Strategic Plan and Deployment Document

Government College (Autonomous)
Anantapuramu
(Affiliated to Sri Krishnadevaraya University)

Message

The Government College (Autonomous), Anantapuramu is proud to provide class education coupled with soft skills and ethics for more than one century and is known as Abode of Excellence and a Campus of Inspiration.

We know the fact that each student is different in terms of personality and learning abilities. We also believe that powerful teaching learning occurs with shared spirit of responsibility and temperament which creates a passionate learning experience to students and the college is known for its warmth, energy and excellence in these lines.

Initially established in the year 1916, the college has been producing stalwarts of students who can enhance the pride of Mother India. The students of this Alma mater were later turned masters of knowledge in various spheres globally.

The various 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 hard to create a milieu that sustains excellence. It is our constant pursuit of high academic excellence that makes us distinct among other institutions of higher education in the State.

Education does not mean academic excellence alone. It is a perfect poise between Intellectual Power, Skills equity and Ethical values. We undertake the challenge of nurturing the young minds into future Leaders of the nation, Entrepreneur and above all good human beings for a trans formative impact on the society.

I can confidently state that our student centric pedagogy with emphasis on the all-round growth and progress of students will certainly realize our goals.

The College has carved a niche for itself, with the dedicated efforts of the deeply committed and experienced faculty and enthusiastic stakeholders. We assure with all certainty that the academic journey of the students in this college will be a splendid experience of learning.

The institution offers an exquisite platform to students to enhance their creative and inter-personal skills. The well settled alumni of the college across the globe is a solid proof for the commitment of the College to provide life skills. The College instills ethical values among the students not compromising with their scientific temperament and questioning spirit.

I am happy to declare that the College is now elevated to be a "Smart Campus" with well-equipped amenities like spacious classrooms, Science and Computer laboratories, Gym, Virtual and Digital Classrooms with Interactive Boards, Integrated Attendance Management System, Digital Library, Dynamic Website, CCTV Surveillance, spacious Canteen and sprawling gardens and play grounds and other facilities.

Further, the College always stands in the fore front to promote various Government sponsored programs such as Swacha Bharat, Janmabhumi-Nadu-Nedu, Maa Vooru, awareness camps etc.

Let us continue to pave the way to develop altruistic human values with high standards of intellect and march with great enthusiasm and fortitude to achieve towering standards in academics and professional skills to create an incredible India.

I wish you all the Best. Your valuable suggestions are always welcome.

 "We want education by which character is formed, strength of mind is increased, the intellect is expanded, and by which one can stand on one's own feet".

-Swami Vivekananda

Dr. A.C.R. Diwakar Reddy,
Principal

Preface

Strategic Planning of the institution plays a vital role in successful accomplishment of the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific emphasis on accomplishing institutional goals in this highly competitive world. The basic strengths of strategic planning are its abilities to help align the organization with its environment, i.e., a set of internal and external forces that can positively or negatively affect the activities of an Institution. The Strategic Planning and Deployment Document (SPDD) is formulated based on analysis of present challenges and future opportunities and it envisions the direction towards which the institution should move to achieve its set goals and objectives.

The first part of SPDD elucidates the vision, mission and core values of the institution along with long term & short term goals. The SWOC analysis of the institute formed the basis in framing the vision and mission which in turn depend on the feedback from stakeholders. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through a brain storming session 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, each and every stakeholder is made to involve by building a spirit of ownership in them. The document is circulated to all the departments. Highest attention has been paid to spell out clearly the execution and monitoring by identifying measurable targets in line with the anticipated outcomes. The SPDD is discussed meticulously and approved by the Staff Council of the institution.

VISION

Accessible qualitative higher education with knowledge, skills, equity & values; to shape the young minds into future leaders,entrepreneurs and above all good human beings for a trans formative impact on the society.

MISSION

Striving to provide academic ambience guided by ethics, enriched inclusive practices through optimal utilization of resources, active promotion of progressive outreach activities and be a scaffolding in achieving the set vision.

OBJECTIVES

Impart education of highest standard through value based holistic teaching and learning by integration of traditional and innovative practices.

Provide a platform to explore creative potential, imbibe a spirit of entrepreneurship and critical thinking.

Inculcate a strong belief in hard work and core values of gender equality, human rights and ecology in order to make socially responsible citizens.

Equip the students with skills needed to adapt better in the changing global scenario and gain access to multiple career opportunities.

Provide inclusive education by making it accessible to all sections of the society.

Core Values

Integrity; all the academic/administrative activities will be carried out in a free and fair manner that enhances the image of the institution.

Transparency; all the tasks would be executed through established procedures and protocols.

Empathy; being aware of various issues and limitations of the students from various backgrounds will be of utmost priority.

Excellence; it is exhibited through its acts and responses to all situations of the academic ecosystem.

Sustainability; is reflected in our commitment towards the natural resources being consumed for various activities.

Accountability; for the actions/funds received and spent to achieve set vision.

Research; in understanding and resolving relevant and prevalent issues of the human society for a better cause.

SWOC Analysis

Institutional Strengths

- The campus spreads on its sprawling 27 acres of land in the city's heart.
- Separate hostel for Men and women
- New pedagogical strategies for transaction and evaluation of curriculum
- Introduction of new job-oriented courses.
- Strong Alumni to extend physical and financial support
- Botanical Garden with Medicinal and diversified plant spices
- Green practices suggested by Green Audit.
- Sports Facilities with spacious ground, well-laid courts with 16 station Gym, 8 line stand track,
- NGO Scholarships/Alumni and Endowment merit Prizes
- Administration with Decentralized HoDs and Coordinators.
- Online admissions, ICT- based learning resources, administration, and Examinations
- Online feedback mechanism from Stakeholders
- G-Suite for Education with Google app services, domain mail IDs, and LMS usage for teaching and Learning.
- MoUs with Academia at national and inter national and also with Industry
- Dr.B.R.Ambedkar Open University Distance Education Centre, College Canteen and Health Centre
- 2 Best Practices are adopting one village under Institutional Social Responsibility and green initiatives.
- Resourceful library with internet facility and inflibnet having more than 117210 books and 13 journals.
- The coordination between the principal and staff in the institute dramatically contributes to fulfilling the mission and vision.
- Conduction of outreach extension activities through NSS, NCC, RRC, WEC and Eco-club are well accepted by the community.
- Well-established students support cells by internship, counseling, women cell, placement cell, grievance cell, redressal cells, anti-ragging, and RTI cells.

Weaknesses of the institution

- Support staff for the maintenance of infrastructure is in Inadequacy.
- Frequent transfer of teaching and non-teaching staff does not ensure continuity in some activities
- No Collaborations with Research Laboratories
- Limited research publications.
- The college offers free consultancy to several local academic institutions and industries. It is to be strengthened and extended to more prominent industries and business

concerns on a revenue-generating basis.

- Due to the lack of Teaching faculty for P.G.Courses, the workload is shared by the U.G.Faculty, which increases the student-teacher ration
- Sanction of Research Projects is very Low and not even support by the Government because of Covid pandemic policies.

Opportunities of the institution

- Get motivated to publish Research Papers and Research Guide ship

- Enhancement of Consultancy services

- Funding exclusively for promoting Learning Resources and Research must be raised from national and international funding agencies.

- Growing Autonomy in Academic, Administrative, and Financial matters allows a free hand to develop need-based policies, procedures, and organizational structure.

- Modern programs with high demand in the market

- Chance for skill-based courses

- New courses relevant to the change in time

- Evolving robust research culture and encouraging work to get patents.

- Students and faculty members are motivated to upgrade their knowledge through online learning platforms.

Challenges for Institution

- Upgrading of Laboratory because of financial government procedures

- Use of Smart Boards

- Ever-changing requirements of the industry

- The poor rural sociolect-cultural background is resulting in 8-10 % dropouts among students forcing them to turn to agriculture labor and rural artisans instead of pursuing graduate and postgraduate programs.

- Financially weaker background students and language barrier.

- Attracting students by restructured courses to meet competitive employment requirements

- Hoping with changing technologies,initiation LLB,B.Ed,B.Vocational Courses.

- Obtaining financial support for staff attending FDPs

- Industry linkages and Consultancy need to be strengthened

Strategic Goals

The Institution Strategic Goals (ISG) were set up based on the deliberations emanated from the brainstorming session by the intellectual brains of the institution on the vision, mission, core values, policies and procedures of the institution as well as the SWOC analysis. The expectations of the stakeholders are given due weightage in setting up ISG.

Institution Strategic Goals (ISG):

1. Ensuring E- Governance
2. Establishing Effective Teaching Learning Process
3. Developing leadership and participative learning
4. Developing Financial Management
5. Emphasizing on Institute – Industry interaction
6. Developing of entrepreneurship
7. Encouraging Research and Innovations
8. Establishing Internal Quality Assurance System
9. Ensuring student's development, participation and welfare
10. Ensuring staff development & welfare
11. Increasing internal resources
12. Increasing Alumni Interaction
13. Engagement in Community Services and Extension Activities
14. Developing physical infrastructure
15. Getting highest accreditation from statutory bodies
16. Planing to Get CPE status, DST - FIST

Strategic Planning

Good Governance

- Vision, Mission development & their articulation
- Inclusion of industrialists & academicians on GB
- Evaluation of Institutional performance, i.e. Internal academic and administrative audit, feedback mechanism
- Institutional strategic goals setting
- Institutional Strategic development plan
- Establishing Quality Assurance Systems
- Constituting statutory committees
- Implementation of e-governance
- Decentralization of Administration for Leadership development

- Formulation of institutional policies & procedures and implementation
- Establishing fair and transparent performance appraisal system

Teaching Learning Process

- Academic Planning (Annual Curricular Planning)
- Development of teaching plans
- Development of teaching aids
- Procurement of teaching, learning & evaluation Software
- Development of e- learning resources and LMS
- Adoption of ICT based teaching learning
- Providing mentoring and personal support
- Creating fair feedback system, Analysis and action taken on feedback
- Evaluation parameters and bench marking
- Continuous Internal Assessment to measure outcomes
- Performance development through credit system
- Implementation of best practices

Leadership and Participative Management

- Motivating through interactions
- Reporting structure
- Decentralizing the academic, administration and student related authorities & responsibilities
- Prescribing duties, responsibilities and accountability
- Establishment of functional committees

Financial Management

- Framing & implementation of Procurement and Financial policies
- Planning Department wise Budget
- Expenditure management
- Forecasting income & expenditure
- Surplus Fund Management / Emergency plans
- Budget formulation & approval through Finance Committee
- Periodic Internal/ External Audit

Institute – Industry Interaction
- MoUs with industries
- Support for internships, visits, training, guest lectures
- Identifications of industry needs and advice on curriculum
- Plan to Providing opportunities for Industry based/sponsored projects

- Providing career guidance
- Strengthen training & placement

Entrepreneurship

- Plan to Establishment of Entrepreneurship Development Cell
- MoUs with training institutes
- Plan to establish incubation centers

Research and innovation
- Fund raising through Project proposals
- Applying for Government/ other funding Collaborations with research organizations

Internal Quality Assurance System

- Establishment of IQAC Framing of Quality Policy
- Educating & Training of all employees
- Periodic check & guidance
- Establishment of audit team and process Audit and remedial measures
- Identifying best practices
- Formation of Quality circle & functioning
- Annual report preparation & submission

Student's development and participation

- Budget allocation
- Establishment of infrastructure
- Plan to Formation of student council
- Student's representation
- Participation in competitions
- Organizing competitions
- Rewards & recognition's of achievers

Staff development & welfare
- Staff performance evaluation system
- Staff Training
- Best work facilities and infrastructure
- Membership of professional bodies
- Code of conduct & service rules
- Staff welfare policy formation and implementation
- Career advancement scheme
- Rewards, recognition's and incentives

- Deputation for seminars, conferences

Alumni Interaction

- Alumni association and registration
- Data base creation, Regular interactions with alumni and networking
- Recognition of successful alumni
- Exploring Contributions
- Sponsorships/

Community Services and Extension activities

- Budget from institution resources/Faculty/students/other donors Identify nearby villages for adoption
- Projects based on rural challenges
- Provide vocational training / job-oriented training as per local needs at the institute
- Educational support to village students
- Conducting awareness camps

Physical infrastructure

- Smart Class rooms, Seminar halls
- Going to Upgradation of Laboratory & equipment
- Library infrastructure up gradation
- Establishment of Virtual classrooms and Digital, System up gradation
- Functional facilities for e-learning
- Safety & Security management
- Safe drinking Water facility (5 RO Plants)
- Medical facility
- Developing sports facilities
- Hostels facility within the campus
- Plantation
- Rain water harvesting
- Renewable Energy harvesting
- Hygiene, solid waste management (zero plastic usage, dry & wet refuse)
- Recycling waste water

Accreditations

- Discussion in Governing Body and approval for Accreditations Resource planning & budget approval
- Constitution of committee to prepare Accreditations Plan
- Preparation of reports
- Inspections facilitation & remedial measures

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 members of the Committees will be the custodian for strategic plan and its deployment.

Implementation at Institution Level

Governance & Administration	Chairman & Members of GB, Administration Office
Branding /Expansion	GB members, CPDC/Local Management Committee
Students Admissions	Principal, Hods, Admissions team
Statutory Compliance	Principal, Hods, all faculty and Coordinators
Infrastructure (physical)	GB- Chairman, Principal and IQAC Team
Infrastructure (Academics)	Principal,IQAC and Hods
Teaching- Learning	Principal, IQAC/Hods, Faculty and Staff
Research& Development	IQAC/ RAC and Hods
Students Development	Committee Convener, (Students Welfare), Hods
Departmental Activities	Hods and Faculty
Training &Placement	JKC Coordinator & Hods
Quality Assurance	IQAC /Hods

Measurable during Implementation

Good governance

- GB selection (Inclusion of Academicians & Industrialist)
- No. of GB meetings/ Semester
- Vision Mission , Dissemination & Review
- Organization structure in place
- Degree of decentralization
- Degree of E -Governance
- Resource mobilization
- Staff appraisal & career advancement scheme in place
- Service rules & benefits

Effective teaching

- No. of teaching aids

Learning process

- Syllabus completion
- Mini projects, Major projects, Seminars
- No. of learning resources
- No. of student counseling/mentoring/training sessions conducted
- Result of examinations (Pass, First classes, Distinctions)
- Graduate attribute attainment levels
- Alumni feedback

Leadership and participative management

- Reporting structure in place
- Decentralization in various domains - academic, administration, staff welfare, student development, infrastructure management – appointments of section heads& Associate deans code of conduct - duties, responsibilities and accountability Rotation of key posts to build leadership Functional & statutory committees – no. of meetings/ semester, minutes of meetings, planning & implementation.

Financial management

- Annual Budget forecasting income & expenditure
- Utilization / Allocation of funds
- Internal & External Audit

Institute – Industry Interaction

- No. of active MOUs
- No. of Initiatives/activities through MOU
- No. of Initiatives/contributions

Training & Placement

- Number of career guidance training
- Number of skill development training
- Number of placement drives organized
- Number of placements

Entrepreneurship

- No. of entrepreneurship training organized/participated
- No. of graduates becoming entrepreneurs

Research and innovation

- Publications in national/international journals and conference proceedings
- No. of industry based/ sponsored projects from different funding agencies
- No. of funded research projects
- Patents filed
- Conferences & workshops organized
- New MOUs signed with academic and industrial organizations
- Laboratory development
- Center of research established
- No. of students pursuing higher education

Internal Quality Assurance System

- Number of IQAS initiatives/ semester
- IAMC audits remarks
- AQAR submission
  Feed back system Collection, analysis and consolidated

Student's development and participation

- Number of student participants
- Number of tournaments won
- Number of sports, technical, cultural events organized
- Regional, National & International competitions participated
- Regional, National & International recognitions received

Staff development & welfare

- Number of Staff attending training programs
- Staff training programs organized
- Number of memberships of professional bodies
- Sponsorships for higher education
- Number of staff welfare programs
- Staff awards/ recognition/ incentives

Monitoring the Strategic Plan

The implementation of strategic plan will be monitored from time to time by the respective committees through periodic review. The heads of departments will prepare the detailed progress report and present it in the council meetings. The bench marking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently and it reports the findings to the Council directly. With thorough analysis of outcomes and IQAC report, the council will recommend the corrective actions, need of refinement of processes and deployment of resources. All these reports will be forwarded for further discussions and approval of GB.

Conclusion

The SPDD is an effort to scribble out a pathway towards achievement of goals the institution has set. Mere formulating the strategic plan doesn't ensure success, but it provides a guiding framework which is a collective wisdom delivered by the process of participative brainstorming of stakeholders. The proper implementation of strategies through teamwork with good spirit leads to success and sustainability over a longer time. The strategic planning is not a static document but it is dynamic process which must respond to the changing environment. There are restrictions in spelling out the detailed processes to be deployed to get the desired outcomes. Hence it needs continuous evolution to incorporate the lessons we learn during the implementation. It emphasizes the role of IQAC in ensuring the quality of implementation by periodic evaluations of outcomes.