GOVERENMENT DEGREE COLLEGE, BANBASA, CHAMPAWAT, UTTARAKHAND

Strategic Planning and Deployment Document (2024-2029)

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Summary:

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 sees along with core values, institutional long term & short term goals. These are defined and guided by the stake holders (management, leadership, Heads of Department, 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 Heads of Department 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. This will emerge to be the guiding force for MSRCASC to achieve its goal to become an institution of Academic Excellence and providing professionals, like skilled young scientists and managers to the society.

प्राचार्य
राजकीय महाविद्यालय
बनबसा (चम्पावत)

VISION

The vision of Government Degree College, Banbasa, Champawat, is to emerge as a centre of academic excellence and innovation, contributing to societal growth and nation-building and imparting students an aura for all-round development, nurture them for a successful career as well as to help them play a part towards the betterment of the society. The college strives to create a learning environment that encourages intellectual curiosity, ethical values, and social responsibility.

MISSION

1. To impart sound learning, building of character and spreading of spiritual truth and knowledge of God.
2. To impart value based education leading to holistic development and to prepare enlightened citizens to appreciate and respect all faiths, foster self and community development and promote religious harmony leading to national integration.
3. To ensure that higher education can be accessed by all sections of the society.
4. To sensitize the students to socio-economic issues (emphasizing on gender and human rights) by including related topics into the curriculum and through co-curricular activities.
5. To encourage women education and ensuring gender justice and their empowerment.
6. To create a teaching-learning environment conducive to the pursuit of knowledge that is relevant and carrier oriented.
7. To help students to think rationally and promote awareness on ecological and environmental issues.
8. To develop skilled personnel through vocational and entrepreneurial education.
9. To create research environment and use knowledge and innovation for sustainable utilization and management of locally available resources.

GOAL

To deliver quality education for the betterment of Mankind

OBJECTIVES

1. To provide quality education
2. To impart life skills and values
3. To train in confidence building and decision making

QUALITY POLICY

"To channelize the efforts and measures to provide excellence in academics with continual improvement of staff and student for a better society"

CORE VALUES

1. Providing quality education
2. Fostering academic excellence
3. Developing leadership qualities
4. Promoting ethical and moral values
5. Encouraging community engagement
6. Gender biases are strictly prohibited.

7. Enhance professionalism with good human values.
8. Promote team spirit and healthy competition.
9. Create a healthy atmosphere for an effective teaching-learning process.
10. Promote creativity and innovation in all activities.
11. Promote equality, integrity, patriotism, and brotherhood.

These inferred values align with the college's dedication to nurturing well-rounded individuals prepared to contribute positively to society.

Strategic Goals

The team of Government Degree College Banbasa after several discussions and planning in tune with the Mission and Vision has brought Quality Policy and Core Values. Stake holder's expectations and SWOC analysis has been converted into Institutional Strategic Goals.

Institutional Strategic Goals are grouped in the following manner:

1. **Internal Quality Assurance System**
   - Reconstitution of IQAC as per NAAC regulations
   - 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

2. **Teaching learning process**
   - Academic planning and preparation of Academic Calendar
   - Development of teaching plan
   - Preparation of Lesson Plan based on CO & PO mapping
   - Use of advance teaching aids and adopt enhanced ICT techniques
   - 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

3. **Leadership and participative management**
   - Decentralize the academic, administration and student related authorities & responsibilities
   - Prescribe duties, responsibilities and accountability
   - Portfolio assignments
   - Establishment of functional committees

4. Good governance

- Vision, Mission and 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
- Establishing internal audit committee
- Code of conduct and policy formulation, approval and implementation
- Establishing fair and transparent performance appraisal system

5. Student's development and participation

- 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
- Participating in social and welfare activities
- Providing career guidance

6. 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, 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.

7. Financial management

- Framing & implementation of Purchase and Financial policies according government's manual
- Department wise Budget planning and allocation
- Forecasting income & expenditure
- Effective functioning of purchase committee
- Budget formulation & approval through Finance Committee
- MoUs with industries
- Support for internships, visits, trainings, guest lecturers

- Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum.
- Providing opportunities for Industry based/sponsored projects

8. Entrepreneurship
- Establishment of Entrepreneurship Development Cell (DEV BHOOMI UDYAMITA KENDR-DUY)
- 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 seminars, lectures, workshops for entrepreneurship development
- Promoting, sponsoring and facilitating entrepreneurship development

9. 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

10. 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

11. Physical infrastructure
- Infrastructure building development & modification
- Smart Class rooms, Tutorials, Seminar halls
- Modernization of Laboratory & equipment
- More ICT enabled classrooms
- Library infrastructure up gradation
- System up gradation
- Functional facilities for e-learning
- Safety & Security management
- Water facility and Medical facility
- Developing sports (indoor/outdoor) facilities
- Plantations
- Renewable Energy usage
- Hygiene, zero plastic & green campus

Standard Operating Procedure (SOP):

Standard Operating Procedure (SOP) prescribes the institutional flow chart for execution of activities in a step by step process, involving all the levels of managerial hierarchy.

1. **Analysis**

   Head of the institution analyze the present situation in respect of the needs of the institution, though academic council with Heads of Departments.

   The academic council and check the availability and adequacy of classrooms, laboratory, books in the library, staff requirement and any other additional components like hostel, sports ground, co-curricular and extracurricular activities which enhances the quality of work life and develops life skill of students.

2. **Survey**

   Statistical facts and figures regarding student admission, staff requirement, books available in library, examination procedure etc. are collected and suitable estimations and requirements are made into a list of development / improvement programs.

3. **Improvement**

   List the development / improvement programs with details about each program from each department are received. It should clearly indicate the time limit for its implementation. Program can be short term and long term depending on circumstances.

4. **Implementation**

   The council makes the decision regarding implementation of development / improvement program in each department based on details provided along with the statistical facts and figures.

5. **Evaluation**

   Success of the plan is determined by its evaluation. The degree to which the target set are being achieved at different stages of the plan, must be assessed from time to time. At the completion of the project, end product of output must be assessed qualitatively and quantitatively.

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 member will be the custodian for strategic plan and its deployment. 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 Governing Body.

Implementation at Institutional Level

Governance & Administration
Principal, IQAC and Administration Office

Branding /Expansion
Governing Body and Local Management Committee

Admissions
Principal, Heads of Department and Admission team

Statutory Compliance
Principal, Heads of Department and Different Coordinators

Infrastructure (physical)
Governing Body, Principal, IQAC, Heads of Department and Office Superintendent

Teaching- Learning
Principal, Heads of Department and Faculty

Research& Development
Principal, Deans and Heads of Department

PERSPECTIVE PLAN (Five Years: 2024--2030)

Parameters	Target Key Performance Indicator	Level 1 1-2 years 2024-26	Level 2 2-3 years 2026-27	Level 3 3-5 years 2027-29
Pass percentage	100%	70%	90%	100%
ICT Adoption by faculties	100%	60%	75%	100%
ICT adoption by students	100%	60%	80%	100%
Alumni Registration and Management	80%	40%	60%	80%
Student support and progression	100%	70%	85%	100%
ICT enabled classrooms	100%	60%	80%	100%
LMS	100%	60%	80%	100%
MIS	100%	100%	100%	100%
Admission automation	100%	80%	90	100%
Exam automation	100%	60%	80%	100%
Cashless campus	100%	80%	100%	100%
Career Counseling and Placement support	100%	80%	90%	100%
Student mentoring support	100%	100%	100%	100%
Inclusive support	100%	100%	100%	100%
Library automation	100%	100%	100%	100%
Certificate courses	60	20	40	60
Research Percentage	80%	40%	60%	80%
Publication percentage	80%	40%	60%	80%
Books published	30	10	20	30

per year				
Patents per year	5	0	2	5
Revenue generating consultancy	40%	0	20%	40%

SWOT ANALYSIS

Strength of the college:

- The college has international importance due to its location on the India-Nepal border.
- Highly educated faculty is working in the college.
- The faculty and staff are the dedicated strength of the college for the all-round development of the college.
- The college has adequate classrooms, green and clean campus, rain water conservation facility and other infrastructure.
- Library facility is available for the students.
- The college has good internet connectivity.
- Materials and facilities are available for students for extra-curricular activities such as sports and cultural activities. Students also achieve success by participating in sports and cultural competitions at college level, inter-college level, district and state level.
- The college has signed a Memorandum of Understanding (MOU) with Khatima Institute of Technology and Management (KITM) and Government College Amaudi (Champawat) for exchange of academic and non-academic activities.
- In the college, programmes for the overall development of students are organized through Rovers and Rangers, Red Cross, Anti-Drug activities and other clubs and committees.
- Despite the limited resources available in the college, the athletics team of the college has been runner-up twice (session: 2021-22 and 2023-24) in the inter-college athletics competition organized by Soban Singh Jeena University.

Weaknesses of the college:

- The lack of popular subjects among students like Home Science, History and Geography in the graduate course is one of the major weaknesses of the college.
- Lack of postgraduate courses in the college.
- Lack of playground in the college for sports activities.
- Inadequate student registration due to lack of Science and Commerce subjects.
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- Lack of multi-purpose building in the college.
- Lack of computer and language lab in the college.

- Due to English and Sanskrit subjects not being allocated together, the number of students in one subject remains minimum.

Opportunities of the college:

- Since the college has its own building, sufficient infrastructure facilities are available for running science and commerce courses along with certain vocational programmes etc.
- Due to abundance of natural resources, there is immense possibility of success of entrepreneurship development programmes.
- In spite of having the tremendous ability to face difficult circumstances including the lowest income source of their families, the students have the ability to achieve success in sports and adventure activities.
- Adequate land and facilities are available in the college for conducting various employment oriented programmes including conducting research projects etc.
- In the absence of Sanskrit and Sociology subjects in the nearby colleges, the college has immense potential for promoting these subjects.

Threats of the college:

- The college has adequate student enrolment but reducing the dropout rate is a major challenge the college faces.
- As postgraduate courses are not run in the college, most of the students, of which the number of girls is higher, leave their studies after graduation.
- Due to lack of conducting employment oriented programmes, the attraction of students towards the college is continuously decreasing.
- Due to lack of hostel, there is a continuous decrease in student attendance.
- Due to lack of relevant subjects and not allowing admission to all registered candidates as per the UGC norms and instructions to allot only 60 students per subject, the college has to face student agitation every year.

Conclusion:

The SPDD is an effort for paving a pathway towards accomplishment of goals Government Degree College Banbasa 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 of Strategic Plan and Deployment Document.