

# **Strategic Planning**

**(2017-2022)**

**Rayat Shikshan Sanstha's  
Dr Babasaheb Ambedkar College, Aundh, Pune-**



## Strategic Goals

Dr Babasaheb Ambedkar College Team after brain storming on the vision, mission, quality policy, core values, stock holder's expectations and analysis arrived at the step to establish Institution Strategic Goals (ISG)

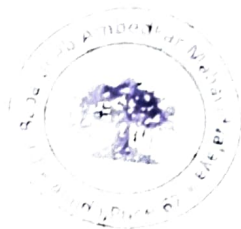
Institution Strategic Goals (ISG):

1. Ensuring good governance
2. Establishing effective teaching learning process
3. Developing leadership and participative management
4. Developing financial management
5. Development of entrepreneurship
6. Encouraging research and innovation work
7. Establishing Internal Quality Assurance System
8. Ensuring student's development and participation
9. Ensuring staff development & welfare
10. Increasing internal revenue generation
11. Increasing Alumni Interaction
12. Engagement in Community Services and Extension Activities
13. Developing physical infrastructure
14. Getting accreditations from statutory bodies



## Strategic Planning (2017-2022)

<p>Good governance</p>	<ul style="list-style-type: none"> <li>• Vision, Mission development &amp; their articulation</li> <li>• Evaluation of Institute performance and benchmarking</li> <li>• Institutional strategic goals setting</li> <li>• Institutional Strategic development plan</li> <li>• Establishing Quality Management Systems</li> <li>• Establishing organization structure</li> <li>• Establishing statutory committees</li> <li>• Establishing E governance</li> <li>• <input type="checkbox"/> Leadership development through decentralization</li> <li>• Establishing internal audit committee</li> <li>• <input type="checkbox"/> Code of conduct and policy formulation, approval and implementation</li> <li>• Establishing fair and transparent performance appraisal system</li> </ul>
<p>Teaching learning process</p>	<ul style="list-style-type: none"> <li>• Academic planning</li> <li>• Development of teaching aids</li> <li>• Procurement of teaching, learning &amp; evaluation software</li> <li>• Development of e- learning resources</li> <li>• Adoption of ICT</li> <li>• Establish research culture</li> <li>• Providing mentoring and personal support</li> <li>• Create fair feedback system ✓</li> <li>• Conduct training need analysis</li> <li>• Evaluation parameters and benchmarking</li> <li>• <i>Continuous assessment to measure outcomes</i></li> <li>• Performance development through credit system</li> </ul>
<p>Leadership and participative</p>	<ul style="list-style-type: none"> <li>• <input type="checkbox"/> Motivating through interactions</li> </ul>



<b>System</b>	<ul style="list-style-type: none"><li>• Educating &amp; Training of all employees</li><li>• Periodic check &amp; guidance</li><li>• Establishment of audit team and process</li><li>• Audit and remedial measures</li><li>• Identifying best practices</li><li>• Formation of Quality circle &amp; functioning</li><li>• Annual report preparation &amp; submission</li><li>• Budget allocation</li><li>• Establishment of <i>infrastructure</i></li></ul>
<b>Student's development and participation</b>	<ul style="list-style-type: none"><li>• Formation of student council</li><li>• Student's representation</li><li>• Participation in competitions</li><li>• Organizing competitions</li><li>• Credit transfer &amp; compensation</li><li>• Rewards &amp; recognitions of achievers</li></ul>
<b>Staff development &amp; welfare</b>	<ul style="list-style-type: none"><li>• Recruitment Policy formation &amp; implementation</li><li>• Staff performance evaluation system</li><li>• Staff Training</li><li>• Best work facilities and infrastructure</li><li>• Membership of professional bodies</li><li>• Code of conduct &amp; service rules</li><li>• Staff welfare policy formation and implementation</li></ul>
<b>Alumni Interaction</b>	<ul style="list-style-type: none"><li>• Formation of Alumni association and registration</li><li>• Data base creation, Regular interactions with alumni and networking</li><li>• Recognition of successful alumni</li><li>• Leverage for guest lecturers/internships/placements</li></ul>



<p>management</p> <p>Financial management</p>	<ul style="list-style-type: none"> <li>• <input type="checkbox"/> Reporting structure</li> <li>• Decentralize the academic, administration and student related authorities &amp; responsibilities</li> <li>• Prescribe duties, responsibilities and accountability</li> <li>• Rotation of key posts to build leadership</li> <li>• Portfolio assignments</li> <li>• Establishment of functional committees</li> <li>• Framing &amp; implementation of Procurement and Financial policies</li> <li>• Department wise Budget planning</li> <li>• Expenditure management</li> <li>• Forecasting income &amp; expenditure</li> <li>• Surplus Fund Management / Emergency plans</li> <li>• Budget formulation &amp; approval through Finance Committee</li> <li>• Periodic Internal/ External Audit</li> </ul>
<p>Institute – Industry Interaction</p>	<ul style="list-style-type: none"> <li>• Formation of industry institute interaction cell</li> <li>• MoUs with industries</li> <li>• Formation of Industrial Advisory Board</li> <li>• Support for internships, visits, trainings, guest lectures</li> <li>• Identifications of industry needs and advice on curriculum</li> <li>• Providing opportunities for Industry based/sponsored projects</li> <li>• Providing career guidance</li> <li>• Strengthen training &amp; placement</li> <li>• Establishing Centre of excellence</li> </ul>
<p>Entrepreneurship</p>	<ul style="list-style-type: none"> <li>• Establishment of Entrepreneurship Development Cell</li> <li>• MoUs with training institutes</li> <li>• Providing training &amp; guidance for entrepreneurship</li> <li>• Establishing incubation centers</li> </ul>
<p>Internal Quality Assurance</p>	<ul style="list-style-type: none"> <li>• Establishment of IQAC</li> <li>• Framing of Quality Policy &amp; publishing</li> </ul>





<b>Community Services and Extension Activities</b>	<ul style="list-style-type: none"><li>• Exploring Contributions</li><li>• Brand ambassadors</li><li>• Sponsorships/scholarships</li><li>• Budget from institution resources/Faculty/students/other donors</li><li>• Identify nearby villages for adoption</li><li>• Projects based on rural challenges</li><li>• Provide vocational training /job oriented training as per local needs at the institute</li><li>• Educational support to village students</li><li>• Conducting awareness camps</li></ul>
<b>Physical infrastructure</b>	<ul style="list-style-type: none"><li>• Smart Class rooms, Tutorials, Seminar halls</li><li>• Modernization of Laboratory &amp; equipment</li><li>• Library infrastructure up gradation</li><li>• Establishment of Virtual lab and networking</li><li>• System up gradation</li><li>• Functional facilities for e-learning</li><li>• Safety &amp; Security management</li><li>• Water facility</li><li>• Medical facility</li><li>• Developing sports ( indoor/outdoor) facilities</li><li>• Hostels facility within the campus</li><li>• Plantation</li><li>• Rain water harvesting</li><li>• Renewable Energy harvesting</li><li>• Hygiene, solid waste management (zero plastic usage, dry &amp; wet refuse)</li><li>• Recycling waste water</li></ul>

  
for PRINCIPAL

Dr. Babasaheb Ambedkar College,  
Aungh, Pune-67.



## ***Conclusion***

The SPDD is an effort for chalking down a pathway towards accomplishment of goals we dream to. Here formulating the strategic plan doesn't ensure success, but it provides a guiding framework which is a collective wisdom 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. The strategic planning is not a static document but it is dynamic process which must respond to the changing environment. There are restrictions in spelling out the detailed processes to be deployed to get the desired outcomes. Hence it needs continuous evolution to incorporate the lessons we learn during the implementation. It emphasizes the role of IQAC in ensuring the quality of implementation by periodic evaluations of outcomes.

  
PRINCIPAL

Dr. Babasaheb Ambedkar College,  
Aundh, Pune-67.