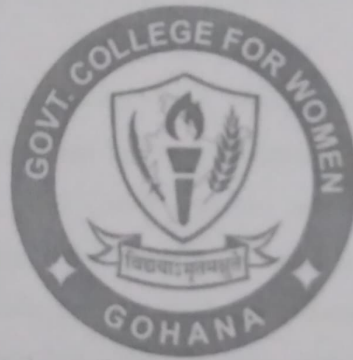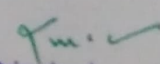# Strategic Planning
And
Deployment Document

(2022-2023)

Government College for Women, Gohana (Sonipat)
Haryana

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Principal
Govt. College for Women
Gohana-131301

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 HODs, faculty, staff, students, alumni and parents. 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 identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force to achieve its goal to become an institution of Academic Excellence.

Vision:

Government College for Women, Gohana aims at developing growth mindset of young girls in order to become competent in conquering life's obstacles.

Mission:

Government College for Women, Gohana works with the mission "To strive for providing young girls with quality, skilled-based education and nurturing learning environment blending of traditional and latest technology to empower them."

Core Values

- In light of our vision, we believe in imparting Education and disseminating knowledge among youth, which is one of the best ways of nation building.

- Give due respect to all students and staff members

- 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 equality, integrity, patriotism and brotherhood.

- Promote communal harmony and religious tolerance.

- Value individual differences and dignity of labor.

- Sharing of experience, knowledge and skills.

Strategic Goals

The passionate Faculty of the college under the supervision of the Principal after several discussion and planning and guided by the Mission and Vision of the Institutes Quality Policy and Core Values, framed the Institution's Strategic Goals.

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. Development of entrepreneurship

10. Encouraging research and development work

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.

Strategic Planning (2022-2023)

Teaching learning process	• Academic planning according to university Academic Calendar • Development of teaching plan • Preparation of Lesson Plan • Use of more teaching aids and adopt more ICT • Development of e- learning resources • Provide mentoring and personal support • Follow a transparent and fair feedback system • Evaluation parameters and benchmarking • Continuous assessment to measure outcomes • 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 • Establishment of functional committees
Internal Quality Assurance System	• Framing of Quality Policy & publishing regularly • Formation of Quality Monitoring Committee & functioning • Educating & Training of all employees • Periodic check & guidance for quality improvement • 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 • Establishing E-Governance • Leadership development through decentralization • Code of conduct and policy formulation, approval and implementation • Establishing fair and transparent performance appraisal system
Student's development and participation	• Students Trainings & Placement Activities • Student's representation in various committees and cells • Participation in competitions • Organizing competitions • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities
Staff development & welfare	• Staff performance evaluation system • Staff Training for quality improvement • Best possible work facilities & infrastructure facilities • Code of conduct, service rules & leave rules • Staff welfare policy implementation • Rewards and recognitions • Deputation for seminars, conferences and workshops etc. • Sponsorship/ Motivation for qualification improvement • Support for research, consultancy, innovations

Financial management	• 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
Research and innovation	• 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

Alumni Interaction	• Database 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 /job oriented training as per local needs at the institute • Educational support to village people • Conducting awareness camps
Physical infrastructure	• Infrastructure building development & modification • Smart Classrooms, Tutorials, Seminar halls • Modernization of Laboratory & equipment • More ICT enabled classrooms • System upgradation • 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

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 Academic Council and other team members will be the custodian for strategic plan and its deployment.

Implementation at Institute Level

Governance & Administration	Principal
Students Admissions	Principal, HODs, Admission team, Students section
Statutory Compliance	Principal, HODs, Coordinators
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, TPO & HODs
Quality Assurance	IQAC team

Measurable during Implementation

Effective teaching learning process	✓ No. of teaching aids
	✓ Syllabus completion
	✓ Mini projects, Major projects, Seminars
	✓ No. of learning resources
	✓ No. of student counseling/mentoring/training sessions conducted
	✓ Result of examinations (Pass, First classes, Distinctions)
	✓ Student feedback
Leadership and participative management	✓ Reporting structure in place
	✓ Decentralization in various domains - academic, administration, staff welfare, student development, infrastructure management – appointments
	✓ code of conduct - duties, responsibilities and accountability
	✓ Functions of statutory committees – no. of meetings/ semester, minutes of meetings,
	✓ planning & implementation
Internal Quality Assurance System	✓ Number of IQAC initiatives/ semester
	✓ Audits Reports
	✓ AQAR submission

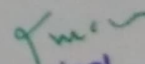|	
Good governance	✓ Vision Mission , Dissemination & Review ✓ Organization structure in place ✓ Degree of decentralization ✓ Degree of E-governance ✓ Resource mobilization ✓ Staff appraisal & career advancement scheme in place

Student's development and participation	✓ Number of student participation
	✓ Number of sports, technical, cultural events organized
	✓ Regional, National & International competitions participated
	✓ Regional, National & International recognitions received
	   ✓ Sports infrastructure provided
	   ✓ Funding for sports

Staff development & welfare	✓ Number of Staff attending training programs ✓ Number of staff welfare programs ✓ Staff awards/ recognitions

Financial management	✓ Annual Budget forecasting income & expenditure ✓ Utilization / Allocation of funds ✓ Internal & External Audit
Institute – Industry Interaction	✓ No. of active MOUs ✓ No. of Initiatives/activities through MOUs
Students Development	✓ Number of career guidance trainings ✓ Number of skill development programmes ✓ Number of vocational trainings ✓ Number of placement drives organized ✓ Number of placement drives participated ✓ Number of placements
Entrepreneurship	✓ No. of entrepreneurship trainings organized/participated ✓ No. of graduates becoming entrepreneurs

Internal revenue generation	✓ Industry Sponsorships ✓ Funding raised through sponsored Projects ✓ Consultancy /Testing Services, ✓ Alumni Contribution ✓ Philanthropy- Donations
Alumni Interaction	✓ Alumni database ✓ Number of interactions ✓ Support for internships/placements/ projects/ consultancy ✓ Contribution towards students development
Community Services and Extension Activities	✓ Number of trainings/ awareness camps provided ✓ Number of social projects undertaken ✓ Number of Skill development programs for weaker sections ✓ Number of social welfare or outreach programmes done ✓ Number of people benefitted in each program
Infrastructure - physical	✓ Removal of obstacles ✓ New equipments added ✓ Annual budget allocated & utilized ✓ Green initiatives

Infrastructure – Academic	✓ Number. of Volumes & Titles in library
	✓ Number of National& International journals lectures etc)
	✓ Digital Library
	✓ Smart Classroom
	✓ ICT enabled classrooms

Monitoring of strategic plan

The implementation of strategic 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 reportthe findings to the Academic Council. 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 forwardedfor further discussions and implementation.

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