

Shiksha Mandal, Wardha's

**Shrikrishnadas Jajoo Grameen Seva  
Mahavidyalaya, Pipri-Wardha**



**Perspective Plan**

**(2024-25 to 2028-29)**



Shiksha Mandal, Wardha's

**Shrikrishnadas Jajoo Grameen Seva Mahavidyalaya,**

**Pipri-Wardha**

**Perspective Plan (2024-25 to 2028-29)**

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### **About the college**

Shrikrishnadas Jajoo Grameen Seva Mahavidyalaya came into being in 1961 under the visionary leadership of Shiksha Mandal, Wardha which is known for its pursuit of high academic standards and ethical practices. Initially known as the Rural Institute, the college was directly under The National Council for Rural Higher Education, New Delhi. It was designed to suit the requirements of Community Development with '*Education, Research & Extension*' as the operating tools. It was continued in 1970 with the affiliation to Nagpur University as 'College of Rural Services'. The programme was renamed as Bachelor of Arts - Rural Services [B.A.(R.S.)]. While granting affiliation, the academic peers in the University were farsighted to insist that the original features of Rural Institute should be specifically maintained in its new form. To our great encouragement in their first visit for accreditation NAAC Peer Team (2003) also advised us to strengthen our '*ruralness*' further, and to link up with like-minded institutions to enter into the wider field of Rural Development. Today, apart from a newly started college we are the only grant-in-aid college in the University to offer a multidisciplinary programme as Bachelor of Arts - Rural Services [B.A.(R.S.)].

In tune to our logo "*Dhnyanoddharam Gramoddharam*", we are a co-ed Linguistic (Hindi) Minority Institution and recognized by UGC under section 2(f) and 12(B) which imparts higher education to rural youth; carry out extension activities in the rural area; develops linkages with community organizations, agro-based industry and undertake primary level research work to contribute in the development of community. The college is Re-accredited by NAAC with 'B<sup>++</sup>' grade (2.83 CGPA) in the 4<sup>th</sup> cycle.

*Community Development and Extension is the Core course of B.A.(Rural Services) programme* and it distinguishes this programme from the traditional B.A. programme. In terms of Community Development and Extension, our students get firsthand experience and training in farming, environment, water conservation, agro-subsidiary businesses, Vermiculture, Horticulture projects, etc. Students studies the various issues like, rural, agricultural and community related etc. which make them understand the rural conditions.



## **Vision and Mission of the college**

### **The Vision:-**

- Expansion of higher education in rural area.
- In depth study of rural problems through extension and Research in rural area.
- Help the students to stand confidently in today's highly competitive world.
- Raising the dignity of labour in particular and nationalism and patriotism.

### **The Mission:-**

- To provide higher education to rural students.
- To encourage the students to study rural life.
- To conduct the course on the basis of Education, Extension and Research.
- To create the feeling of patriotism, nationalism and dignity of labour.
- To prepare the students for healthy competition.

### **College works on set objectives in tune with vision and mission**

- To provide facility of higher education in rural area
- To prepare students for healthy competition
- To adopt the principle of 'Education-Research-Extension'
- To get participation of all stake holders in college development
- Fostering patriotism, nationalism and dignity of labour

## **SWOC analysis:**

### **Strength:**

- Inherits the legacy of value based education inspired by the ideals of Mahatma Gandhi, Vinoba Bhave, Jannalal Bajaj and Kamalnayan Bajaj.
- Pioneer in introducing and successfully running a unique B.A. (Rural Services) course under RTM Nagpur University.
- Field work and project work promote research aptitude among students.
- Student-centric teaching-learning.
- Experienced, committed and dedicated qualified Staff.
- Strong extension and community engagement out-reach activities.



- Strong vibrant rural student community with excellent track record of Sports achievements.

#### **Weaknesses:**

- A mono - discipline programme.
- Declining student strength.
- Lack of institutional and industry linkages.
- Non-availability of PG and research programmes.
- Ban on new permanent appointment of faculties and staff.

#### **Opportunities:**

- Collaborative research with research institutions and agro-based industries.
- Research addressing to local, social and need based issues in the field of Rural Development.
- Strengthening and promotion of more community-oriented outreach programmes.
- Increased funding opportunities for research projects generating from govt agencies, Alumni and NGOs.
- Introduction of multi-disciplinary programmes and sharing of resources through cluster system.

#### **Challenges:**

- Poor attendance, dropout rate and punctuality issues due to poor economic background.
- Keeping pace with the rapid changes in higher education system.
- Funds crunch for research.
- Balancing between traditional and career oriented programs.
- Filling up of vacant posts of teaching and non-teaching staff.



### **Process of the perspective plan:**

The Perspective Plan of the college for next five years commencing from academic year 2024-25 to 2028-29 has been prepared by Internal Quality Assurance Cell (IQAC) by taking into consideration the quality indicators of seven criteria of NAAC. Before preparing the plan, the NAAC Peer Team Report of 4<sup>th</sup> cycle was discussed in the staff meeting. The participatory approach is followed to collect suggestions and ideas from the various stakeholders with the help of structured feedback mechanism.

While preparing the present perspective plan, the IQAC has considered following key points:

- NAAC Peer Team recommendations in 4<sup>th</sup> cycle
- Vision and Mission Statement of the College.
- Objectives of the college
- Quality Policies of the College
- Inputs from the stakeholders
- Rural Community's expectations from the college
- SWOC Analysis



## Perspective Plan of the college (2024-25 to 2028-29)

### Curricular Aspects

As college is affiliated to Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur we follow the syllabus design by board of studies and approved by Academic Council RTM Nagpur University.

#### ➤ Academic Programmes

The Perspective plan aims to introduce flexibility in the curriculum through a wide choice of electives. The learners can choose from a wide variety of available courses, course combinations for completing their degrees. The programme, courses, course combinations are developed with well-defined objectives and expected outcomes. The institution aims to provide wide range of programme options and courses that are in tune with emerging national and global trends and relevant to the local needs.

#### ➤ Curriculum Design and Development

The institute has the mandate to envisage appropriate curricula for particular programme, revise and update them periodically by the permission of BoS. The curriculum design and development shall ensure that the outcomes of programme are well defined.

#### ➤ Active Participation in Curriculum Design and Development

There is separate board of study for our course (B.A RS), faculty will be actively involved in all aspects of curriculum design and development of different courses. The curriculum designing and development is complex process of developing need based inputs in consultation with expert groups, based on the feedback from the stakeholders.

➤ Implementation of Learning Outcome Based Curriculum Framework (LOCF) as per UGC Guidelines.

➤ **Effective Communication of Curriculum Design and Development to Faculty** The institute will effectively communicate the curriculum design and development to faculty through organization of staff meetings as well as through college website.

#### ➤ Sensitization of learners towards Curriculum

Our faculty sensitize the learners regarding course design and development, course objective and course outcomes systematically and objectively. The curricula, Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) are communicated to the learners through college prospectus and website.

#### ➤ Academic Flexibility

The perspective Plan believes in offering programmes with flexible learning options.

- The programmes offered will be competence enhancing curricular strategies by starting multifaceted, comprehensive, well designed curriculum which promotes excellence, value addition and contextual relevance by providing utility, access, relevance, service and preservation and promotion of heritage.
- Additional range of course options, course combinations, number of applied component groups, certificate and diploma courses including bridge and remedial programmes will be offered to the learners based on local challenges.
- Institute will offer inter-disciplinary courses in view of NEP-2020.
- Institute will offer maximum possible flexibility with UG, PG and research programmes, core options, elective options, postgraduate diplomas, UG diplomas, certificate, skill based vocational and bridge courses.



➤ **Feedback on Curriculum**

The institute will continue to implement and strengthen the existing mechanism to obtain the feedback on curriculum, its scientific and systematic analysis and interpretation will be used for effective designing of curriculum. An effective mechanism of collection and analysis of feedback from stake holders with the use of ICT.

➤ **Curriculum Update**

The college will actively participate in curriculum revision process. An effective system of communication of curriculum updates and aspects of its execution to the concerned stakeholders will be evolved.

➤ **Quantitative Strengthening of Existing Programme**

Taking into account the students' demand and need of career oriented speciality programmes, existing programmes will be strengthened by introducing new course options, additional divisions of existing programmes, new programmes as well as various other value added programmes designed by the college in the form of add-on courses focussing on skill development.

➤ **Introduction of New course electives**

In order to enable students to meet their interests, the college will propose to BoS of University to introduce new courses such as Physical Education, N.C.C. and N.S.S not as co-curricular activities but a part of curriculum.

➤ **Introduction of Additional Divisions and augmentation of intake capacity**

The following programmes will be strengthened by introducing the additional divisions.

• **Introduction of New Programmes**

The institute will introduce the following new programmes-

- Collaborative interdisciplinary programs and Courses

• **Degree Programmes:**

B.A., B.Ed.

• **Postgraduate Degree Programmes**

M.S.W

• **Other Value Added Programmes**

- Postgraduate Diploma Programme
- Diploma Programmes
- Certificate Programmes
- Bridge Programmes
- Remedial Programmes

➤ **Strengthening of Centre for Competitive Examination**

The institute aims to prepare the learners for challenges. With this aim, institute has started Competitive Examination Cell to provide coaching and study material of various competitive like Banking, Railways, Staff Selection, MPSC, UPSC. The facility is available not only to the learners of the institute but also alumni and the youths of Wardha.

➤ **Augmentation of infrastructure and learning resources.**

The perspective plan envisions the development of infrastructure commensurate with the anticipated increases in research needs and in the number of the learners. Therefore, it recommends augmentation of full-fledged academic and physical infrastructure such as digital library with Wi-Fi, smart classrooms, well equipped laboratories, research





facilities, classrooms with LCD and Wi-Fi, essential software, advanced instruments, UGC Network Centre, Interactive Language Laboratory, Physical Education & Sports, gymnasium, offices for N.S.S., N.C.C., Maker space in Library, Centre for Innovation and Entrepreneurship, Incubation Centre, Yoga Centre, Learning Management System (LMS), research databases, plagiarism software etc.

➤ **Qualitative Strengthening of Programmes**

❖ **Use of ICT in Teaching Learning System**

The use of innovative teaching and learning resources such as LCDs, power point presentations, models, internet, video conferencing, smart classrooms, online classrooms, Interactive Language Laboratory, Computing Laboratory, Digital library, WiFi facility, essential software etc. will be increased.

❖ **Outreach activities:**

Learners will be encouraged for participating in curriculum-based projects having social relevance. These efforts will make learners to learn 'Beyond the Classroom' and their responsibility towards society.

❖ **Seminars and Workshops**

Organizations of seminars and workshops : Leading academicians, industrialists, agriculturist and subject experts from other institutions, agro-based industries and universities will be invited as resource persons regularly and efforts will be made to get the learners acquainted with the emerging techniques and trends of the industries and subject matters.

❖ **Deputation to Seminars and Workshops**

The Faculty will be deputed to participate in various seminars and workshops based on curricula which will enhance their teaching responsibility and accountability. Faculty will be deputed to participate in seminars/symposia/conferences which enable them to stay up-date.

❖ **Development of Linkages**

Institute has very good academic, social, rural and agro-based industrial linkages. Institute will emphasize on their strengthening by creating agro-based industrial consultancies.

❖ **Collaborations for faculty exchange**

Institute will emphasize on collaborations and MoUs with nearby institutes for faculty exchange.

❖ **Conduct of Academic Audit**

RTM Nagpur University conducts academic audit regularly to review the performance in academic, curricular, co-curricular, extra-curricular, research and extension, augmentation of academic infrastructure, student progression to higher studies, placements and innovative practices by inviting peer team of expert educationalists. Accordingly, several reforms have and shall be initiated based on their recommendations. The academic audit will be conducted for every three years.



## Teaching-Learning and Evaluation

### Innovations to be introduced in Admission Process and Student Profile

#### ➤ **Transparent Admission Process and use of e-governance**

The institute follows well defined, transparent admission process based on merit. It shall be strengthened and stringently followed particularly by ERP software.

#### ➤ **Monitoring of Teaching-learning Process**

We have an effective mechanism for monitoring the academic and administrative process through a chain of command from students-teacher-head of the department-faculty in-charge -Principal and vice versa which will facilitate two-way effective communication.

- **Attendance Monitoring**

Institute has attendance committee to monitor attendance of the learners. The irregularity of the learners if any, is communicated to parents and institute takes necessary action on defaulters as per the guidelines of R.T.M. Nagpur University.

- **Recognition of Merits/ Achievements**

Every year, students are honoured for their academic and other accomplishments. The institution will allocate funds for recognizing merit holders and providing endowment scholarships. This will foster a healthy and positive environment, crucial for an effective teaching and learning process.

### Catering to Diverse Needs

#### ➤ **Supporting Academic Programmes and Policies Proportionate to Needs of Learners**

The college will conduct bridge and remedial courses for slow learners. An intensive coaching for advanced learner. A strategy of introducing curricular flexibility is adopted to sustain the interest of both advanced and slow learners.

#### ➤ **Encouragement to Students**

Learners will be provided career counselling. They will be groomed to exhibit independent thinking and confidence. This will be achieved by encouraging their participation in a range of curricular, co-curricular, and research activities. Existing programs aimed at enhancing learners' communication skills and spoken English will be further developed, equipping them to meet the challenges of professional careers upon graduation.

#### ➤ **Guest Lecture Series**

Institute plans to continue and strengthen lecture series for the learners of different disciplines by inviting academicians and scholars from other fields with vast



experience and practical knowledge to broaden the knowledge horizon of learners and give them hands-on perspective.

➤ **Conduct of Revision and Counselling Sessions**

Learners, who have difficulties to deal with the stress of examination, for them college conducts extra coaching, revision sessions as well as counselling sessions so that they can cope up with the situation.

➤ **Mentor-Mentee Scheme**

The institute has evolved an effective teacher-parent scheme. The teacher counsels, guides and supports an allocated group of mentees with respect to academic, personal, financial and other stress related relevant issues.

➤ **Parent Teacher Association (PTA) Meetings**

The college organizes regular parent meetings in each academic year to discuss the students' overall performance. During these meetings, parents are encouraged to actively engage in enhancing their children's academic success, fostering a mutual responsibility for student achievement. This creates two-way accountability towards the learners' performance. College will continue to take such type of measures to improve quality of the learners and teaching learning process.

➤ **Parents' Views are taken into consideration**

Feedback and suggestions obtained from parents on curriculum, teaching-learning and activities of the college and are taken into account for policy improvements. This process will be enhanced further.

➤ **Access for Information**

The college will continue to provide easy access to daily newspapers, journals, magazines, CDs, and the internet in the library and reading halls, thereby strengthening students' and teachers' reading habits and enhancing their knowledge. We will subscribe the additional journals, periodicals, and databases to enrich our reading resources.

➤ **Counselling on Stress Management**

College will appoint counsellor to deal with the stress management of learners. The stress management sessions will be arranged regularly to counsel the students.

**Strengthening of Innovations and Discipline in Teaching-Learning Process**

➤ **Comprehensive Academic Calendar**

The academic, co-curricular and extra-curricular activities for the academic year will be planned in academic calendar prior to the beginning of every academic year.



Additionally each department and individual faculty will also have their own academic calendars prepared and put into action before the start of the academic year.

➤ **Teaching Diaries**

- Teaching diaries shall be provided to each faculty containing planning of the workload, time-table, lectures available and synopsis of every lecture/practical. It will also include certification of completion of syllabus at the end of term/semester and academic year.
- The academic work including lectures, practical, tutorials, etc. shall be allocated as per the norms and discussion in Principal's meetings.
- Teaching diaries shall be checked by the Head of the department and endorsed by the Principal, periodically.

➤ **Allocation of Academic Work**

Academic, co-curricular and other related work will be allocated to the staff members by constituting different committees and associations.

➤ **Student Centric Teaching**

The college is committed to a student-centric teaching approach. Efforts will be intensified to incorporate experiential, participative, and problem-solving techniques, aiming to cultivate and nurture student talents through an enriched learning experience. Students will be provided practical training using advanced tools. Moreover, industrial visits, and study tours will be promoted to complement academic programs with practical field experience.

➤ **Extensive Use of ICT in Teaching**

Traditional chalk-and-talk teaching will continue to have its place in the teaching-learning process. However, the faculty will be encouraged to explore ICT based teaching techniques and aids. Special efforts will be made to improve the learning and communication skill of learners.

➤ **Motivation for Research**

- The teachers and students will be motivated to undertake research activities such as preparation of projects, publication of research papers in reputed journals and participate and present the research papers in seminars / workshops / conferences.
- Teachers will also be encouraged to enroll for Ph.D. and Post-Doctoral Programmes. Computers with internet facility will be made available for staff members for the completion of their projects and research work. Resource center will provide necessary facilities for their research work.



### ➤ **Students' Friendly Environment**

As a policy, creation of students' friendly environment within campus will be the priority for benefit of the students particularly coming from rural background to develop their confidence level. Live online access to content of courses will be made available on college website. All the required facilities such as photocopying, internet, printing, will be provided to the learners.

### **Strengthening of Innovations in Teachers' Quality**

The Perspective Plan includes faculty-centric initiatives aiming to enhance.

#### ➤ **Appointment of Qualified Teachers**

The appointment of qualified teachers are made as per the UGC/Govt. of Maharashtra and RTM Nagpur University. Same is applicable for the appointment of the temporary posts, so that the quality of the education will remain uncompromised.

#### ➤ **Up-gradation of Faculty:**

The Institute recognizes that faculties are the vital feature of any institute which needed to realize its aspirations

- The institute seeks to provide opportunities to faculty to obtain higher educational qualifications such as Ph.D., Post-doctoral degree and other professional degree to pursue their aspirations.
- In order to improve productivity of the faculty, they are supported to participate in various seminars, conferences, workshops, trainings and faculty development programmes such as refresher course, orientation course and short term courses.
- They will be encouraged to aspire for career advancement as per the UGC Norms. Faculty members will be successively promoted from Assistant Professors to Associate Professors and further Professors.
- Faculty will be promoted to participate in different training programmes in tune with New National Education Policy 2020.

#### ➤ **Faculty Performance Evaluation System**

- The college has well-defined performance evaluation system. Feedback of students' evaluation of teachers will be analyzed and suggestions will be given to the teachers for their improvement.
- Performance of teachers is also evaluated qualitatively and quantitatively by the Principal in several dimensions such as teaching, research, participation in curricular and co-curricular activities, involvement in university level activities



and process value addition. This process will be further strengthened to improve effectiveness and efficiency of teachers and to impart new skills.

- It enables teachers to develop a sense of accountability, confidence and readiness to receive criticism, develop openness, sense of introspection and accept the situations to improve their performance in teaching.

➤ **Self-Appraisal of Teachers**

The self-appraisal system of teachers will be strengthened, which will enable them to realize their academic standard and engage them in various activities to excel in their academic performance.

➤ **Periodical Meetings**

Meetings of faculty will be conducted periodically for taking feedback about teaching and evaluation and checking its adherence to the lecture plan.

➤ **Suggestion Box**

Suggestion box is kept in the entrance, where learners drop their suggestions. Valid suggestions are taken into consideration and actions are taken on it. This system will be continued to increase the trust and faith of the learners towards institute.

➤ **Attendance Monitoring Mechanism**

The college had installed biometric machine to monitor the attendance of the staff, so that they can develop a sense of regularity and punctuality. Incoming and out-going time of the staff will be regularly screened by the concerned authority and action will be taken in case of staff found as far as the punctuality is concerned indiscipline.

➤ **Democratic and Participative Working**

The institute has democratic and participative working system which facilitates to take the right decisions for effective implementation of teaching-learning process. Same system will be continue in future also.

➤ **Recognition of Achievements**

In order to motivate the faculty, their meritorious performance is recognized with felicitation and rewards. High performing teachers and their merits will be given greater visibility through college magazine, institute's website and newspapers. This policy will be continued in future.

➤ **Staff Academy**

The Staff Academy of our college organizes eminent personalities lectures on different topics for the staff to keep them update. The same process will be continued and strengthened.



### ➤ **Introduction of Innovations in Evaluation Process**

- The college believes that an effective and efficient monitoring and evaluation system should be in place. Appropriate measures and feedback assessment should be taken up on continuous basis not only to improve the overall results of the learners but also evaluation process.
- The college will continue to strengthen the existing Continuous Internal Evaluation (CIE) process, where student's academic performance will be evaluated continuously by conducting tests, assignments, presentations, projects, viva- voce, term / semester end examinations, etc.
- Discipline Committee of the college will continue to monitor students' movements and behaviour to maintain conducive environment within the campus.
- The college will strengthen to evolve the system of categorization of students on the basis of their performance and related aspects into slow, medium and advanced learners.
- Students with poor performance in semester end /preliminary examinations will be counselled and special lectures will be arranged to bring them into the main stream.
- Meetings of Students' Council and Class Cabinet will be conducted regularly to discuss the innovation in teaching-learning and evaluation system and planning of cultural, sports and other activities in decentralized manner.
- Students Grievances Redressal mechanism about evaluation will be strengthened.

### ➤ **Personality Development of the students**

The institute is committed towards overall growth of the students. The institute has a tradition of offering numerous opportunities for students to engage in co-curricular and extra-curricular activities to promote holistic development. The institute celebrates Yuvarang, an annual festival featuring a variety of events, including cultural programs (dance, drama, singing, etc.), khari kamai, fancy dress competitions, mehndi competitions, poster-making competitions, and more. This festival provides in-house coaching for students in their chosen activities. Students interested in N.S.S. and sports activities are sent to relevant camps and receive training to prepare for disaster management and emergencies. Facilities will be enhanced to support student participation in these activities and to foster their natural talents. Students will also have



the chance to organize various programs and competitions at the college, helping them develop organizational skills and leadership qualities. Timely and effective counseling is crucial for personality development, as it aids students in managing stress, developing life skills, and planning their careers. The students are also promote to participate in intercollegiate, university and state level competitions.

In this way, the institute is dedicated to providing comprehensive support for the all-round development of its students through a combination of activities, training, and counselling services.





## **Research, Innovation and Extension**

The college is running multi-disciplinary undergraduate programme. The college will adopt the strategy to increase the quantity and quality of the research output. In order to achieve envisaged plan, the following activities will be undertaken as well as strengthened.

- Well define and comprehensive research policy for promotion of research in institute.
- Composition of research advisory committee for monitoring research activities.
- Regular meetings of research advisory committee to identify the research potential, to promote the research and to prepare the research proposal.
- Organization of the workshop / seminars /training programme.
- Preparation of proposal for minor and major research project
- Organization of workshop on research Methodology
- Awareness programme on Intellectual Property Right (IPR)
- Availability of physical resources such as instrument, Laboratories, ICT facility, Library INFLIBNET and other requirements necessary to facilitate research.
- Efforts for sponsored research by universities, industries, NGOs and research institutes.
- Recognition of the teachers on successful completion of research project, research Degree programme and research publication to create ambience for research.
- Increased participation and presentation of research paper by the teachers in seminars, symposia, conferences etc.
- Periodical review of the on-going research
- Provision of Seed money for the research by the institution.

### **Initiatives will be taken for development of research culture among the learners**

- Appreciation and recognition of the student who achieve meritorious places at District, University, State and National level research competitions/research activities.
- Publication of research journal including social problem oriented research articles.

### **Consultancy**

- Organization of expert lectures to promote consultancy
- Strengthening of consultancy services to the agro-based industries & Grampanchayat.



## **Extension**

The objective of this program is to establish and strengthen relation with society, contribute directly and spread awareness in the community.

- Strengthening of NSS units by bringing innovation in its conventional activities.
- Training to the NSS Volunteers for emergencies and disaster management
- Organisation of Blood donation and health check camp.
- Library facility to the alumni as well as needy students of nearby areas other than college students
- Gymkhana facilities available to other stakeholder.
- Sports facilities to NGOs and other associations
- College premises will be made available to conduct the different Governmental and NGOs activities.
- Playground will be made available to conduct sports and training activities of Govt.
- Programme for leprosy patients, awareness programme on health hygiene and personal sanitation, electrical safety, soil testing, environment, cleanliness campaign, construction of Vanarai dams, energy and environmental conservation, tree plantation
- Contribution to society by donating financial aids.
- Organisation of career fair with the help of Centre of Career Guidance, Placement and counselling.
- Road safety programme in Wardha city in collaboration with police department.

## **Community outreach programme**

The objective of these programmes is to establish and strengthen relationship with society and spread awareness in the community.

- Outreach activities in the form of society oriented project based upon local concerns such as agriculture, energy saving, sanitation, health, consumer protection female foeticide, environmental awareness and other social issues.
- Encouragement to conduct outreach programme by different department.
- Blood Donor' directory to meet emergency requirement of blood.



## **Infrastructure and Learning Resources**

Improvement in infrastructure and learning resources is ongoing process. Perspective Plan as regards to infrastructure and learning Resources will be based on following strategic policies-

- Building and developing new infrastructure and learning resources.
- Up-gradation of existing infrastructure.
- Ensuring the upkeep and maintenance of infrastructure and learning resources.
- Making the most efficient use of current infrastructure and learning resources.

### **Enhancing Existing Infrastructure**

- Creating a disabled-friendly and barrier-free campus.
- Equipping seminar hall with advanced audio-visual and video conferencing facilities.
- Implementing a lecture capturing system and an e-content development facility.
- Providing adequate and safe drinking water facilities with coolers and purifiers.
- Expanding facilities to include Interactive Classrooms, Computing Laboratories, and a UGC Network Resource Centre.
- Strengthening the power supply by installing a high-power station and generator facility to ensure continuous and uninterrupted power supply.
- Installing modern gadgets such as video conferencing systems, CCTV cameras and LCDs.
- Developing a spacious vehicle parking facility.
- Implementing a rainwater harvesting system.

### **Upgrading Infrastructure**

The institute has planned to enhance its infrastructure to keep pace with modern advancements in teaching and learning resources.

- Providing spacious, well-ventilated classrooms equipped with modern teaching aids.
- Ensuring an adequate number of clean toilet blocks for students and staff.
- Furnishing a well-equipped conference room.
- Setting up a fully computerized and well-furnished administrative office.
- Creating separate, well-furnished common rooms for boys and girls.
- Upgrading the Interactive Language Laboratory with 35 learning stations.
- Establishing a greenhouse and a vermi-compost unit.
- Seeking grants for the upgrade and modernization of infrastructure.

### **Maintenance Strategy**

- Implementing a formal policy and mechanism for the optimum utilization and maintenance of infrastructure and learning resources.
- Utilizing software for managing documentation, inventory maintenance, facility usage, and maintenance tracking wherever possible.



- Ensuring the cleanliness and upkeep of infrastructure through both in-house and outsourced systems.
- Maintaining garden.
- Equipping the college and girls' hostel with robust *fire extinguisher* facilities to ensure safety and security.

### **Learning Resources**

- The library is spacious and fully computerized, offering a user-friendly experience with comprehensive services and continuously expanding collections.
- There is a dedicated section for competitive examination resources to assist students.
- A Competitive Examination Cell is available to motivate the students to prepare competitive examinations.
- Library services are automated and will be upgraded with advanced technology.

### **Best Practices**

#### **Strengthening Initiatives:**

- Accessible sports facilities for all major sports, catering to both formal and informal events.
- Reading room is available for alumni and external visitors.
- LAN-connected computers at the NRC, office and Library.
- Holistic adoption of renewable energy sources, including rooftop solar power generation units, solar water heaters, solar street lights and distilled water plant.
- Utilization of biomass and kitchen waste from the girls' hostel for biogas production.
- Commitment to maintaining an eco-friendly campus environment.
- Regular green audits and pursuit of campus certification for sustainability.

#### **New Best Practices**

- Implementation of policies aimed at creating a sustainable campus environment.
- Ensuring the entire campus is Wi-Fi enabled for seamless connectivity.
- Establishment of a comprehensive bio-mass waste management system.



## **Student Support and Progression**

The institute recognizes its responsibility of integrating students into all aspects of life and hence this perspective plan adopts various measures to prepare and motivate the learners for every possible dimension of life. Many of such measures have been already adopted by the institute and will be continued in future

### **Students**

- All the meritorious students from NSS, cultural, sports and research activities will be felicitated by offering cash prizes, mementos and certificates.
- Policy and provision for scholarships for students with academic merit by the institution
- Learners are motivated to participate in 'Avishkar Research Convention' and other research activities all required research facilities are made available to them. Such motivation will be continued and strengthened in future.
- Coaching for competitive examinations and other professional examinations will be strengthened
- Additional library cards shall be provided to meritorious students.
- Sport shoes, kits and other essential articles will be provided to the students who participate in sports activities
- Computer and internet facility will be strengthened and improved with sophisticated gadgets.
- Preference will be given in admission to the students who have good performances in sports, cultural, NSS and research activities.
- Special coaches will be invited for different games to train the students and promote the sport activities.
- The college will organize workshops on dance, music, theatre, fine art and literary skills during the perspective year
- The college will strengthen and improve the Health Centre where first aid and basic medical facilities will be made available for the students. The services of doctor will be made available in case of emergency.
- First aid boxes shall be made available at gymkhana, Women Development Cell and administrative office.
- All the students will be insured under Group Insurance Scheme



- The Career Guidance, Placement and Counselling Cell will provide career guidance and placement opportunities to the students.
- Establishment of Entrepreneur Development Cell to promote entrepreneurship
- The college will organize workshops to create awareness about the competitive examinations and foster entrepreneurship among the learners.
- Hands-on training on advanced instruments will be organized
- Student friendly environment shall be created within the campus to help the students having rural background to build their confidence.
- The College shall organize the following capability enhancement and development activities
  - (a) Soft Skill Development
  - (b) Remedial Coaching
  - (c) Language Lab
  - (d) Bridge Courses
  - (e) Yoga & Meditation

### **Alumni**

- Library and reading room facilities will be extended to the alumni.
- Career guidance and placement services will be provided to the alumni.
- College ground and gymnasium facilities will be provided for the physical fitness of alumni.
- Alumni will be invited for social, cultural and academic programmes of the college.
- More opportunities will be created to spend time in college campus and engage students and faculty
- Alumni will be encouraged to support the current learners in various dimensions such as placements, industrial relations, interaction with aspiring students, fund raising, catalysing collaborations etc.



## **Governance, Leadership and Management**

The college aims to become a renowned institute offering higher degree of excellence in education, earn good reputation among stakeholders, and provide dynamic and student-friendly campus. The vision and mission clearly defines the goals of our institute.

### **Vision and Mission**

- Vision and mission of the institution will be communicated effectively to all stakeholders.
- The management and employee will work together in the progress of institution
- An organogram based on democratic and transparent policies, procedure provide direct access for free of ideas.

### **Organisational Arrangement will be made to facilitate**

- Decentralized administrative mechanism with accountability
- Participative functioning of the institution involving all members of the staff.
- Equitable allocation of responsibilities.
- Extensive committee structure with clearly define roles, responsibilities and objective.
- Efficient student council and Class cabinet committee and Women development cell having wide representation of students in decision making, execution of policies and developmental aspect of the college
- Implementation of e-governance in all areas of operation with effective and proper ERP solution

### **Strategic Development and Deployment**

- Perspective plan shall be formulated collectively thorough review of the academic Programmes based on feedback and SWOC analysis

### **Functioning of the Institutional Bodies**

- For the effective functioning of the institution, various bodies will be form as per the UGC, Government of Maharashtra & RTMN University, Nagpur.

### **Human Resource Management**

The human resource strategy of this plan is aimed at increasing the strength of the human resources while giving it focus and improving its quality.

- Periodical Faculty and staff development programmes will be organized
- Comprehensive and effective performance appraisal of faculty and staff
- Team building, initiative and good interpersonal relation
- Conducive work environment
- Library for use of innovative ideas and ICT in teaching-learning system



- Mechanisms for handling grievances of student, staff and women
- Various staff welfare schemes.

### **Financial Management**

For effective financial management following steps shall be taken

- Policy for financial management (Resource Mobilization)
- Growth oriented budgetary allocation
- Financial freedom within the allocated budget
- Effective internal control monitoring and timely statutory audit of the accounts.
- Continuous efforts to obtain development grants from funding agencies such as UGC, ICSSR, University etc.
- Internal and External Audit

### **Standardization of the overall system by quality Audits**

Institute will continue to focus on quality, process improvements and environmental concerns through the certification by

- Green Audit
- Gender Audit
- Academic and Administrative Audit
- Energy Audit
- Environment
- Participation in NIRF





## **Institutional Values and Best Practices**

With an objective of holistic development of the college and all its stakeholders, the perspective plan of the college focuses on the value addition to the existing teaching, learning and evaluation, co-curricular and extension programmes which provides direction for the innovations.

The following practices will be adopted and strengthened to bring innovations in traditional exercises as well as to set values among not only the learners but in the whole process-

- Playing of national anthem every day at the commencement of morning session
- Academic calendar for prior planning of activities to be conducted for the academic year
- Publicity of all activities, opportunities and recognitions through the press, local TV channels, mobiles and website to attract the learners.
- A well set, two way effective and efficient network and mechanism to define and communicate the responsibilities of the staff.
- Code of conduct for students and staff and its adherence.
- Maintaining of academic diary and handbook to keep up-to-date record of every lecture and regular activities of an individual faculty and administrative staff respectively.
- Learners attendance records will be maintain.
- Adoption of effective system for online teaching learning and acquisition of equipment for development of e-content, lecture capturing, LMS, hybrid teaching etc.
- Design and development of innovative, career oriented and relevant short term certificate courses in various areas of study.
- Offering of gender-related sensitizing courses. Organization of various programs and activities related to gender sensitization and gender equity.
- An effective and concrete Students' Feedback System to evaluate the performance of an individual faculty, supporting staff, resources and thus an institute.
- Effective Grievance Redressal mechanism for timely and satisfactory resolution of grievances pertaining to evaluation, ragging, sexual harassment and other matters.
- Organization of workshops to develop awareness about competitive examinations and training for competitive examinations to the interested learners.
- Organization of workshops to foster entrepreneurship among the learners
- Best practices by library



- Book bank scheme for the socio-economically backward learners
- Celebration of library week to sensitize the students for effective use of library
- Display of the cover page of the newly added books in the library on notice board for readers information
- Inter-library borrowing facility with other libraries
- Online access of learning resources through Quick Response Code (QR Code)
- Use of technology in the teaching, learning and evaluation system. Adoption of online system for hassle-free and speedy completion of all procedures pertaining to examinations.
  - Transparent and unbiased evaluation system
  - Display of CIE marks on college Notice Board.
- Provision to apply for revaluation as well as photocopy of the answer sheets.
- Active Career Guidance and Placement Cell for providing learners with opportunities for gainful employment.
- Continuous augmentation of infrastructure and learning resources through acquisition of new software and other related equipment for improved teaching-learning process and administrative and monitoring activities.
- Promotion of paper-free transactions as far as possible through online maintenance of records as green approach.
- With respect to research-
  - Promotion of interdisciplinary research.
  - Seed money to the teachers for research
- Submission of projects leading to paper publications in UGC Care listed Journals.
- Computer literacy to every staff of the college.
- Organization of training programs for teaching as well as non-teaching staff to enable them to cope with the latest developments and innovations in academics and administrative matters.
- Deputation of faculty to participate in workshops, training programmes to acquaint with National Education Policy 2020.
- Considerable outsourcing of non-academic/administrative services
- Strengthening of campus-community linkages and inculcation of social values among learners through-
  - Engaging the learners in research projects related to various social issues such as Health, Alcoholism, Domestic Violence, Agrarian Issues, Family Disorganization, Problems of Old Age, Women's Problems etc. to link research with community and to understand social challenges.
- Adoption of village
- Cleanliness drive
- Campaigning against female foeticide, terrorism etc.
- Road safety programmes
- Training for disaster management
- Fund raising activity for social cause
- Formulation of a well-defined environmental policy for sustained and committed eco-friendly approach in the workings of the organization.



- Energy conservation by using renewable energy sources such as solar energy.
- Ban on single used plastic
- Conduct of Gender Audit
- Conduct of Green Audit
- Conduct of Energy and Environment Audits
- Waste management systems
- Vermi- composting plant

The targets of the perspective plan 2024-25 to 2028-29 have been set after extensive consultation to ensure that they are both ambitious and achievable. This plan provides direction for the next five years and strategizes collective efforts to realize the plan.



  
18/06/2024  
**PRINCIPAL**  
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PIPRI (WARDHA)