

Contents

Sr. No.	Particulars	Page No
1	Introduction	3
2	Core Values of the Institution	3
3	Objectives of the Perspective Plan	3
4	Graduate Attributes	4
5	SWOC Analysis of the College	5
6	Strategic Goals	8
7	Strategic Planning (2021-2026)	9
8	Strategy Implementation and Monitoring	16
9	Implementation at Institute Level	16
10	Monitoring of Strategic Plan	16
11	Conclusion	17

Introduction

For any institute to grow and develop, it should have a strategic planning system in place. Strategic planning is an organization's process of defining its strategy, or direction, and making decisions on allocating its resources to pursue this strategy. It may also extend to control mechanisms for guiding the implementation of the strategy.

Core Values of the Institution:

- Excellence in Teaching and Learning
- Involvement of all Stakeholders of the Institution in Decision-making
- Community Engagement
- Respect and Commitment
- Holistic Development of Students

Objectives of the Perspective Plan:

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

- To ensure top quality standards in higher education
- Contributing to National Development
- Developing requisite competencies amongst students of the college
- Inculcating a Value System among the Students
- ICT-based teaching and learning.

Graduate Attributes:

Knowledge	Comprehensive knowledge and understanding of the subject area and the ability to apply the knowledge in practice
Communication Skills	Able to communicate effectively by conveying ideas clearly, effectively and professionally to the satisfaction of all the stakeholders. Present ideas clearly and confidently with skills to negotiate with others
Problem-solving Skills	Acquire problem solving, initiative and enterprise skills that contribute to productive and innovative outcomes, able to apply critical, creative and evidence-based thinking to conceive innovative responses to future challenges.
Soft Skills	Understand and value different cultures and perspectives
Ethical and Moral Values	Driven by honesty, integrity and commitment with a capacity for empathy for fellow human beings
Social Responsibility	Take responsibility of one's behavior, learning, future and wellbeing, including the role in environmental sustainability
Employability	Transferable skills including team building and leadership skills, communication, creative and critical thinking skills, and problem-solving skills suitable for a variety of fields of employment.
ICT Proficiency	Able to use the devices, applications and software commonly used in the discipline and in general use effectively and to adapt to new developments in digital technology
Global Perspective	An understanding of social and civic responsibilities and readiness to accept them □ An awareness and appreciation of social and cultural diversity and secularism

SWOC Analysis of the College:

Strengths:

- Mahila Mahavidyalaya is one of the oldest colleges in the region run by JBSP Mandal that has received acclaim being the foremost institution offering quality education to rural masses hailing from different strata of society.
- Committed, well qualified and experienced faculty.
- Responsible management representing different fields of the society committed to social interest.
- Transparency, diversity and inclusiveness in admission process.
- Academic flexibility is ensured by offering a variety of courses
- Curriculum enrichment through Integration of cross-cutting issues, experiential and participatory learning
- Well-documented curriculum planning and implementation
- Promising results
- Implementation of Outcome Based Education (OBE)
- Rich and outstanding contribution of faculties in research
- Publication of 169 Research Papers
- 14 PhD, 08 Research Guides
- Linkages and formal MoUs
- Well recognized contribution to social causes
- Appreciation by University/ Municipal Corporation and Grampanchayat for extension services.
- Adequate and upgraded infrastructure support with a mechanism for optimum utilization
- Vibrant NSS Units and Cells and Associations act as a catalyst for the holistic development of students
- Registered alumni association and highly cooperative and supportive alumni.
- Decentralised and participatory administrative practices
- Strong mechanism for staff welfare and upskilling
- Robust and transparent appraisal system
- Gender-sensitive and zero tolerance campus
- Green audited campus

- ISO
- Institutional Distinctiveness: Women Empowerment Initiatives
- Best Practice: Value Education
- Best Practice: Mass Wedding Ceremony

Weakness:

- The College is located in drought-prone area
- Socially and financially deprived background of the girls
- Insufficient funding from UGC for infrastructural development
- Insufficient scholarships and funding
- There is a visible gap between the syllabus taught and market requirements. Being an affiliated Institution, it is difficult to eliminate this gap.
- Absence of more number of inter-disciplinary programmes and courses.
- Inadequate financial resources to develop research facilities.
- Limitation for industrial tie-ups due to geographical location

Opportunities:

- To promote research projects, case studies and surveys addressing the issues of sugar cane cutters such as hysterectomy, rampant sex determination, female foeticide, child marriage and lack of education.
- To organize workshops to create awareness among women cane-cutters about their rights, health and hygiene and education.
- To organize seminars addressing the issues of women cane-cutters with the assistance of National Commission for Women.
- To streamline and strengthen various research activities through MoU and collaboration
- Introduction of Vocational Training Programs and B-VOC courses for the wards of sugar cane-cutters.
- Use of technology and automation in all spheres of academics and administration
- The faculty could be encouraged to actively use MOOCs while teaching their courses.
- Alumni could be encouraged to assist their alma mater by sharing their skills, experience and networking.

Challenges:

- The College is located in Beed district which is known for its sugarcane cutting workers. Most of the girls of the College are the children of the cane-cutter workers. These workers are going for sugarcane cutting for eight months from Oct to May. Due to this, it is a challenge to lessen the dropout rate of the students.
- Nomadic lifestyle of cane-cutter parents alienates their children from the education system. Therefore, it is difficult to boost the confidence of rural students, especially girls
- Beed district is infamous for its startling hysterectomy records, rampant sex determination, female foeticide, child marriage and lack of education. Therefore, it is a challenge to the College to increase the strength of girl students.
- Drought and poor economic conditions of the region pose challenges to students for mobility.
- Bringing about innovation in a fund-starved environment
- Finding fine balance between traditional university courses and need of professional skill development.
- To offer education on distance mode.
- Taking up research projects in absence of grants from UGC.
- To increase the employability and entrepreneurship prospects of students with the rising competition and demand in the outside world
- Empowering students belonging to socially disadvantaged categories to thrive in a more globalized and competitive environment
- Locational disadvantage for placement of students
- In the Digital Age, capacity building of the non-teaching and administrative staff to acclimatize to the newer IT platforms is challenging.
- Mobilization of adequate fund to organize various curricular and co-curricular events

Strategic Goals

The IQAC of the College, after several discussion and planning and guided by the Mission and Vision of the Institutes Quality Policy, Core Values, Stake holder's expectations and SWOC analysis, framed the Institutions strategic Goals.

Institution Strategic Goals:

- Implementation of NEP
- Adoption of effective teaching learning process
- Developing and following leadership and participative management
- Strengthening the role of Internal Quality Assurance System
- Ensuring good governance
- Ensuring student's development and participation
- Reinforcement of Students Trainings and Placement Activities
- Ensuring staff development and welfare
- Developing financial management
- Put emphasize on Institute – Industry interaction and partnership
- Encouraging research and development work
- Increasing Alumni Interaction and participation and Outreach activities
- Engagement in Community Services and Activities
- Developing physical infrastructure
- Green initiatives

Strategic Planning (2023-2028)

The perspective plan is prepared on the values incorporated in the vision and missions of the College and the intended graduate attributes we have chalked out through an analysis of the strengths, opportunities, challenges and weaknesses of the College.

1. Internal Quality Assurance System:

Goal	Action Plan
Quality System	<ul style="list-style-type: none"> • Setting up and application of quality benchmarks
	<ul style="list-style-type: none"> • Preparation of SOP for various academic and administrative activities of the institution
	<ul style="list-style-type: none"> • Facilitating the creation of a learner-centric environment conducive to quality education and faculty maturation to adopt the required knowledge and technology for participatory teaching and learning process
	<ul style="list-style-type: none"> • Dissemination of information on various quality parameters to all stakeholders
	<ul style="list-style-type: none"> • Organization of workshops, seminars on quality related themes
Audit	<ul style="list-style-type: none"> • Academic and Administrative Audit
	<ul style="list-style-type: none"> • ISO Audit
	<ul style="list-style-type: none"> • Green/ Energy Audit
Continuous Improvement and Accreditation	<ul style="list-style-type: none"> • Preparation and submission of the Annual Quality Assurance Report (AQAR) as per guidelines and parameters of NAAC
	<ul style="list-style-type: none"> • Collection and analysis of feedback from all stakeholders on quality-related institutional processes

2. Curriculum Enrichment and Teaching Learning Process:

Goal	Action Plan
Effective Curriculum Planning and Implementation	<ul style="list-style-type: none"> Academic planning and preparation of Academic Calendar
	<ul style="list-style-type: none"> Development of teaching plan as per OBE
	<ul style="list-style-type: none"> Preparation of Lesson Plan based on CO & PO mapping
	<ul style="list-style-type: none"> To organize FDPs/orientation workshops on OBE framework and assess student performance.
	<ul style="list-style-type: none"> To introduce skill based and value added courses
	<ul style="list-style-type: none"> Strengthening of feedback mechanism
Teaching – Learning Process	<ul style="list-style-type: none"> Utilize innovative teaching tools and new pedagogies as per NEP
	<ul style="list-style-type: none"> To adopt student centric teaching-learning strategies
	<ul style="list-style-type: none"> To conduct more experiential learning activities in terms of field visits/industrial visits, internships, project etc.
	<ul style="list-style-type: none"> To organise trainings on the usage of differentiated teaching techniques using ICT
	<ul style="list-style-type: none"> Development of e- learning content
	<ul style="list-style-type: none"> Strengthening of feedback system to improve teaching-learning quality
Faculty	<ul style="list-style-type: none"> Conduct workshops and seminars to enhance academic performance
	<ul style="list-style-type: none"> Promote research culture and facilities
	<ul style="list-style-type: none"> Promote participation of staff members in FDPs like refreshers and orientation programmes
Evaluation and Assessment	<ul style="list-style-type: none"> Continuous internal assessment to measure learning outcomes
	<ul style="list-style-type: none"> Preparation of Question Bank
	<ul style="list-style-type: none"> Online assessment through Google forms and other tools

3. Infrastructural Development and Learning Resources:

Goal	Action Plan
Academic Infrastructure	<ul style="list-style-type: none"> • Infrastructure building development & modification
	<ul style="list-style-type: none"> • More ICT enabled classrooms
	<ul style="list-style-type: none"> • Purchase of computers and software updation
	<ul style="list-style-type: none"> • More class rooms shall be constructed to meet the needs of increasing strength
Library	<ul style="list-style-type: none"> • Library infrastructure up gradation
	<ul style="list-style-type: none"> • Library Automation
	<ul style="list-style-type: none"> • Digitization of Library resources
Physical Education and Sports	<ul style="list-style-type: none"> • To enhance indoor and outdoor sport activities
	<ul style="list-style-type: none"> • To coordinate and conduct collaborative sport events in the campus
	<ul style="list-style-type: none"> • Provide incentives / awards / travel grant / concession in attendance and fees etc. for students participating in sport events

4. Research and Innovation:

Goal	Action Plan
Research	<ul style="list-style-type: none"> • Promote research on thrust areas and public issues
	<ul style="list-style-type: none"> • Increase resources and create plagiarism awareness
	<ul style="list-style-type: none"> • Fund generation through Project proposals
	<ul style="list-style-type: none"> • To seek funds from non-government agencies to conduct seminars in the contemporary fields of study
	<ul style="list-style-type: none"> • Promote inter-disciplinary research
	<ul style="list-style-type: none"> • Promote participation in International conferences/ seminars/workshops/symposium
Strengthening of Research Capacities	<ul style="list-style-type: none"> • Preparation of a well-defined institutional Research Policy
	<ul style="list-style-type: none"> • Organize National/International seminars
	<ul style="list-style-type: none"> • Publication of papers in UGC CARE journals/high impact journals
	<ul style="list-style-type: none"> • Apply for Minor/ Major Research Projects
	<ul style="list-style-type: none"> • Develop university-recognized research centers in college

5. Green Initiatives

Goal	Action Plan
Green Initiatives	<ul style="list-style-type: none"> To create campus in terms of sustainability, usage of energy and water and recycling of material
	<ul style="list-style-type: none"> To conduct green audit and environmental audit
	<ul style="list-style-type: none"> Rain water harvesting
	<ul style="list-style-type: none"> To maintain hygienic and clean environment
	<ul style="list-style-type: none"> Zero plastic usage
	<ul style="list-style-type: none"> More Tree plantation
	<ul style="list-style-type: none"> Addressing sustainability issues through awareness campaigns
	<ul style="list-style-type: none"> Deployment of solar powered electricity supply

6. Financial Management and Resource Mobilization:

Goal	Action Plan
Budget	<ul style="list-style-type: none"> Budget formulation & approval through Finance Committee
	<ul style="list-style-type: none"> Department wise Budget planning and allocation
	<ul style="list-style-type: none"> Plans for Emergency Fund
	<ul style="list-style-type: none"> Forecasting income & expenditure
Audit	<ul style="list-style-type: none"> Internal and External Audit
Financial Management and Resource Mobilization	<ul style="list-style-type: none"> Framing & implementation of Purchase and Financial policies
	<ul style="list-style-type: none"> Effective functioning of purchase committee

7. Faculty Development and Empowerment Strategies

Goal	Action Plan
Career Growth and Development	<ul style="list-style-type: none"> • Staff performance evaluation system
	<ul style="list-style-type: none"> • Staff Training for quality improvement
	<ul style="list-style-type: none"> • Career advancement schemes
	<ul style="list-style-type: none"> • Encouragement to do research and publication in reputed journals
	<ul style="list-style-type: none"> • Encouraging the teachers to participate in Orientation Programme, Refresher Courses, Short Term Courses, etc.
	<ul style="list-style-type: none"> • Encouraging membership in professional bodies – Each faculty member to have at least one such membership
Rewards, Recognition and Incentives	<ul style="list-style-type: none"> • Rewards – recognitions and incentives
	<ul style="list-style-type: none"> • Welfare policy formulation & implementation
	<ul style="list-style-type: none"> • Support for research, consultancy, innovations
	<ul style="list-style-type: none"> • Deputation for seminars, conferences and workshops etc

8. Student Support and Progression:

Goal	Action Plan
Student Development	<ul style="list-style-type: none"> • Budget allocation for student development programmes and activities
	<ul style="list-style-type: none"> • Strengthening of student council
	<ul style="list-style-type: none"> • Student's representation in various committee and cell
	<ul style="list-style-type: none"> • Encouragement to participate in competitions and extracurricular activities
	<ul style="list-style-type: none"> • Organize cultural / sports competitions for students

	<ul style="list-style-type: none"> • Rewards and recognitions of achievers
	<ul style="list-style-type: none"> • Motivation to participate in social and welfare activities through NSS
	<ul style="list-style-type: none"> • Industrial visits / Study Tours
	<ul style="list-style-type: none"> • Conducting soft skills and lectures on etiquettes
	<ul style="list-style-type: none"> • Strengthening of Women Empowerment Cell
	<ul style="list-style-type: none"> • Information about various govt. scholarships shall be displayed on college website
	<ul style="list-style-type: none"> • Financial assistance to needy students
Placement	<ul style="list-style-type: none"> • Reinforcement of Students Trainings and Placement Activities
	<ul style="list-style-type: none"> • Introduction of skill-based courses for enhancement of practical knowledge of students

9. Governance and Leadership

Good governance	<ul style="list-style-type: none"> • Vision, Mission development & their articulation in every key position
	<ul style="list-style-type: none"> • Evaluation of Institute's performance and benchmarking
	<ul style="list-style-type: none"> • Institutional strategic goals setting
	<ul style="list-style-type: none"> • Institutional Strategic development plan
	<ul style="list-style-type: none"> • Monitoring and Implementing the Quality Management Systems
	<ul style="list-style-type: none"> • Smooth Working of statutory committees
	<ul style="list-style-type: none"> • Establishing E governance
Leadership and participative management	<ul style="list-style-type: none"> • Decentralize the academic, administration and student related authorities & responsibilities
	<ul style="list-style-type: none"> • Prescribe duties, responsibilities and accountability
	<ul style="list-style-type: none"> • Establishment of functional committees
	<ul style="list-style-type: none"> • Organize professional development administrative training programs for non-teaching staff

10. Community Services and Outreach Programmes:

Community Services	<ul style="list-style-type: none"> • Enhance institutional support, encouragement and participation for student-led socially relevant activities
	<ul style="list-style-type: none"> • Identify community and social development work
	<ul style="list-style-type: none"> • Skill development Programmes for Cane Cutter Women
	<ul style="list-style-type: none"> • Identify challenges of society for development work
	<ul style="list-style-type: none"> • Provide vocational training /job-oriented training as per needs of Cane Cutter Women
	<ul style="list-style-type: none"> • Strengthening of NSS activities
	<ul style="list-style-type: none"> • More tie-ups with NGOs
	<ul style="list-style-type: none"> • Rallies and awareness programs shall be organized for society benefit.
	<ul style="list-style-type: none"> • To promote harmony amongst the students by celebrating various festivals of different religions
	<ul style="list-style-type: none"> • To celebrate various days, national and international, to create awareness and awaken the spirit of patriotism and universal brotherhood amongst students
Gender Sensitivity	<ul style="list-style-type: none"> • Organize programme on fundamental rights and duties of Indian Citizens.
	<ul style="list-style-type: none"> • To organize self-defense workshops for girls
	<ul style="list-style-type: none"> • To organize sessions for male and female staff and students to sensitize them regarding problems related to women
	<ul style="list-style-type: none"> • Strengthening of Internal Complaint Committee for Girls

Strategy Implementation and Monitoring

After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Principal along with IQAC will be the custodian for strategic plan and its deployment.

Implementation at Institute Level

Governance & Administration	College Executive Council, College Development Committee, Principal
Students Admissions	Principal, HODs, Admission Committee, Students section
Statutory Compliance	Principal, HODs, Coordinators
Infrastructure (physical)	College Executive Council, College Development Committee, Principal
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Research and Development	Principal, HODs
Students Development	Principal, HODs
Departmental Activities	HODs and Faculty
Training and Placement	Principal, TPO and HODs
Quality Assurance	IQAC

Monitoring of strategic plan

The implementation of strategic plan will be monitored time to time by the Principal, IQAC and other committees through periodic review. The concerned heads will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Principal and the College Development Committee. With thorough analysis of

outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources. All these reports will be forwarded for further discussions and implementation by the College Executive Council.

Conclusion

The strategic plan is an effort for paving a pathway towards accomplishment of goals the College dreams to achieve. Just formulating the strategic plan doesn't ensure success, but it provides a guiding framework which is a collective effort 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 through a dynamic process. It needs continuous evolution to incorporate the lessons learnt during the implementation and emphasizes the role of IQAC in ensuring the quality of implementation