



Bhartiya Shikshan Sanstha's

Shri Dnyanesh Mahavidyalaya, Nawargaon

**Strategic Planning
&
Deployment Document
(2021-2026)**

Shri Dnyanesh Mahavidyalaya, Nawargaon is a 57 years old premier institution and one of the oldest institutions in Chandrapur district imparting quality education to the students in the faculties of Arts and Science. It is run by Bhartiya Shikshan Sanstha which comprises the team of social workers constituted to the mission of propagating education for the neediest, poor and backward section of the region. The foundation of college is established in the year 1968.

The following courses are run by the college: B.Sc. (Chemistry, Zoology, Botany, Mathematics, Physics and Comp. Science); B.A. (English, Marathi, History, Political Science, Economics, Sociology, Marathi Literature, English Literature) & Post Graduate in Science faculty M.Sc. (Chemistry, Physics, Zoology and Botany) and Arts faculty M.A. (Political Science, History, Economics and Sociology). The institution has IHLR&SS (Economics and Zoology). The institute also runs skill-oriented Government recognized & Gondwana University affiliated courses in Vermiculture, Apiculture, Mushroom culture, Soil Testing, Solar Technology, Event and Hospitality Management, and Accounting. The institution also runs additional two courses for language development- Marathi Grammar for Competitive Exams and English Grammar and Communication Skills.

The institute has UGC Network Resource Centre, Equal Opportunity Cell, Remedial Coaching Center, Competitive Examination Centre, English Language Laboratory, NSS Unit, Student Welfare Fund, Earn and Learn Scheme, Women's Study and Service Centre, ICC, Automated Library Facility with Reading Room, Smart classrooms and ICT enabled rooms.

OBJECTIVES OF INSTITUTION

- To provide the quality higher education with inclusive growth of students in research among the backward and weaker section of the society, where the institution is located.
- To provide students with the essential skills for learning, independent study, and self-assessment.
- To instill a commitment to social justice and accountability in students, motivating them to actively engage in meaningful community service.
- To extend educational and financial support to students who face social, economic, or academic disadvantages.
- To actively involve students in both academic and extracurricular pursuits.
- To motivate both students and faculty to participate in academic activities contributes to the progression of knowledge, technological advancements, and the creation of practical solutions for real-world challenges.

Vision

“To form an institution of international standards, rooted in traditional values with global perspective.”

Mission

“To form a centre of excellence committed to the perfection of the human personality.”

The institution is located in the remote area of Chandrapur District surrounded by dense forest, rich in flora and fauna and wild life. Maximum students belong to backward communities and socio – economically weaker section.

The priority of the institution is to bring academic excellence along with personality development to compete with the rest of the world.

It also entrusts improvement in health care, eradication of superstition, promote organic farming, bringing new agro technology, environmental and social awareness holding hand in hand with nature.

SWOC ANALYSIS OF THE INSTITUTION

Strengths

1. The campus located with 7 acres of lush green land.
2. Proactive and visionary management.
3. A good number of UG and PG Programs, with the Choice Based Credit System for all UG and PG programs.
4. INFLIBNET, Wi-Fi Campus facility with 100 Mbps OTA internet Plan.
5. Excellent student support facilities like Students Welfare Fund, Hostel facilities for girls, NSS, Well-equipped Auditorium, Gymnasium and Laboratories, rich central library with independent reading section, 24x7 Reading Room for Competitive Aspirant Students, Cafeteria, and adequate sports facilities.
6. Registered and functional Alumni Association with the financial contribution more than one lakh.
7. Certificate courses and MoUs for student training, placement, research, etc are functional.
8. Sufficient ICT facilities for the teaching-learning process.
9. Eco-friendly campus with green practices such as Roof Top Solar Panel, Power Generation System and Rainwater Harvesting Unit.
10. Institution conducted Green Audit, Academic and Administrative Audit, Energy Audit, weather report, and has ISO: 9001-2015 certification.
11. The greater average number of girls' students than boys.

Weaknesses

1. Socially and financially deprived background of the students.
2. Restrictions in appointing permanent teaching and administrative staff due to Government policies.
3. Insufficient transportation facility for the students.
4. Conservative culture tends the girl students to marry earlier which results in to increase drop-out ratio.
5. Maximum students belonging to vernacular languages.

Opportunities

1. To obtain corporate funds for institution development.
2. To build competencies among rural students to face day-to-day challenges.
3. With the recent changes in higher education in the globalized world the institution endeavours to further increase its national and international research, internship, faculty, and student exchange linkages.
4. To strive hard for achieving excellent performance in sports, co-curricular, and extra-curricular activities.

Challenges

1. The maximum students are from the weaker socio-economic and rural background.
2. Lack of Government support for adding newer courses in the institution.
3. To achieve excellence by involving masses from socially weaker sections.
4. Strengthening and making the student competent for entrepreneurship development.
5. Improvisation in the pedagogical use of ICT enabled teaching-learning.
6. To remove the inferiority complex from the students.
7. To motivate the faculty towards sustainable, purposeful, and co-oriented research by getting research grants and claiming patents.

STRATEGIC GOALS

Guided by the Vision and Mission, based on the SWOC analysis, inputs from all the stakeholders the following strategic goals were framed.

INSTITUTION STRATEGIC GOALS:

- a. Consistent effort to assimilate the use of ICT tools in conventional teaching method for effective and efficient teaching-learning experience.
- b. Enhancement of Smart classroom.
- c. Upgradation of online portal in the college website for blended learning.
- d. Automation of the Central Library.
- e. Opening of new courses in commerce and vocational education
- f. Enhancing participative management and grooming newly recruited workforce.
- g. Ensuring a continuous and effective Internal Quality Assurance System
- h. Augment student's development and participation
- i. Enhance staff development measures & welfare
- j. Implementation of NEP as per government guidelines.
- k. Introduction of Skill Enhancement and AEDP courses
- l. Providing life skill training for students for holistic development.
- m. Facilitating research activities.
- n. Explore more sources of internal revenue generation.
- o. Increasing Alumni Interaction and participation and Outreach activities
- p. Increase the number of Community Services and Activities
- q. Development of physical infrastructure
- r. Arrangement of Life Skill Training Courses
- s. Increase in student enrolment.
- t. Teacher training for effective teaching learning under NEP framework.

STRATEGIC PLANNING (2021-2026)

INTERNAL QUALITY ASSURANCE SYSTEM

- Making IQAC more proactive
- Framing of Quality Policy & publishing regularly
- Formation of Quality Monitoring Committee & functioning
- Training for teaching & non-teaching staff by Agencies
- Periodic check & guidance for quality improvement
- Establishment of audit team and process
- Promoting best practices
- Annual report preparation & submission

LEADERSHIP AND PARTICIPATIVE MANAGEMENT

- Decentralize the academic, administration and student related authorities & responsibilities
- Prescribe duties, responsibilities and accountability
- Portfolio assignments
- Establishment of functional committee

TEACHING LEARNING PROCESS

- Academic planning and preparation of Academic Calendar at the beginning of the session.
- Preparation of Teaching Plan in Accordance with NEP-2020
- Preparation of Lesson Plan based on CO& PO mapping
- Use of more teaching aids and adopt more ICT
- Development of e-learning portal.

- Promote research culture & facilities
- Provide mentoring and personal support
- Follow a transparent and fair feedback system
- Conduct remedial classes/ special classes based on need analysis
- Evaluation parameters and benchmarking
- Continuous assessment to measure outcomes
- Performance development through credit system
- Implementation of best practices
- Academic Audit
- Organization of student sensitization programme on NEP and FYUGP curriculum

CURRICULUM ENRICHMENT

- Introduction of New Programme/ Courses
- Introduction of add on/ certificate/ skill based courses
- Introduction of Multi-Disciplinary Courses
- Introduction of Value Added Courses

GOOD GOVERNANCE

- Display of Vision and Mission in every key position
- Inclusion of industrialists & academicians in the GB
- 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
- Establishing E governance
- 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 AND PARTICIPATION

- Formation of student council
- Budget allocation for student development programmes and activities
- 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
- Ensuring participation of students in social and welfare activities
- Facilities for Divyangjan students

STAFF DEVELOPMENT & WELFARE

- Recruitment Policy formation & implementation.
- Staff performance evaluation system
- Staff Training for quality improvement

- Best possible work facilities & infrastructure e facilities
- Code of conduct, service rules & leave rules
- Staff welfare policy implementation
- Career advancement schemes
- Rewards, recognitions and incentives
- Deputation for seminars, conferences and workshops etc.
- Support for research, consultancy, and innovations
- Global linkage for intellectual property exchange.
- Global partnership and collaboration.
- Sensitization programme on NEP and new curriculum

FINANCIAL MANAGEMENT

- Framing & implementation of Purchase and Financial policies
- Component-wise Budget planning and allocation
- 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, Govt sectors and other institutions
- 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 and counselling
- Strengthen training & placement
- Establishing innovation centers

RESEARCH AND INNOVATION

- Dedicated Research Cell
- Publication of books with research articles.
- Organization of seminars /workshops
- Face-lifting of 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

INTERNAL REVENUE GENERATION

- Establishing infrastructure for revenue generation
- Identification and strengthening of IRG activities
- Successful implementation of Internal revenue generation plans
- Introduction of skill-based courses as per NEP-2020

ALUMNI INTERACTION

- Registration of Alumni
- Data base creation, Regular interactions with alumni and networking
- Recognition of successful alumni

- Leverage for guest lecturers/ internships/ placements/ training/ entrepreneurship
- Database of Alumni guest lectures
- Exploring Contributions
- Sponsorships/scholarships/fund generation

COMMUNITY SERVICES AND OUTREACH ACTIVITIES

- Budget from institutional resources/Faculty/students/other donors
- Identify community and social development work
- Identify challenges of society for development work
- Provide vocational training/ job-oriented training as per local needs at the institute
- Educational support to village people
- Conducting awareness camps

PHYSICAL INFRASTRUCTURE

- Infrastructure building development & renovation
- Smart Classrooms, Seminar halls
- Modernization of Laboratory & equipment
- More ICT enabled classrooms
- Library infrastructure upgradation
- System upgradation
- Functional facilities for e-learning
- Safety & Security management
- Water facility
- Medical facility

- Developing sports(indoor/outdoor) facilities
- Enhancement of Drinking Water Facility

GREEN INITIATIVE

- Plantations
- Rain water harvesting
- Renewable Energy usage
- Hygiene, zero plastic & green campus
- Recycling of water
- Green Audit

STRATEGY IMPLEMENTATION AND MONITORING

The implementation of the plans is the most important step in every higher educational institution. To assess the implementation process, some measurable indicators are outlined in the implementation document. The Governing Body and Principal are responsible for the implementation of the strategic plans.

Implementation at Institute Level

Governance & Administration	CDC Members and IQAC
Alumni Association	Principal, Team of Alumni Association
Students Admissions	Principal, HODs, Admission team
Statutory Compliance	Principal, HODs, Coordinators
Infrastructure	CDC
Teaching-Learning	Principal, HODs, Faculty and Staff
Research & Development	Principal, HODs, Research Cell
Students Development	Principal, Coordinator
Departmental Activities	HODs and Faculty Members
Training & Placement	Principal and Placement Cell
Quality Assurance	Principal and IQAC