exam preparation.

### **III. RESEARCH, CONSULTANCY AND EXTENSION**

- Number and quality of student study projects from each department.
- Number of research publications and books published by the faculty departmentwise.



- Conferences/Seminars/Workshops organized or attended by the faculty.
- MOUs and Linkages/Collaborative activities/Faculty Exchange/ Visiting Faculty for each department.
- Seed money/Funding received for research from each department.

#### **IV. INFRASTRUCTURE AND LEARNING RESOURCES**

- Augmentation of infrastructural facilities.
- Resource mobilization from various sources.
- Optimum utilization of resources and catering to the needs of differently abled students or staff.
- Budget allocated for purchase of books, journals subscribed, provision of digital library.
- Sports material purchased for Outdoor/Indoor games and gym.
- Number of computers, projectors, smart boards purchased.

#### **V. STUDENT SUPPORT AND PROGRESSION**

- Effectiveness of Mentor-Mentee system through progress of students.
- Number of training programs through TSKC/Placement Cell.
- Number of students who got placements year wise and joined PG programs.
- Number of students who received scholarships and free ships, apart from merit scholarships.
- Number of students utilizing Health Insurance, Bus pass facility and Subsidized canteen facility.
- Number of students participated in NCC, NSS and other sports events and awards won.
- Number of athletes who received sports uniform, materials and special dietary requirements. Their participation in sports events and awards won at various levels.
- Effectiveness of Anti-ragging committee, Grievance Redressal Cell and Internal Compliance Committee to solve the student related issues. Number of complaints received and solved with a specific time frame.
- whether Hand book is published annually and College Website is updated regularly for ready reference of the students.
- Maintenance of Student Progression records in the respective departments.
- Contribution from the Alumni Association for growth of the Institution.

#### **VI. GOVERNANCE, LEADERSHIP AND MANAGEMENT**

- Number of meetings conducted by statutory bodies, Governing Body, Academic Council and Finance Committee every year.
- Governing Body approval for academic, administrative and financial matters.
- Effectiveness of CPDC through its decisions and implementation.

- HODs planning and conducting various academic activities from each dept.
- Effectiveness of IQAC through Feedback analysis reports, Academic Audit reports, API scores of the Faculty, Internal and external audit reports etc.
- Progress of the Institution and awards won by the HEI in the recent past.

## **VII. INNOVATION AND BEST PRACTICES**

- Effectiveness of the eco-friendly measures, solar power produced and used, Vermi-compost prepared and sold in a year
- Whether Green audit conducted periodically.
- Number of students participated in community service activities.
- Whether the students are sensitive and compassionate to the socio-economic conditions of the under privileged sections of the society.
- Whether the students are self-reliant and responsible citizens of the society through their behaviour.

## **Strategy Implementation and Monitoring**

The Strategic development plan is put before the Governing Body 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 assistance of IQAC monitor the achievement of the targets through deployment of strategies.

### **Monitoring Mechanism at Institutional level**

Governance & Administration	GB Chairman, members and Principal
Governance at Institutional level	Principal and CPDC committee
Statutory Compliance	Principal, Statutory body members
Infrastructure (Physical)	GB Chairman, members, Principal and CPDC
Infrastructure (Academic)	Principal and HODs
Student Admissions	Principal and Admission Committee
Curricular aspects & BOS	Principal and Academic Coordinators, Deans and HODs
Teaching-Learning Process	Principal, ACOs and HODs
Examination & Evaluation	Principal and Controller of Examinations
Research & Development	Principal and Research Forum
Student Welfare	Principal and Student Welfare committee
Training & Placement	Principal and TSKC Committee
Departmental Activities	Principal and HODs
Quality Assurance	Principal and IQAC

## **CONCLUSION**

The implementation of strategic plan is monitored closely by thePrincipal, CPDC, IQAC and the respective committees. The heads of departments or Committees preparedetailed report about the implementation of any policy and present it in the Staff Council meetings. The council recommends the corrective measures and the necessary changes are made in the policy planning and implementation. All these reports will be forwarded forfurther discussions and approval of GB. Thus Government Degree College(W) strives for excellence in every possible aspect of its functioning.