MVS Government Arts & Science College (A)

Mahabubnagar-509001

Strategic Plan: 2023-2024

Vision

Imparting quality education to rural and first-generation students and empowering them with multifaceted skills to meet the global standards in their life.

Mission

1. Imparting high-quality education to the underprivileged students

2. Providing a well-structured learning environment

3. Empowering the students' career with the cutting-edge skills

4. Inculcating community service habits among the students through innovative programs.

Strategic Goals

The passionate team of MVS Government Arts & Science College, after several discussion and planning and guided by the Mission and Vision of the Institutes Quality Policy, Core Values, Stake holder's expectations and IQAC analysis framed the Institutions 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 internal revenue generation**
12. **Increasing Alumni Interaction and participation and Outreach activities**
13. **Engagement in Community Services and Activities**
14. **Developing physical infrastructure**
15. **Getting memberships of professional bodies, Local chapters, student's chapter etc**

Strategic Planning (2023-24)

Teaching learning process	• Academic planning and preparation of Academic Calendar • Development of teaching plan as per OBE • Preparation of Lesson Plan based on CO & PO mapping • Use of more teaching aids and adopt more ICT • 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
Leadership and participative management	• To follow reporting structure • Decentralize the academic, administration and student related authorities & responsibilities • Prescribe duties, responsibilities and accountability • Portfolio assignments • Establishment of functional committees
Internal Quality Assurance System	• Establishment of IQAC done • 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

Good governance	• Vision, Mission development & their articulation in every key position • Inclusion of industrialists & academicians in the GB • Evaluation of Institute's performance and benchmarking • Institutional strategic goals setting • Institutional Strategic development plan • Monitoring and Implementing the Quality Management Systems • Following organization structure • 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
Student's development and participation	• Budget allocation for student development programmes and activities • Students Trainings & Placement Activities • Formation of student council • 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
Staff development & welfare	• Recruitment Policy formation & implementation • 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, innovations

Financial management	• Framing & implementation of Purchase and Financial policies • Department wise Budget planning and allocation • Forecasting income & expenditure • 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 • Establishing innovation centres
Entrepreneurship	• Establishment of Entrepreneurship Development Cell • 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 seminar, lecture, workshop for entrepreneurship development • Establishing incubation centers • Promoting ,sponsoring and facilitating entrepreneurship development
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

Internal revenue generation	• Establishing infrastructure for revenue generation • Identification and Strengthening of IRG activities • Policy for Incentives for Revenue generation plans • Successful implementation of Internal revenue generation plans • Advertising & marketing
Alumni Interaction	• Formation of Alumni association, participation and registration • Data base 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 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 • 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 member will be the custodian for strategic plan and its deployment.

Implementation at Institute Level:

Governance & Administration	Chairman & Members of GB, Administration Office
Branding /Expansion	GB members, Local Management Committee, PRO
Students Admissions	Principal, HODs, Admission team, Students section
Statutory Compliance	Principal, HODs, Coordinators
Infrastructure (physical)	GB, Secretary Trustee Board, GM, Deputy Manager
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) ✓ Graduate attribute attainment levels ✓ 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 ✓ Functional of statutory committees – no. of meetings/ semester, minutes of meetings, ✓ planning & implementation
Internal Quality Assurance System	✓ Number of IQAS initiatives/ semester ✓ Audits Reports ✓ AQAR submission

Good governance	✓ GB selection (Inclusion of Academicians & Industrialist) ✓ No. of GB meetings ✓ Vision Mission , Dissemination & Review ✓ Organization structure in place ✓ Degree of decentralization ✓ Degree of E governance ✓ Resource mobilization ✓ Staff appraisal & career advancement scheme in place ✓ Service rules & benefits
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 ✓ Staff training programs organized ✓ Sponsorships for higher education ✓ Number of staff welfare programs ✓ Staff awards/ recognitions/ incentives

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 ✓ No. of IAB meetings/ year ✓ No. of Initiatives/contributions by IAB
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 ✓ No. of incubation center

Internal revenue generation	✓ Industry Sponsorships ✓ Funding raised through sponsored Projects ✓ Consultancy /Testing Services, ✓ Alumni Contribution ✓ Philanthropy- Donations
Alumni Interaction	✓ Alumni data base ✓ 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 benefited in each program
Infrastructure - physical	✓ Number of buildings, class rooms added ✓ Removal of obstacles ✓ New Laboratories added ✓ New equipment added ✓ Annual budget allocated & utilized ✓ Harvesting & Recycling of water ✓ Renewable energy source development ✓ Green initiatives

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

STRENGTHS:

- **Positive social perception with diversity of students**
- **State-of-the-art Infrastructure for curricular and co-curricular activities**
- **Recognition by UGC under 2f and 12B**
- **Holistic Education**
- **The Curriculum is integrated with ICT to enhance employability**
- **Innovative teaching and learning process are effectively followed to ensures holistic education development of student**

WEAKNESS:

- **Low faculty research profile, and patents**
- **Limited scope for updating the course curriculum**
- **Consultancy activities are limited.**
- **Research publications are limited with respect to Scopus & SCI journals.**

OPPORTUNITIES:

- **Recognition as research center under Palamuru University**
- **Scope for high level inter-disciplinary Research.**
- **Tie-ups & academic exchanges with reputed institutes**
- **With significant increase in coaching programs for Competitive Exams, the institution aims to create a greater number of placements for the students.**
- **To strengthen alumni associations for their involvement in developmental, academic, research and mentorship activities of the students.**
- **Opportunity has been created for development of E-content by faculty**

CHALLENGES: –

- **Upgrading & updating programs in tune with global trends**
- **Competing with Autonomous institutions across India**
- **Greater Industry and Academia connect necessary to ensure curriculum and skills in line with requirements.**
- **To achieve higher position in the NIRF ranking**
- **To search for innovative career opportunities for students**

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 report the findings to the Academic Council and GB. 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 forwarded for further discussions and implementation by the Board of Trustees.

CONCLUSION:

The Strategic Plan is a roadmap for achieving the aspirations envisioned by MVS Government Arts & Science College (A). While formulating a strategic framework lays the foundation for success, it is the collective effort and participative brainstorming of stakeholders that drive its realization. Proper implementation of these strategies, supported by teamwork and a shared vision, ensures long-term sustainability and success. This dynamic process requires ongoing refinement, integrating lessons learned along the way.

The IQAC plays a crucial role in maintaining the quality and effectiveness of implementation, ensuring that the college remains aligned with its goals and continues to evolve in response to emerging challenges and opportunities.

MVS GOVERNMENT ARTS & SCIENCE COLLEGE (A) MAHABUBNAGAR

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