

Girraj Government College (Autonomous),
(NAAC Re Accredited with “**B**”)
Nizamabad. Telangana state



Strategic Plan
(2021-22 to 2025-26)



**GIRRAJ GOVERNMENT COLLEGE (AUTONOMOUS), NIZAMABAD,
TELANGANA**

**STRATEGIC PLAN
(2021-2022 to 2025-2026)**

PREFACE

Girraj Government College (A), Nizamabad is a premier institution in the Northern Telangana region and has been the first choice of students since its inception as a multi faculty college in 1956. It caters to the diverse needs of the rural background students across the state and neighboring states of Maharashtra and Karnataka and is committed to provide quality education at an affordable cost to all sections of the society.

The college has secured the Academic Excellence Award for successive four consecutive years from 2015, 2016, 2017 & 2018. The college is ISO 9001:2015. The college was accorded Autonomous status by UGC in 2005 and was conferred with CPE (College with Potential for Excellence) in 2010. It has completed three cycles of NAAC accreditations and presently it is reaccredited with “B”. The accreditation status is valid up to 1st November 2023. It stands at 37th position among all the Government Autonomous Colleges in the Country in the rankings declared by EWNIRF ranking – 2020. It was a centre for community development under UGC in the year 2016 – 2017 and successfully completed two courses in Retail Management and Computerized Accounting. The College Alumni occupy top positions in Government services and other fields.

Well qualified and enthusiastic faculty under the efficient guidance and leadership of the Principal, work towards realizing the goals and objectives of the Institution. Activity based teaching, student centric methods, study projects, field trips and hands-on experience programs offered by the college stimulate the intellectual curiosity and foster a positive spirit among the stakeholders. The curricular and extra-curricular activities instill scientific temperament and ethical values in the young minds nurturing them into sensible and responsible citizens of the society. 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.

The college has spacious classrooms, laboratories, well-equipped gym, auditorium, virtual and digital classrooms with Interactive Boards, automated library, well-maintained web site, Integrated Attendance Management System through Biometric attendance, CCTV Surveillance, subsidized Canteen and spacious playgrounds. Further, various extension activities through NCC and NSS sensitize the students towards social responsibility and cultural awareness encourage them to contribute towards creating a better world.

Strategic Planning and Deployment

Girraj Government College (A), Nizamabad has a well-defined Strategic Planning and Deployment Document. It provides the road map for the five year period (2021-22 to 2025-26) consisting of planning and implementation of various activities which help to accomplish the required goals and strategy within the time frame. The document consists of three parts; First part presents the Vision, Mission, Values and Objectives of the institution and SWOC analysis of the Institution. The second part consists of the Criterion wise Targets, strategies and measurable outcomes..The third part elucidates the assessment of measurable outcomes in the specified time frame and the monitoring mechanism.

The institutional targets for the five year period were set after considering various internal and external factors through detailed discussions and deliberations with HODs, faculty members, IQAC and the staff council. Strategies were designed to achieve the targets. Implementation of the strategies through planning of various activities to be conducted at Departmental and institutional level were designed. The execution plan for the measurable outcomes with specified time frame and monitoring mechanism was also developed. Statutory Bodies, Non-statutory bodies, Principal, and IQAC plan and monitor the activities at Institutional level. HoD's, Teaching and Non-teaching staff members and various other committees work towards achieving the department level targets.



PART -I

VISION

Educate and **Equip** the students to excel in life and career and **Empower** them to serve the society and Nation.

MISSION

Girraj Government College is driven to provide quality educational experiences to the students in a safe, accessible and affordable learning environment, equip them with knowledge and skills in their chosen stream fostering academic and career success through the development of 21st Century Skills and empower them to meet and exceed challenges as active participants in shaping the future of our nation and the world.

INSTITUTIONAL VALUES

Equity and Access: ensuring equity and increasing access to higher education to contribute to the national development

Respect and Responsibility: We respect and honour the dignity of each person and foster a diverse and inclusive community and act responsibly.

Integrity: We act with integrity and honesty in accordance with the highest academic, professional, and ethical standards.

Discovery: foster creativity, innovation and skill development in students for the benefit of our communities, society, and the environment.

Life-Long Learning: Encouraging enthusiastic, independent thinkers and learners striving for personal growth.

Excellence: We strive for excellence in all our endeavours as individuals and institution.

Promoting Use of Technology: Enrich the learning experiences of the students by providing them with educational technologies and to make use of ICT optimally

Community: We work together for the betterment of our college, the communities we serve, and the world.

OBJECTIVES

1. To provide a quality learning environment accessible to all sections of society.
2. To ensure adequate opportunities for the students to identify and develop knowledge and character necessary to achieve their educational and career goals.
3. To equip students with critical thinking, effective communication, Creativity, cultural awareness, research aptitude, leadership, professional ethics and entrepreneurial skills.
4. To mould students with qualities of civic responsibility, environmental consciousness, gender equality, concerned citizenship and Human values.
5. To maintain and promote quality, transparency, compliance and sustainability in governance.

SWOC ANALYSIS

Overview

The Internal quality Assurance Cell, Girraj Government College (Autonomous), Nizamabad conducted a SWOC Analysis of the institution - a detailed analysis of its internal strengths and weaknesses as well as an external opportunities and challenges. The SWOC analysis invites the attention of the institution for positively reshaping the planning processes in the college. As a first step of the analysis, key reports and other data of the institution was identified and reviewed. Such reports and data include Student Satisfaction Surveys, feedback from other stakeholders, reports of the College Plan, etc. As a result of the review of these documents, the College's strengths, weaknesses, opportunities, and challenges began to surface. The analysis revealed the current state of affairs highlighting areas in which Girraj Government College (Autonomous) is strong as well as those that require further quality improvement

1 Strength

Strength is an institutional advantage which positively contributes to the college in attaining its objectives.

1.1 Heritage

Girraj Government College (Autonomous) is a co-educational institution with a natural ambience for learning with a history of 65 years. The cultural significance of the institution is emphatically felt in the social life of Northern Telangana and has made the college a brand name.

1.2 Autonomy

Girraj Government College (Autonomous) was conferred with autonomous status from 2015-16. This has provided freedom in Curriculum design, Curriculum enrichment, syllabus framing, examinations and publication of results on time.

1.3 Inclusiveness and Diversity

The college caters to nearly 4000 UG and 500 PG students hailing from northern Telangana districts and border districts of Maharashtra and Karnataka. Students and staff come from all communities and areas that are socially, economically or culturally backward. This helps the institution to identify diverse ideas and opinions.

1.4 Online Admissions (through DOST portal) for transparency

Student admissions are done through DOST portal online strictly following merit and reservation policy of the state Government.

1.5 Governance

There are well-established systems and procedures for governance and management of academic and administrative matters. The Governing Body, Academic council and Finance committee are the apex bodies which frame the policies. Nearly 40 committees are constituted to effectively manage the policies framed by the state government, Commissionerate of collegiate education and affiliating university.

1.6 Diverse extension activities through NSS and NCC wings

There are four functional NSS units and two NCC units in the college. The volunteers and cadets have represented the college at the University, state and national level camps and Republic Day parades.

1.7 Examinations and Results

Evaluation system in the college keeps high standards of integrity and the examination procedure is followed by double valuation of all answer scripts and timely result declaration. The pass percentage of the undergraduate programmes for the past five years can be consistently above 90%.

1.8 Fully automated Office administration

The administration of the college is highly transparent and digitalized through CAIMS management system.

1.9 Established Libraries and laboratories

The college has two libraries with nearly one lakh print resources and numerous online resources for students to access. The college has more than ten well-furnished laboratories.

1.10 Strong Alumni Engagement

The college has an illustrious and high profile alumni occupying top positions in society, politics, culture and administration.

1.11. Established Student Support wings like TSKC, EDC and Placement Cell etc.

The college has established student support wings in areas of skill development, career guidance, entrepreneurship, innovation, research and placement.

2 Weakness

A weakness is a factor requiring improvement internally. These factors result in making the institution unable to take advantage of an opportunity.

2.1 Lack of Programmes for Inter-Disciplinary and Trans-Disciplinary learning

Though the college imparts high quality learning in all major branches of knowledge, there are few programmes that facilitate inter-disciplinary and trans-disciplinary learning.

2.2 Lack of Adequate Teaching and Supporting Staff

Compared to the number of departments and students, the number of supporting staff is inadequate. This affects the smooth execution of academic activities. Every department requires ministerial staff who would take the responsibility of clerical work for the smooth functioning of the teaching-learning and related administrative process.

2.3 Insufficient Research output and Consultancy services

There are 28 teaching faculty members with PhD, but the research output has to increase. The college also has to establish linkages in order to provide consultancy services.

2.4 Not a Residential Campus

Not being a residential campus is one of the weaknesses of the college. This is due to the limitations imposed by the physical and financial resources. Considering the enormous academic resources available in the college, it would have been an advantage for the residential students to use these facilities without the constraints of time.

2.4 Inadequate Industry- Academia relationships

The present industry relationships of the college are few and the institution needs to explore possibilities of establishing industry-academia relationships.

2.5 Inadequate Infrastructure

The college has four building blocks with nearly 100 classrooms, 12 laboratories, 2 libraries, 4 computer labs and spacious playgrounds. Yet, there is a need for more classroom blocks to run the college without shift system.

3 Opportunities

An opportunity is an external situation that, if acted upon, may have a positive impact on the institution.

3.1 Increasing support of CCE in introducing new courses and providing infrastructure.

The CCE has introduced a bucket-system where the students can choose from different course combinations and has been instrumental in introducing new courses with inter-disciplinary relevance.

3.2 Increased enrollment of outgoing students in Higher education institutes.

There has been a steady growth of students getting admissions in P.G courses in Central universities and institutes of national importance.

3.4 Increase in enrollment of Girl students and students belonging to marginalized sections of the society including SC, ST and minority groups.

The admissions of girl students into first year UG courses have been increasing in the last few years with a girl-boy admission ratio being 60:40. The admissions of students belonging to minorities, SC, ST and economically backward groups has been increasing consistently which opens an opportunity to provide quality education to these under privileged students.

3.5 Collaborations with TASK, TCS, Infosys etc

There are 28 teachers with Ph.D and most of them are eligible for guideship. There is ample scope for increased research output in the coming years.

3.6 Employment Opportunities in Local industries and T-Hub

Establishment of Industries like Gajanan industries, Reliance mart, Jio, Joyalukkas and T-Hub have opened up possibilities of employment at local level.

3.7 Creation of a Research Centre

The college has scope to create a research centre to augment student research and project works.

3.8 Development of Student research through JIGNASA study projects

Advanced learners have been given opportunities to involve in research projects as teams through JIGNASA study projects every year.

3.9 Better Inter-Institutional collaboration

There are many possibilities for inter-institutional collaborations with other autonomous colleges and universities.

4 Challenges

A challenge is an external factor or situation that, if not rectified, may make the institution vulnerable.

4.1 Inadequate ICT infrastructure

The present ICT infrastructure in the college is not sufficient. More classrooms equipped with ICT and computer labs are required. Procuring them in a phased manner is the need of the hour.

4.2 Inadequate Student-Teacher ratio

Though there is a favorable teacher-student ratio, the current staff strength is not adequate for student counseling and mentoring on person-to-person basis. Staff recruitment is a challenge as this is a government institution.

4.3 Outgoing Student – Placement ratio

The students of the college who complete programmes on fundamental or basic branches of knowledge find it difficult to get a placement matching their qualification as markets are not generating knowledge intensive jobs. Moreover, Linkages with various industries for conducting job fairs and campus drives are needed.

4.4 Communication Skills in English of Students from vernacular media

60% of the students hail from rural background and majority of them have completed their high school education in vernacular media. There is a need to improve their communication skills in English.

S	W	O	C
Strengths		Weakness	
<ul style="list-style-type: none"> • Heritage • Autonomy • Inclusiveness and Diversity • Online Admissions • Governance • Diverse Extension Activities • Office Automation • Examinations and Results • Established Libraries and Laboratories • Strong Alumni Engagement • Strong Student support wings 		<ul style="list-style-type: none"> • Lack of advanced programmes for inter-disciplinary and trans-disciplinary research • Insufficient Research output and Consultancy services • Inadequate Industry- Academia relationships • Insufficient Hostel Accommodation • Inadequate Infrastructure • Non-proximity to Industrial, Trade and Research Centers • Lack of adequate teaching and supporting staff • Not a residential campus 	
Opportunities		Challenges	
<ul style="list-style-type: none"> • Increasing support of CCE in introducing new courses and providing infrastructure. • Increased enrollment of outgoing students in Higher education institutes. • Increase in enrollment of Girl students belonging to marginalized sections of the society including SC, ST and Minority groups. • Collaborations with TASK, Infosys etc Employment Opportunities • Inter-Institutional Collaboration. • Creation of a Research Centre • Development of Student research through JIGNASA study projects 		<ul style="list-style-type: none"> • Inadequate ICT infrastructure • Lack of adequate Government funding Inadequate Student-Teacher ratio • Student- Placement Ratio Inadequate Government funding. • Inadequate communication skills in English of students from vernacular media. 	

PART II

INSTITUTIONAL GOALS AND STRATEGIES

I. CURRICULAR ASPECTS

GOALS	STRATEGIES	MEASURABLE OUTCOMES
<ul style="list-style-type: none"> • To introduce courses of contemporary relevance and other location specific courses. • To introduce innovative and skill based vocational courses and Finishing School courses. • To establish integrated interdisciplinary courses and include maximum number of elective courses which ensure employability. • Robust feedback mechanism from all stake holders for continuous improvement. 	<ul style="list-style-type: none"> • Introduce at least ten new courses of contemporary relevance in the next five years. • Initiate outcome-based education (OBE) wherein students will learn to structure activities to prioritize the end result. • Revise the syllabus periodically to ensure employability, entrepreneurship, skill development and research aptitude. • Adding knowledge partners from industry, academic and research institutions of repute through extension lectures. • Sign MOUs with different industries to ensure internships as a part of the curriculum. • To augment placements through career guidance cell, TSKC and EDC and coordinate with various departments in the college. • Encourage students towards entrepreneurship by providing training and skilling opportunities. 	<ul style="list-style-type: none"> • Introduce two new courses of contemporary relevance every year for the next five years. • Introduce five interdisciplinary courses in the next five years • Introduce five elective courses which ensure employability • Revise of existing syllabus in all courses every year • Design and run ten Value-added courses/ Certificate courses every academic year. • Make at least five MoU's with industries for internships, industry-experience and field visits. • Final year students to be enrolled in Online courses/MOOC's for up skilling • Conduct Employability enhancement/Capacity building training for final year students every year. • Constitute Entrepreneurship Development Cell and conduct one training session per academic year. • Conduct at least ten guest extension lectures from industry and academic experts.

II. TEACHING, LEARNING AND EVALUATION

GOALS	STRATEGIES	MEASURABLE OUTCOMES
<ul style="list-style-type: none">• Augment course delivery through problem-based, project-based, blended learning, flipped classroom and other effective methodologies.• Prioritize problem-solving, experiential learning and participatory learning methods in teaching.• Uplift weaker students by making special provisions based on their unique needs and learning style.• Provide ample learning and growth opportunities for Advanced learners.• Support the students' holistic growth through Mentor-Mentee system.• To encourage the students to be socially committed global citizens by improving their awareness about current socio-political scenarios.• To ensure high quality output consistently.	<ul style="list-style-type: none">• Introduce new time-frames to improve academic planning, implementation, management, monitoring and evaluation.• Establish Google Classrooms, whats app groups, Department Blogs, YouTube channels and other avenues for digital learning.• Systematize Mentor-Mentee system.• Systematic collection and scientific analysis of feedback from students, parents and Teachers.• Encourage students and teachers to pursue online courses.• Encourage collaborative learning to improve teamwork among students.• Introduce a system to evaluate the students' existing knowledge prior to joining the course, and draw a comparison at the end of the course to map their progress.• Offer Bridge courses for easier entry to specialized courses.• Encourage teachers to incorporate new methods of teaching and learning into the curriculum.	<ul style="list-style-type: none">• Establish Mentor-Mentee system.• Conduct Student satisfaction survey on Curriculum and teaching learning processes every year.• Adoption of Blended learning (offline + online) methodology by all departments.• Creation of YouTube channels, Blogs by all departments for teaching and dissemination of student learning material.• Conduct Workshops, Seminars, Field visits, industry visits to provide experiential learning every year.• Student team project works by all departments.

III. RESEARCH, EXTENSION AND CONSULTANCY

GOALS	STRATEGIES	MEASURABLE OUTCOMES
<ul style="list-style-type: none">• Foster research culture in the institution through adequate linkages with national and international universities.• Augment the linkages with different colleges/universities by promoting teacher as well as student exchange programmes.• Conduct extension and proactive research programmes that would facilitate local developments in line with emerging global changes.• Improve the functioning of Research cell/EDC/IPR to help faculty and students for Patent filing and commercialization.• Develop knowledge partnerships with government agencies, private industries and public.• Provide subject expertise to industry and society through consultancy services.	<ul style="list-style-type: none">• Encourage interdisciplinary research.• Inculcate research culture in students and provide opportunities through student research projects/JIGNASA projects.• Encourage the UG and PG students to publish their project works in collaboration with their guide.• Ensure maximum support to teachers for completing their research.• Encourage innovative, society relevant and location specific research among Teachers and students.• To enhance networking between industrialists and institutional experts to promote consultancy.	<ul style="list-style-type: none">• Achieve a target of 80% PhD amongst faculty.• Student Study projects to be undertaken by all departments• Submit at least five entries in different subjects to JIGNASA state level competitions.• Increase publications in reputed databases by 10% per year.• Publish at least ten research papers by teachers per year.• Publish at least one student research work per year.• All departments to have linkages with other colleges/ universities.• Conduct at least one student exchange/ teacher exchange programme.• Establish a Research cell.• Encourage innovative, society relevant and location specific research among students. (at least one activity per year)• Explore and establish two consultancy networks.

IV. INFRASTRUCTURE AND LEARNING RESOURCES

GOALS	STRATEGIES	MEASURABLE OUTCOMES
<ul style="list-style-type: none">• Enhance technology-based education system.• Enhance Student centric teaching by enabling flexibility in choosing course and time.• To revamp existing academic and other common facilities.• Regular up gradation of the campus according to the changing needs.• Construction of new classroom blocks and laboratories keeping in line with the needs.• Augment Library resources	<ul style="list-style-type: none">• Technological up gradation of the campus with centralized Wi-Fi and ICT enabled classrooms.• Installation of virtual classrooms and e-classrooms.• Construction of new classroom blocks.• Construction of a new toilet block for girl students.• Modernization of computer labs and fully automated library.• Augment library with addition of multiple online learning resources and research journals.• Refinement of botanical garden, herbarium, green house, nursery etc.• Beautification of college campus and Up gradation of college canteen facilities.	<ul style="list-style-type: none">• Install 10 new e-classrooms• Construct new classroom block• Construct new toilets block for girls.• Increase open educational resources by 20% in Library• Refinement of botanical garden, herbarium & green house.

V. STUDENT SUPPORT AND PROGRESSION

GOALS	STRATEGIES	MEASURABLE OUTCOMES
<ul style="list-style-type: none">• Ensure more Scholarships for students• Increase student progression into Central universities, IIT's etc for higher studies.• Double the Student-placement numbers into IT and ITES industries.• Improve the number of students clearing the national level and state level tests like NET, SET, CAT, SSC, UPSC, TSPSC etc.• Engage students in research studies and motivate them to optimize publication, Patent and design based projects• Improve placement activities• Refine quality based education through faculty and student exchange programmes• Instill a work culture among students by making internships /project works a part of the curriculum• Analysis and updating of student progression annually	<ul style="list-style-type: none">• Extend scholarship facilities to eligible and financially backward self – financing students• Introduction of College-level Merit Scholarships• Gold medal for academic excellence of outgoing students• Conduct free PG entrance coaching in various subjects for students appearing for entrance tests for admissions into central universities.• Organize free coaching for students aspiring for UPSC, TSPSC, SSC examinations.• Conduct job fairs in collaboration with other colleges in the region as a short-term initiative• Special counseling for slow learners• Introduction of a fully functional career counseling cell which caters to the needs of students, parents and teachers.• Motivate and enhance the capabilities of the students to make them job ready.	<ul style="list-style-type: none">• Declare College level Merit awards every year.• Conduct free P.G entrance coaching for final year students.• Organize online/offline job fairs for final year students in collaboration with TASK.• Provide free coaching for TSPSC, UPSC and other examinations.• Conduct in-house skill development /Capacity building training for final year students every year.• To raise the number of placements of students by at least 10% every year.• Achieve 2-3 national/ state level medals and awards by strengthening the sports facilities.• Engage Alumni in supporting quality initiatives.

VI. GOVERNANCE, LEADERSHIP AND MANAGEMENT

GOALS	STRATEGIES	MEASURABLE OUTCOMES
<ul style="list-style-type: none">• Develop a Fully Automated Management Information System• Faculty development programmes for teachers and Refresher courses for Teaching and non-teaching faculty.• Facilitate various quality initiatives leading to achieving more quality standard certificates• Enhance involvement of Alumni• Ensure Transparency in Financial Audit	<ul style="list-style-type: none">• Conduct student admissions in online mode through DOST platform.• Digitalize office administration, student management, scholarships, faculty management through CAIMS• Digitalize Collection of examination fees, evaluation and declaration of results.• Conduct faculty development trainings for teaching and non-teaching staff for quality improvement.• Involve Alumni in quality improvement measures for the institution.• Procure quality standard certificates like ISO, etc.• Participate in NIRF, AISHE and other national level ranking systems.	<ul style="list-style-type: none">• To prepare for NAAC re-accreditation with a target of A grade.• Online admissions through DOST every year.• Student Scholarships through Online mode.• Conduct one quality related training session for non-teaching staff every year.• Conduct one quality related training session for teaching staff every year.• Student, faculty and accounting management through CAIMS• Conduct academic audit every year.• Improve NIRF ranking.• Procure ISO certification.• Fee collection, result declaration and other examination related activities to be done online every year.

VII. INSTITUTIONAL VALUES AND BEST PRACTICES

GOALS	STRATEGIES	MEASURABLE OUTCOMES
<ul style="list-style-type: none">• Promote sustainable development through eco - friendly practices.• Establish linkages with research development, educational and Entrepreneurial agencies and institutions for better extension networking and activities.• Ensure gender equity and parity.• Strengthen existing systems and procedures for conflict resolution and redressal of grievances.	<ul style="list-style-type: none">• Inculcate the idea of green campus by use of green energy (solar panel, LED bulbs, etc).• Ensure proper waste management, and implement proper water management system.• Encourage 3R practices (reduce, reuse and recycle) among all students and teachers.• Develop plastic-free, tobacco-free, litter-free campus.• Enhance energy management by installation of solar panels, use of LED bulbs.• Develop paper-less office Administration.• Contribute community development through activities in collaboration with local authorities, NGO's and CSR wings of various companies.• Organize Gender sensitization programs regularly in association with Women Empowerment cell.• Gender Audit practices• Regularize Green Audit and Energy Audit.	<ul style="list-style-type: none">• Conduct Green Audit every year.• Conduct Energy Audit every year.• Inculcate eco-friendly practices in students through conducting water day, Environment day etc.• Ensure representation of girl students and women faculty in decision making bodies.• Create plastic-free zones in campus.• Organize at least one gender sensitization proper every year• Institutionalize e-office.• Every department to adopt and record one best practice followed by them.• Ensure ragging-free campus.• All grievances to be redressed with a fortnight.

PART III

ACTION PLAN FOR MEASURABLE OUTCOMES

CURRICULAR ASPECTS

S.No	Measurable Outcomes	2021-22	2022-23	2023-24	2024-25	2025-26
1	Introduce two new courses of contemporary relevance every year for the next five years	2	2	2	2	2
2	Introduce five interdisciplinary courses in the next five years	1	1	1	1	1
3	Introduce five elective courses which ensure employability	1	1	1	1	1
4	Revise at least 10% of existing syllabus in all courses every year	10%	10%	10%	10%	10%
5	Design and run ten Value-added courses/ Certificate courses every academic year	10	10	10	10	10
6	Make at least five MoU's with industries for internships, industry-experience and field visits.	5	5	5	5	5
7	Final year students to be enrolled in Online courses/MOOC's for up skilling					
8	Conduct Employability enhancement/Capacity building training for final year students every year.	2	2	2	2	2
9	Constitute Entrepreneurship Development Cell and conduct one training session per academic year.	1	1	1	1	1

Responsible Persons: COE, UGC coordinator, BOS chairpersons of all departments

TEACHING-LEARNING AND EVALUATION

S.No	Measurable Outcomes	2021-22	2022-23	2023-24	2024-25	2025-26
1	Establish Mentor-Mentee system	All students	All students	All students	All students	All students
2	Conduct Student satisfaction survey on Curriculum and teaching learning processes every year	Once in a year	Once in a year	Once in a year	Once in a year	Once in a year
3	Adoption of Blended learning (offline + online) methodology by all departments	All depts.	All depts.	All depts.	All depts.	All depts.
4	Creation of YouTube channels, Blogs by all departments for teaching and dissemination of student learning material.	All depts.	All depts.	All depts.	All depts.	All depts.
5	Conduct Workshops, Seminars, Webinars	5	5	5	5	5
6	Conduct Field visits, industry visits to provide experiential learning every year	5	5	5	5	5
7	Student team project works by all departments	50	50	50	50	50

Responsible Persons: Academic coordinator, Heads of all departments

RESEARCH, INNOVATION AND EXTENSION

S.No	Measurable Outcomes	2021-22	2022-23	2023-24	2024-25	2025-26
1	Achieve a target of 80% PhD amongst faculty	20% increase	20% increase	20% increase	20% increase	20% increase
2	Student Study projects to be undertaken by all departments	All depts.	All depts.	All depts.	All depts.	All depts.
3	Submit entries in different subjects to JIGNASA state level competitions	5	5	5	5	5
4	Research publications by teachers per year	10	10	10	10	10
5	Increase publications in reputed databases by 10% per year	10% increase	10% increase	10% increase	10% increase	10% increase
6	Publish at least one student research work per year.	1	1	1	1	1
7	All departments to have linkages with other colleges/ universities	All depts.	All depts.	All depts.	All depts.	All depts.
8	Conduct at least one student exchange/ teacher exchange programme.	1	1	1	1	1
9	Establish a Research cell	-	1	-	-	-
10	Encourage innovative, society relevant and location specific research among students. (at least one activity per year)	1	1	1	1	1
11	Explore and establish two consultancy networks	-	1	1	-	-

Responsible Persons: Research coordinator, IQAC coordinator, Heads of all departments

INFRASTRUCTURE AND LEARNING RESOURCES

S. No	Measurable Outcomes	2021-22	2022-23	2023-24	2024-25	2025-26
1	Install 10 new e-classrooms	2	2	2	2	2
2	Construct new classroom block	-	-	1	-	-
3	Construct new toilets block for girls	-	-	1	-	-
4	Increase open educational resources by 20% in Library	10% increase	10% increase	10% increase	10% increase	10% increase
5	Refinement of botanical garden, herbarium & green house	To be done	-	-	-	-

Responsible Persons: HoD Botany, Librarian,.

STUDENT SUPPORT AND PROGRESSION

S. No	Measurable Outcomes	2021-22	2022-23	2023-24	2024-25	2025-26
1	Declare College level Merit awards every year.	Once in a year	Once in a year	Once in a year	Once in a year	Once in a year
2	Conduct free P.G entrance coaching for final year students.	1	1	1	1	1
3	Organise online/offline job fairs for final year students in collaboration with TASK.	2	2	2	2	2
4	Provide free coaching for TSPSC, UPSC and other examinations	1	1	1	1	1
5	Conduct in-house skill development /Capacity building training for final year students every year.	3	3	3	3	3
6	To raise the number of placements of students by at least 10% every year	10% increase	10% increase	10% increase	10% increase	10% increase
7	Achieve 2-3 national/ state level medals and awards by strengthening the sports facilities.	2	2	2	2	2
8	Engage Alumni in supporting quality initiatives					

Responsible Persons: Career guidance cell, Placement cell, TSKC coordinator, Alumni coordinator, Physical director, Heads of departments

GOVERNANCE, LEADERSHIP AND MANAGEMENT

S.No	Measurable Outcomes	2021-22	2022-23	2023-24	2024-25	2025-26
1	To prepare for NAAC re-accreditation with a target of A grade	1	1			
2	Online admissions through DOST every year.	Every year	Every year	Every year	Every year	Every year
3	Student Scholarships through Online mode.	Every year	Every year	Every year	Every year	Every year
4	Conduct one quality related training session for non-teaching staff every year.	1	1	1	1	1
5	Conduct one quality related training session for teaching staff every year	1	1	1	1	1
6	Student, faculty and accounting management through CAIMS	1	1	1	1	1
7	Conduct academic audit every year.	1	1	1	1	1
8	Improve NIRF ranking	1	1	1	1	1
9	Fee collection, result declaration and other examination related activities to be done online every year.	1	1	1	1	1

Responsible Persons: IQAC coordinator, DOST coordinator, Controller of examinations, Scholarships coordinator, NIRF coordinator, Heads of departments

INSTITUTIONAL VALUES AND BEST PRACTICES

S. No	Measurable Outcomes	2021-22	2022-23	2023-24	2024-25	2025-26
1	Conduct Green Audit every year	1	1	1	1	1
2	Conduct Energy Audit every year.	1	1	1	1	1
3	Inculcate eco-friendly practices in students through conducting water day, Environment day etc.	2	2	2	2	2
4	Ensure representation of girl students and women faculty in decision making bodies.	Every year	Every year	Every year	Every year	Every year
5	Create plastic-free zones in campus.	1	1	1	1	1
6	Organize at least one gender sensitization proper every year	1	1	1	1	1
7	Every department to adopt and record one best practice followed by them.	Every dept.	Every dept.	Every dept.	Every dept.	Every dept.
9	Ensure ragging-free campus.	1	1	1	1	1
10	All grievances to be redressed with a fortnight.	1	1	1	1	1

Responsible Persons: IQAC coordinator, WEC coordinator, NSS Pos, Heads of departments

Conclusion

The implementation of strategic plan is monitored closely by the Principal, IQAC and the respective Coordinators. The heads of departments or Committees prepare detailed report about the implementation of any policy and present it in the Staff Council meetings for review. The council recommends the corrective measures and the necessary changes are made in the policy planning and implementation. All these reports will be forwarded for further discussions and approval of Governing Body.