Solapur Zilla Samajseva Mandal's

SANTOSH BHIMRAO PATIL ARTS, COMMERCE & SCIENCE COLLEGE, MANDRUP

Institutional

Development Plan

2023-2024

Message

Solapur Zilla Samajseva Mandal, the parent institute of our college, is a reputed education institute in Solapur district, especially in South Solapur tehsil of Maharashtra. It was established by a visionary Gandhian Shri. D. S. Kamale Guruji, former minister of state, Government of Maharashtra. Many educational institutions that offer quality education at different levels are run by it. These educational institutions have played a crucial role in the transformation of the region of Bhima-Sina basin in South Solapur tehsil.

Late Kamale Guruji established our college on 26 July 2001 on the day of the birth anniversary of Chhatrapati Shahu Maharaj with the aim of accentuating the progress of this rural region by providing quality higher education to the youth of the region, especially girl students as well as the students from economically weaker and socially marginalized sections of the society.

This is the right time that the institute should embark its journey of success in the coming years. The preparation of 'strategic planning & deployment document' is the first step towards this direction. The enthusiastic faculty members under the leadership of Principal, HOD's brought out the best possible detailed strategies and its deployment plan. I am confident that this team will implement the strategic plan in its total spirit.

I congratulate the Principal, HODs, Faculty members, staffs and students and extend my best wishes for their future journey towards placing the institute to a new height.

Preface:

For an organization, strategic planning is very essential to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and deployment document (SPDD) is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives. The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short term goals. These are defined and guided by the stake holders (management, leadership, HODs, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion 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, care has been taken to involve all stakeholders to help contribute their part which is vital for the success of every organization. Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes.

Vision:

1. To groom ideal global citizen by developing creative and proactive attitude among students through education.
2. Various curricular, co-curricular and extra-curricular activities are organized throughout a year.
3. Universal values like honesty, integrity, reliability, loyalty, respect, responsibility, and fairness are tried to be inculcated in the students.
4. Novel, creative, out-of-box thinking and positive, scientific attitude are tried to be instilled in the students.
5. There is an attempt to keep the students abreast of global issues and development through ICT.

Mission:

1. To provide the facilities of higher education to the students from rural area, especially economically backward and socially marginalized students without any gender bias.
2. To uplift the students from the rural area by providing them quality and competitive education, and enhance their morale.
3. The students in the college come from economically backward and socially marginalized rural families.
4. They are imparted quality higher education.
5. We observe zero tolerance against any kind of discrimination.
6. The students are encouraged and helped to face competitive examinations through various expert lectures.
7. The students are motivated to participate in sports at various levels.
8. The needy students are provided financial aid with the help of the management.

Core Values:

- In light of Late. D. S. Kamale Guruji vision, we believe in imparting Education and disseminating knowledge among deprived class, which is one of the best ways of nation building.
- Give due respect to all students and staff members
- Gender biasness is strictly prohibited.
- Enhance professionalism with good human values.
- Promote team spirit and healthy competition.
- Create healthy atmosphere for effective teaching–learning process.
- Promote creativity and innovation in all activities.
- Promote communal harmony and religious tolerance.
- Value individual differences and dignity of labor.
- Sharing of experience, knowledge and skills.

Institutional Development Plan- Goals (2023-2024):

The passionate team of SBPC after several discussion and planning and guided by the Mission and Vision of the Institutes Quality Policy, Core Values, Stake holder's expectations.

Institution Strategic Goals:

1. Following effective teaching learning process.
2. Developing and following leadership and participative management.
3. Establishing a continuous Internal Quality Assurance System.
4. Ensuring good governance.
5. Ensuring student's development and participation.
6. Ensuring staff development & welfare.
7. Developing financial management.
8. Put emphasize on Institute- Industry interaction and partnership.
9. Encouraging research and development work.
10. Increasing internal revenue generation.
11. Increasing Alumni Interaction and participation and Outreach activities.
12. Engagement in Community Services and Activities.
13. Developing physical infrastructure.
14. Getting memberships of professional bodies, Local chapters, student's chapter etc.

Institutional Development Plan (2023-2024)

Teaching learning process	• Academic planning and preparation of Academic Calendar. • Development of teaching plan as per OBE. • Preparation of Lesson Plan based on CO & PO Mapping. • Use of more teaching aids and adopts more ICT. • Development of e- learning resources. • Promote research culture & facilities. • Provide mentoring and personal support. • Follow a transparent and fair feedback system. • Conduct training based on need analysis. • Evaluation parameters and benchmarking. • Continuous assessment to measure outcomes. • Performance development through credit system. • Implementation of best practices.
Leadership and participative management	• To follow reporting structure. • Decentralize the academic, administration and student related authorities & responsibilities. • Prescribe duties, responsibilities and accountability. • Portfolio assignments. • Establishment of functional committees.
Internal Quality Assurance System	• Establishment of IQAC done. • Framing of Quality Policy & publishing regularly • Formation of Quality Monitoring Committee & functioning • Educating & Training of all employees. • Periodic check & guidance for quality improvement. • Establishment of audit team and process. • Audit for remedial measures. • Promoting best practices. • Annual report preparation & submission.
Good governance	• Vision, Mission development & their articulation in every key position. • Evaluation of Institute's performance and benchmarking. • Institutional strategic goals setting. • Institutional Strategic development plan. • Monitoring and Implementing the Quality Management Systems • Following organization structure. • Smooth Working of statutory committees. • Leadership development through decentralization. • Establishing internal audit committee. • Code of conduct and policy formulation, approval and implementation. • Establishing fair and transparent performance appraisal system.
Student's development	• Budget allocation for student development programmes and activities.

and participation	• Students Trainings & Placement Activities. • Student's representation in various committee and cell. • Participation in competitions. • Organizing competitions. • Credit transfer & compensation. • Rewards & recognitions of achievers. • Participation in extracurricular activities. • Participating in social and welfare activities.
Staff development & welfare	• Recruitment Policy formation & implementation • Staff performance evaluation system. • Staff Training for quality improvement. • Best possible work facilities & infrastructure facilities • Code of conduct, service rules & leaves rules. • Staff welfare policy implementation. • Career advancement schemes. • Rewards, recognitions and incentives. • Deputation for seminars, conferences and workshops etc. • Sponsorship/Motivation for qualification improvement. • Support for research, consultancy, and innovations.
Financial management	• Framing & implementation of Purchase and Financial policies. • Department wise Budget planning and allocation. • Forecasting income & expenditure. • Effective functioning of purchase committee. • Plans for Emergency Fund. • Budget formulation & approval through Finance Committee. • Periodic Audit
Institute-Industry Interaction	• Formation of industry institute interaction cell MoUs with industries. • Support for internships, visits, trainings, guest lectures. • Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum. • Providing opportunities for Industry based/sponsored projects. • Providing career guidance. • Strengthen training & placement. • Establishing innovation centres.
Entrepreneurship	• Establishment of Entrepreneurship Development Cell. • Effective functioning of entrepreneurship development Cell. • MoUs with organizations for entrepreneurship development Providing training & guidance for entrepreneurship development • Bringing more experts of the field for seminar, lecture, workshop for entrepreneurship development • Promoting, sponsoring and facilitating entrepreneurship development.
Research and innovation	• Dedicated R &D facilitation centre. • Establish and develop Laboratories with more research facility. • Fund generation through Project proposals. • Apply for Government/Non-Government industry, sponsored

	funds. • Collaborations with Government & Private Institutes, Universities and Research Organizations • Applying for patent.
Alumni Interaction	• Formation of Alumni association, participation and registration. • Data base creation, Regular interactions with alumni and networking. • Recognition of successful alumni. • Leverage for guest. • Lecturers/internships/placements/training/entrepreneurship. • Exploring Contributions. • Brand ambassadors. • Sponsorships/scholarships/fund generation.
Community Services and Outreach Activities	• Budget from institution resources/Faculty/students/other donors. • Identify community and social development work. • Identify challenges of society for development work. • Provide vocational training/Skill oriented training as per local needs at the institute. • Educational support to village people. • Conducting awareness camps.
Physical infrastructure	• Infrastructure building development & modification. • Smart Class rooms, Tutorials, Seminar halls. • Modernization of Laboratory & equipment. • More ICT enabled classrooms. • Library infrastructure upgradation. • System up gradation. • Functional facilities for e-learning. • Safety & Security management. • Water facility. • Medical facility. • Developing sports (indoor/outdoor) facilities. • Plantations. • Rain water harvesting. • Renewable Energy usage. • Hygiene, zero plastic & green campus. • Recycling of water.
NEP Implementation	• To implement NEP 2020 from June- 24 for all first year classes.

Strategy Implementation and Monitoring:

After approval of Institutional 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 Academic Council and other team member will be the custodian for strategic plan and its deployment.

Implementation at Institute Level:

Governance & Administration	Chairman & Members of CDC, Administration Office
Branding /Expansion	CDC members, Local Management Committee.
Students Admissions	Principal, HODs, Admission team, Students section
Statutory Compliance	Principal, HODs, Coordinators
Infrastructure (physical)	Chairman, CDC members, Secretary Trustee Board, Principal.
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Research& Development	Principal, HODs
Students Development	Principal, HODs
Departmental Activities	HODs and Faculty
Training &Placement	Principal & HODs
Quality Assurance	IQAC team

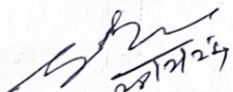## Monitoring of Institutional Development Plan:

The implementation of Institutional Development Plan will be monitored time to time by Principal, Academic Council and other committees through periodic review. The section 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 Academic Council and GB. 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 Board of Trustees.

Conclusion:

The SBPC is an effort for paving a pathway towards accomplishment of goals SBPC 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.

I/c Principal
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& Science College, Mandrup.