

Bharat Shikshan Prasarak Mandal's

**Rashtrapita Mahatma Gandhi Arts, Commerce &
Science College, Saoli Dist- Chandrapur (M.S.)**

Affiliated to

Gondwana University, Gadchiroli



**Perspective Plan/ Strategic Plan
2023-24**

Prepared By

Internal Quality Assurance Cell

About College:

Rashtrapita Mahatma Gandhi Arts, Commerce, and Science College in Saoli, District Chandrapur, was initially started with a single Arts faculty in 1994 by the Bharat Shikshan Prasarak Mandal, Saoli. Situated in a socially, economically, and educationally disadvantaged rural area, the college began its journey as a small institution but now it has grown into a prominent educational establishment by enrolling more than thousand students. Today, it offers a range of undergraduate and postgraduate courses in Arts, Commerce, and Science faculties. The three faculties- Humanities, Commerce and Management and Science and Technology- of the college have been sanctioned permanent affiliation from the University and 2(F) and 12(B) status from University Grants Commission, New Delhi. It has gone through two NAAC cycles and preparing for its third cycle due in 2026.

The college's primary aim is to provide higher education to students from economically weaker backgrounds, regardless of their caste, creed, religion, or region. Its mission is to integrate students into the mainstream of higher education and equip them with the skills needed to become self-reliant. Over the period of three decades, innumerable students have settled down in different fields.

Bharat Shikshan Prasarak Mandal, Saoli, the society that governs the college, was founded in 1966 with the initiative of Acharya Vinoba Bhave, the leader of the Bhoodan Movement. Originally, there were two institutions in Saoli, Vidarbha Vidyalaya and Maharashtra Vidyalaya, which later merged to form the present Bharat Shikshan Prasarak Mandal, Saoli. This merger was accomplished through the efforts of the society's founder, the late Wamanrao Vistari Gaddamwar, a former State Forest Minister. Under his leadership, the college was established in 1994, coinciding with the birth centenary of Rashtrapita Mahatma Gandhi.

About IQAC:

The Internal Quality Assurance Cell (IQAC) of our college has meticulously developed the Strategic Plan for the academic session 2023-24. This plan has been thoughtfully structured to align with the quality benchmarks and indicators outlined under the seven criteria established by the National Assessment and Accreditation Council (NAAC). It serves as a roadmap for institutional growth, quality enhancement, and academic excellence.

The formulation of this Strategic Plan involved a collaborative and participatory approach, ensuring that it incorporates insights, feedback, and suggestions gathered from all key stakeholders, including students, faculty members, administrative staff, parents, alumni, and employers. Their valuable input has been carefully analyzed to capture their expectations and aspirations, which have been seamlessly integrated into the plan.

In addition, the Strategic Plan is deeply rooted in the core mission, vision, and objectives of the college, ensuring that it reflects the institution's long-term goals and commitment to delivering high-quality education and fostering holistic development. It also draws inspiration from established best practices in institutional governance and management, incorporating innovative strategies to enhance teaching, learning, research, and community engagement.

Furthermore, the plan highlights actionable steps and timelines for achieving measurable outcomes across various dimensions, including curriculum development, infrastructure improvement, student support services, faculty development programs, and outreach activities. It emphasizes continuous improvement through systematic monitoring, evaluation, and assessment mechanisms to sustain quality standards and meet accreditation requirements effectively.

In essence, the Strategic Plan for 2023-24 represents the college's steadfast commitment to quality assurance, institutional growth, and excellence, paving the way for sustained academic and administrative progress.

Role of IQAC:

The Internal Quality Assurance Cell (IQAC) is entrusted with the dual responsibility of sustaining and enhancing the institution's quality standards. It serves as a central body dedicated to developing, implementing, and monitoring quality initiatives aimed at continuous improvement. The IQAC plays a crucial role in devising and recommending effective quality enhancement measures, ensuring that the institution consistently meets and surpasses established benchmarks and expectations. Through its proactive approach, the IQAC fosters a culture of excellence and accountability across all academic and administrative functions.

Integration of Stakeholder Feedback:

The perspectives of various stakeholders, including students, faculty, and administration, were meticulously considered in the formulation of the perspective plan. Their valuable input, coupled with IQAC suggestions, helped shape a dynamic plan that addresses the evolving needs of the college community.

Quality Sustenance and Enhancement Strategies:

To prioritize quality sustenance and enhancement, the college has implemented several key measures, including:

Student Feedback Mechanisms: Conducting regular evaluations of student feedback to identify areas requiring improvement and implement strategies to enhance the overall quality of the learning experience.

Teacher Self-Evaluation: Encouraging faculty to engage in reflective practices for continuous improvement in teaching methodologies.

Teacher Training Programs: Organizing extensive training programs to empower faculty with up-to-date pedagogical methods and advancements in teaching and learning practices.

Faculty Improvement Programs: Ongoing initiatives to foster the professional development of faculty members, ensuring they stay abreast of industry trends.

Staff Academy Establishment: The establishment of a dedicated staff academy to facilitate continuous learning and skill development for all staff members.

Research Promotion: Encouraging and facilitating faculty engagement in research activities, promoting a culture of intellectual curiosity and innovation.

College Development Committee Review:

The perspective plan was carefully reviewed by the College Development Committee, which offered valuable insights and constructive recommendations to enhance its effectiveness. Following a detailed evaluation, the suggested improvements were incorporated into the plan. The revised version was subsequently presented to the committee and received formal approval, ensuring its alignment with institutional goals and quality standards.

Implementation and Stakeholder Involvement:

The approved perspective plan is now in the implementation phase, with active involvement from all stakeholders. The plan has been circulated widely among students, faculty, staff, and administration for effective implementation. The commitment of all stakeholders is crucial in realizing the goals outlined in the plan and ensuring the continuous enhancement of the college's overall quality.

Criteria-1 Curricular Aspects

Academic Calendar:

The Internal Quality Assurance Cell (IQAC) will take on the responsibility of designing and preparing the academic calendar at the beginning of each academic session. This calendar will function as a detailed and structured roadmap, outlining the schedule for all academic activities, including lectures, seminars, workshops, and examinations. Additionally, it will incorporate key dates for institutional events such as orientation programs, extracurricular activities, faculty development initiatives, and any other significant academic or administrative milestones. By providing a well-organized framework, the academic calendar will ensure the systematic planning and execution of the institution's academic and co-curricular activities throughout the session.

Introduction of Add-on or Certificate Courses:

In order to strengthen its academic offerings, the institution will introduce a range of add-on and certificate courses. These programs are specifically designed to equip students with supplementary skills and specialized knowledge, thereby enriching their overall learning experience and enhancing their academic and professional competencies.

Efficient Curriculum Delivery:

Emphasis will be placed on establishing an effective and streamlined approach to curriculum delivery by integrating innovative teaching methodologies and advanced technologies. This approach aims to enhance the learning experience, promote student engagement, and ensure optimal knowledge retention.

Openness and Trust in Student Evaluation:

To ensure fairness and transparency, the institution is committed to maintaining openness and trust in the student evaluation process. Fair and unbiased assessment practices will be upheld.

Project and Research-Based Teaching and Learning:

The institution aims to introduce a project and research-based approach to teaching and learning, fostering critical thinking and practical application of knowledge among students.

Increased Teacher Involvement in Board of Studies (BOS):

There will be a concerted effort to enhance teacher involvement in the Board of Studies (BOS), promoting active participation in curriculum development and review processes.

Regular Feedback on Curriculum:

A structured approach will be implemented to gather feedback on the curriculum from students, alumni, and employers. This valuable input will play a crucial role in making data-driven improvements and refining the curriculum to better meet the needs and expectations of all stakeholders

Action on Stakeholder Feedback:

The institution is committed to taking proactive measures based on the feedback received from students, alumni, and employers. Continuous improvement in response to stakeholder input is a key priority.

Motivation for Online Teaching and Modern Techniques:

Faculty members will be actively encouraged and motivated to engage in online teaching and utilize modern techniques to enhance the teaching and learning process. Training and support will be provided as needed.

Criteria-2 Teaching Learning & Evaluation**Monitoring the Teaching and Learning Process by IQAC:**

To promote the ongoing enhancement of teaching and learning, the Internal Quality Assurance Cell (IQAC) will take an active role in continuously monitoring these processes. This will involve systematic and regular assessments of both teaching effectiveness and student learning outcomes. Through frequent evaluations, the IQAC will identify areas of strength and areas that may require improvement, ensuring that teaching methods remain dynamic and responsive to student needs.

The monitoring process will include a range of tools and approaches, such as feedback surveys from students, peer reviews of teaching, and performance assessments. These evaluations will help in identifying innovative teaching practices that yield positive results as well as areas where further professional development or curriculum adjustments may be needed.

In addition, the IQAC will foster an environment of collaborative reflection, where faculty can share best practices, discuss challenges, and explore new strategies for enhancing the learning experience. By consistently analyzing data from assessments, the IQAC will provide

targeted recommendations and strategies for improving teaching techniques, course content, and student engagement.

Ultimately, these efforts will contribute to the continuous refinement of educational practices, ensuring that the institution maintains high standards of academic excellence, improves student outcomes, and meets the evolving demands of education.

Integration of ICT Tools in Teaching and Learning:

The institution acknowledges the crucial role of Information and Communication Technology (ICT) tools in modern education. To enhance the teaching and learning experience, deliberate efforts will be made to integrate these tools into academic processes. This will help create a technologically enriched environment that supports interactive learning, improves student engagement, and facilitates the delivery of course content in innovative ways. By incorporating ICT, the institution aims to foster a more dynamic, accessible, and efficient educational experience for both students and faculty.

Effective Implementation of Mentor-Mentee Scheme:

The mentor-mentee scheme will be implemented with care and attention to detail, ensuring that students receive personalized guidance and support. This initiative is designed to create a supportive and nurturing environment that promotes both academic growth and personal development, helping students navigate their educational journey and reach their full potential.

Motivation for Teachers to Pursue Doctoral Degrees:

Faculty members will be actively motivated to pursue doctoral degrees, thereby contributing to their professional growth and enhancing the overall academic atmosphere.

Development of an Exam-Related Grievance System:

The institution is dedicated to establishing a robust system for addressing exam-related grievances. This system will ensure that students have a mechanism to voice their concerns and seek resolutions promptly.

Establishment of a System for Mapping Course Outcomes and Program Outcomes:

A systematic approach will be adopted to map course outcomes and program outcomes, aligning the curriculum with the broader educational objectives. This will enhance the effectiveness of the educational programs offered

Student Satisfaction Survey and Action on Suggestions:

A comprehensive student satisfaction survey will be conducted to gather feedback. The institution is committed to taking proactive measures based on the suggestions obtained from students, fostering a student-centric learning environment.

Initiation of Bridge Courses at the Commencement of the Session:

Remedial Classes for Slow Learners and Enrichment Activities for Advanced Learners:

To cater to the diverse learning needs of students, the institution will organize remedial classes for those who may require additional support. At the same time, a range of enrichment activities will be introduced for advanced learners, providing them with opportunities to further challenge themselves and stimulate their intellectual development. This dual approach aims to ensure that all students, regardless of their learning pace, are supported in reaching their full potential.

Criteria-3 Research Innovation & Extension:

Conduct Conferences and Seminars:

To foster intellectual discourse and knowledge sharing, the institution will actively organize conferences and seminars. These platforms will serve as avenues for scholars and experts to exchange ideas and stay abreast of the latest developments in their respective fields.

Establish Memoranda of Understanding (MoU) with Industries and Institutions:

In an effort to promote collaboration and mutual growth, the institution will actively seek to establish Memoranda of Understanding with various industries and institutions. These partnerships aim to create avenues for research, knowledge exchange, and practical application of academic insights.

Encourage Faculty Members to Pursue Minor and Major Research Projects:

Motivation and support will be provided to faculty members to actively apply for both minor and major research projects. This initiative seeks to empower faculty in contributing to cutting-edge research and addressing pertinent issues in their domains.

Enhance Research Publications in Scopus, Web of Science, and UGC Care Listed Journals:

To elevate the scholarly impact of the institution, a concerted effort will be made to increase research publications in internationally recognized journals such as Scopus, Web of Science, and UGC Care listed journals.

Promote Participation in Extension Activities under NSS:

The institution is committed to increasing participation in various extension activities under the National Service Scheme (NSS). These activities aim to instill a sense of social responsibility and community engagement among students.

Collaborate with Institutions, Organizations, and Industries for Exchange Programs and Extension Activities:

The institution seeks to foster collaborative relationships by engaging in faculty and student exchange programs with various institutions and organizations. Additionally, collaborative efforts will be undertaken for extension activities, strengthening ties with the academic and industrial communities.

Criteria-4 Infrastructure & Learning Resources

Increase the Collection of Books and Journals:

The institution is committed to expanding the library's collection of books and journals, ensuring a diverse and comprehensive resource base to support academic endeavors.

Promote Awareness of Digital Resources:

Encourage students and staff to utilize digital resources such as INFLIBNET, Shodh Sindhu, and e-PG Pathshala available in the library, fostering a culture of digital learning and research.

Conduct NDLI Awareness Programs:

The institution will organize awareness programs for students and staff through the NDLI Club, promoting the effective use of the National Digital Library of India (NDLI) resources.

Enhance ICT Facilities:

Increase investment in Information and Communication Technology (ICT) facilities across the campus, providing students and faculty with improved access to technological resources for academic and research purposes.

Budget Planning for Library Resources:

A dedicated budget will be allocated for the regular purchase of books and journals, ensuring the sustained growth of the library's collection.

Promote Library Engagement:

Actively motivate students and staff to make regular visits to the library, recognizing it as a hub for academic enrichment and research support.

Maintain Visitor Records:

Implement a systematic record-keeping process to document daily visitors to the library, facilitating better resource management and service planning.

Monitor INFLIBNET Usage:

Regularly track and assess the usage of INFLIBNET resources by students and staff, ensuring optimal utilization of these digital research repositories.

Improve Library OPAC Facility:

Enhance the user-friendliness of the library's Online Public Access Catalog (OPAC), making it more accessible and efficient for students and staff to locate resources.

Develop Sports and Cultural Facilities:

Create and improve facilities for sports and cultural activities, promoting a well-rounded and vibrant campus environment.

Establish Infrastructure Management Committee:

Form a committee responsible for maintaining records of all infrastructure facilities, including purchased items, and ensure their inclusion in the audit statement for transparency and accountability.

Criteria-5 Student Support & Progression**Cultivate Student Participation:**

Actively encourage and motivate students to participate in a diverse range of cultural and sports activities, fostering a vibrant and inclusive campus culture.

Increase Eligibility for Scholarships and Fellowships:

Implement initiatives to increase the number of students eligible for scholarships and fellowships, providing financial assistance to deserving individuals.

Establish Comprehensive Development Plan:

Develop a structured plan to facilitate the overall development and advancement of students, incorporating academic, extracurricular, and personal growth elements.

Encourage Participation in Competitive Examinations:

Motivate and guide students to actively participate in various competitive examinations, fostering a competitive spirit and expanding their opportunities.

Record Student Progression:

Implement a systematic tracking system to monitor the progression of students from undergraduate (UG) to postgraduate (PG) and higher studies, facilitating academic guidance and support.

Organize Placement Camps:

Conduct various placement camps within the campus to provide students with opportunities for career development and placement in reputable organizations.

Motivate Alumni Involvement:

Actively encourage alumni to participate in various college activities, creating a strong sense of connection and shared commitment to the institution.

Create a Well-Structured Guidance and Counseling Cell:

Establish a dedicated guidance and counseling cell that offers well-structured and organized support services, addressing academic, career, and personal development needs of students.

Implement Anti-Sexual Harassment and Anti-Ragging Measures:**Reinforce Alumni Association:**

Strengthen the alumni association by implementing initiatives that encourage ongoing engagement, collaboration, and support between alumni and the institution.

Document Alumni Association Meetings:

Keep detailed records of meetings and interactions within the alumni association, promoting transparency and facilitating effective communication between the association and the college.

Criteria-6 Leadership & Management**Formation of Various Internal Committees:**

Implement the establishment of multiple internal committees within the college to address diverse aspects such as academic affairs, student welfare, and administrative functions.

IQAC Oversight of Internal Committee Operations:

The Internal Quality Assurance Cell (IQAC) will review and monitor the functioning of all internal committees to ensure their effectiveness and adherence to institutional goals and values.

Development of Well-Structured Perspective/Strategic Plan:

Formulate a comprehensive and well-structured perspective/strategic plan for the college, aligning with its mission and vision, and addressing key focus areas for growth and improvement.

Formulation of Code of Conduct:

Prepare and disseminate a clear and concise code of conduct for both teachers and students, utilizing various communication channels to ensure widespread awareness and adherence.

Organize Faculty Development Programs:

Conduct faculty development programs tailored for both teaching and non-teaching staff, promoting continuous learning, skill enhancement, and professional growth.

Financial Assistance for Staff Development:

Provide financial assistance to staff members to facilitate their participation in seminars, workshops, and conferences, fostering knowledge exchange and skill development.

E-Governance Implementation:

Integrate e-governance practices across various administrative functions, including examination processes, student admissions, and finance and accounts, to enhance efficiency and transparency.

Active Participation in Academic Audits and Rankings:

Engage in national-level assessments such as NIRF (National Institutional Ranking Framework), AISHE (All India Survey on Higher Education), and academic and administrative audits to gauge performance and identify areas for improvement.

Establishment and Development of IQAC:

Establish and enhance the Internal Quality Assurance Cell (IQAC) to systematically monitor and enhance the quality of education and administrative processes within the institution.

Regular Internal and External Audits:

Conduct regular internal and external audits to assess institutional operations, ensuring compliance with standards, and identifying opportunities for improvement in both academic and administrative domains.

Criteria-7 Institutional Values & Best Practices

Foster Gender Inclusivity:

Actively promote gender equality and inclusivity within the college through awareness campaigns, workshops, and initiatives that empower and support all students and staff.

Increase Alternative Energy Sources:

Enhance the utilization of alternative energy sources within the campus, contributing to sustainability efforts and reducing the institution's environmental footprint.

Efficient Waste Management System:

Develop and implement a comprehensive waste management system for solid, liquid, and e-waste, promoting responsible disposal and recycling practices.

Green Campus Initiatives:

Undertake green campus initiatives, including the prohibition of plastics, landscaping projects, and other environmentally friendly practices to create a sustainable and eco-conscious learning environment.

Cultivate Cultural Harmony:

Foster a sense of unity and harmony among students and staff by celebrating diversity in religion, region, language, and community through various cultural and inclusive activities.

Sensitize to Constitutional Obligations:

Conduct awareness programs to sensitize students and staff to their constitutional obligations, rights, and duties as responsible citizens.

Development of Code of Conduct:

Formulate a comprehensive code of conduct policy for both staff and students, outlining the expected standards of behavior, ethics, and discipline within the college community.

Implement Best Practices:

Initiate and implement best practices within the institution, aligning with predefined objectives to enhance efficiency, effectiveness, and the overall quality of operations.

Commemoration of Important Days:

Celebrate days of national and international significance within the college to instill a sense of patriotism, global awareness, and community spirit.

Establish Water Conservation Facilities:


Implement water conservation facilities within the campus, incorporating sustainable practices to manage and optimize water usage.

Strategic Planning for the Next Year:

Develop a future plan for the next year, incorporating goals, milestones, and action items aligned with the institution's vision and mission for continued growth and development.


IQAC
Co-ordinator




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Tah Saoli, Dis Chandrapur