



## INSTITUTIONAL STRATEGIC PLAN

2021-2026



INTERNAL QUALITY ASSURANCE CELL

GOVERNMENT COLLEGE KARIAVATTOM

THIRUVANANTHAPURAM



## INSTITUTIONAL STRATEGIC PLAN

Institutional Strategic Plan enables the institution to assess its progress towards strategic objectives, adapt to external changes, foresee potential hazards, identify pitfalls, and overcome hurdles to drive the institution to accomplish its pursuit completely.

In view of this, IQAC of the college prepared a Strategic plan for the period 2021-26 that aligns with the vision and mission of the college. A committee was constituted comprising of the following members:

### Institutional Strategic Plan Committee

Chairperson	Principal
IQAC Coordinator	Dr. Sabeen H. M. (Geology)
Senior Superintendent	Smt. Vidhya V. T.
Head Accountant	Sri. Vinodkumar
NAAC Convenor	Dr. Jolly Bose R.
Research Club Convenor	Dr. Radhika A.
Academic Convenor	Dr. Bijitha B.
Asst. Professor of Mathematics	Ullas
PTA Secretary	Dr. Baiju S.
NSS Coordinator	Dr. Dhanya C. R.
Documentation Committee Convenor	Dr. Sreela S.R.
LMS Nodal Officer	Jovi Joseph
Industrialist	Anzar Azad, Rainwater Harvesting, Tvpm
Representative from Parent	PTA Vice President
Eminent Person in the Society	Dr. Ramdulari.B, Rtd. Principal
Student Nominee	College Union Chairperson
Alumni	Dr. Raghul Subin (Staff Alumni)
Student Alumni	Vimal D. Kumar



IQAC Coordinator **Dr. SABEEN.H.M**



**JAYA.A.S**  
Principal

**PRINCIPAL**  
**Government College**  
**Kariavattom-Tvm**

## **Institutional Strategic Plan (2021-2026)**

The Institutional Strategic Plan aims to provide the institution with a clear vision and direction for the coming years, organizing collective efforts to accomplish its goals. The strategic plan was framed by the IQAC based on the discussions made among the major stakeholders and by the college council from time to time aiming for the multidimensional growth of the institution in alignment with the vision and mission of the college. The IQAC of the college functions by focussing on different areas to ensure and enhance the quality of education and overall development of the institution. The five year strategic plan for the development of the college is envisaged based on the criteria set by NAAC for quality enhancement. The strategic plan is crafted to bring improvement in areas such as academic excellence, curricular planning & implementation, student support & progression, teaching learning & evaluation, infrastructure & learning resources, research and development, governance & leadership, engagement of stakeholders, quality assurance & accreditation and best practices to be followed.

### **Vision**

To be a nationally acclaimed institution of excellence in higher education, inculcating value-based quality education for upholding human nobility and the rich cultural heritage through various curricular, co-curricular, extra-curricular and extension activities devoted to the society.

### **Mission**

- To enhance access and inclusivity in quality education for students from all strata of society and mould them into socially responsible, morally conscientious and ethically principled citizens.
- To develop scientific temper, critical and creative thinking and spirit of inquiry through diverse teaching-learning practices.
- To empower women and enable them to confront the challenges of the globalised world with determination and confidence.
- To provide a context of learning that nurtures intellectual power and enhances attributes like professionalism, humanism and social commitment.
- To inspire the faculty members in pursuing academic research and extension activities which in turn enable the learners to resolve the intricacies inherent in the global scenario.



## 1. CURRICULAR ASPECTS: CURRICULAR PLANNING & IMPLEMENTATION

★ **Goal:** Achieving Academic Excellence

★ **Action Plan :**

- Implementing bridge courses to prepare the students admitted to the non-conventional courses (Biochemistry, Biotechnology, industrial chemistry etc) offered by the college, in which the students might not have top level knowledge that they would have otherwise acquired via the school curriculum.
- Implementing a Learning Management System (LMS) which will serve as a comprehensive platform for online course delivery, student engagement, and resource management, thus enhancing accessibility, flexibility, and interactivity in the learning experience for both students and faculty members.
- Implementing curriculum to attain Course Outcome and Program Outcome.
- Preparing an academic calendar annually in alignment with the University schedule and striving to adhere to the designated timeframes as closely as feasible.
- Ensuring the effective implementation of the academic guidelines laid down by the University.
- Promoting faculty participation in workshops, training sessions, and other activities aimed at curriculum revision.
- Encouraging departments to organize seminars & workshops to update the faculty and students about the recent developments in concerned disciplines and facilitate the interaction of students & faculty members with eminent academicians & researchers.
- Organizing Student Seminar Series to improve the presentation skills and knowledge of students.
- Promoting the use of ICT enabled tools and online resources to make the teaching learning process more effective and personalized.
- Providing guidance and support to the students to enhance the depth in their knowledge in topics not covered in the regular curriculum via online courses of SWAYAM, NPTEL etc.
- Introducing more Post Graduate courses and multidisciplinary courses through which the college can broaden the academic horizons and provide students with diverse learning opportunities that align with current industry demands and societal needs.



### Feedback system

- Enhancing the feedback mechanism through consistent collection and analysis of feedback from students, parents, alumni and addressing the issues, if any, based on feedback to maintain the standard and quality of the institution.

## 2. TEACHING LEARNING & EVALUATION

### ★ Goal 1: Transparent Evaluation Mechanism

#### ★ Action Plan:

- Conducting regular centralized internal examinations and addressing grievances, if any, raised in this regard, on time.
- Carrying out regular result analysis and DLMC meetings to analyse the academic status of each student and conducting PTA meetings to update the parents regarding status of their wards in academics.
- Encouraging experiential /participative learning among students in order to make the teaching- learning process more student centric.
- Improving the evaluation process by conducting interactive sessions, group discussions, group seminars etc, apart from the conventional test and assignments.

### ★ Goal 2: Catering to Student Diversity

#### ★ Action Plan:

- Conducting regular class assignments to identify both slow and advanced learners and provide support systems to cater their needs through various programs like Student Seminar Series for advanced learners and support programs for slow learners which includes remedial coaching, peer teaching etc., utilizing the potential of advanced learners.
- Creating an inclusive environment by catering to the academic needs of students through educational experiences practiced with reference to gender, ethnicity, social class and differently abled.
- Assisting foreign students in breaking communication barriers through measures for the development of English and basic regional language skills.
- Improving the utilization of the tutorial system for the overall development of students.



### **3. RESEARCH AND EXTENSION**

#### **★ Goal 1: Promoting Research**

##### **★ Action Plan:**

- Setting up a research committee to coordinate research activities among the faculty and students.
- Establish a journal club to promote reading research articles and discussion among the research community of the college.
- Encouraging collaborations with other academic institutions and research centers.
- Establishing an incubation centre to support student and faculty startups.
- Encouraging interdisciplinary collaboration among faculty and students.
- Upgrading laboratories and establishing research centres in the college.
- Motivating faculties to apply for research guideship and research projects funded by state/national agencies.
- Organizing seminars and workshops in connection with Research Methodology, Intellectual Property Rights and Entrepreneurship.

#### **★ Goal 2: Expanding Extension Activities**

##### **★ Action Plan:**

- Conducting workshops and training sessions to propagate knowledge regarding community service to students.
- Associating with NGOs, community organizations and government agencies to increase outreach programs.
- Engaging in charitable activities by generating and collecting funds/commodities from staff and students.
- Expanding the extension activities of our college at our participatory village Thelikachal at Pullampara Panchayat.

### **4. INFRASTRUCTURE AND LEARNING RESOURCES**

#### **★ Goal 1: Upgrading Infrastructure and IT Facilities**

##### **★ Action Plan:**

- Constructing new blocks for research, library, classrooms, exam halls, and hostel within the campus and renovating existing classrooms.
- Modernizing and upgrading of classrooms by providing ICT facilities like LCD projectors, Interactive intelligent panels and Wi-Fi facilities.



- Upgrading the facilities in the laboratories by purchasing lab equipment and upgradation of systems & softwares.
- Improving the various amenities for students and providing the general facilities for physically challenged students.
- Installing CCTV cameras within the campus to ensure safety.
- Upgrading college store and reprographic facility for students at a nominal rate.
- Installing solar panels as part of the green initiative.

★ **Goal 2: Upgradation of Library Resources**

★ **Action Plan**

- Full Automation of library with Integrated Library Management System.
- Updating reference books, journals, text books and e-learning resources through N-LIST subscription.
- Updating question banks regularly.
- Implementing of e-login facility

★ **Goal 3: Strengthening Sports and Cultural Facilities**

★ **Action Plan**

- Maintaining playground facility, setting up of new play courts and upgradation of sports facilities and gymnasium.
- Providing appropriate coaching for events to students for participating in inter- and intra collegiate sports competition.
- Constructing a new open air auditorium and renovation of the existing one for conducting cultural activities.

**5. STUDENT SUPPORT AND PROGRESSION**

★ **Goal 1: Providing Scholarships and Freeships**

★ **Action Plan:**

- Increasing awareness of various scholarships among students, aiming to maximize the number of applicants in each scholarship category.
- Initiating institution of endowment awards through alumni and other organizations.

★ **Goal 2: Enhancing Capability and Employability of Students**

★ **Action plan:**

- Providing career advice/counselling with the help of Career Guidance/Placement cell.



- Setting systems supportive of learning and personal development.
- Organizing capacity building/soft-skill development programs for students.
- Promoting mentoring systems to identify the potential and shortcomings of the mentees and give appropriate guidance for their holistic development.
- Providing coaching for students in competitive entrance examinations for higher studies.
- Providing certificate courses with an aim to improve the employability of the students.
- Organizing department wise orientation programs through the active involvement of distinguished Alumni of the department.

★ **Goal 3: Grievance Redressal Mechanism**

★ **Action plan:**

- Providing support and creating a sense of security among students within the campus by giving awareness about the functioning of student support cells especially, the Anti-ragging cell, Grievance-Redressal Cell, Student Grievance-Redressal Cell (UGC & State).
- Ensuring emotional support to the griever through counselling sessions by Jeevani Counseling Center, a Mental Health Project implemented by Directorate of Collegiate Education (DCE), Government of Kerala.

**6. GOVERNANCE, LEADERSHIP AND MANAGEMENT**

★ **Goal 1: Implementation of Strategic Plan**

★ **Action Plan:**

- Preparing an institutional strategic plan considering the suggestions from the major stakeholders of the institution and as per timely & immediate requirements of the institution.
- Preparing a long term perspective plan based on the vision and mission of the institution.
- Conducting activities as per the plan to attain overall excellence.

★ **Goal 2: Implementing Welfare Measures for Staff**

★ **Action plan:**

- Expanding staff club activities for the welfare of staff of the college by providing financial assistance to the needy.
- Improving general facilities for the students and staff members of the college.
- Providing regular training for the faculty and administrative staff.





- Providing gymnasium, yoga and recreation facilities to staff.
- Conducting cultural programs to refine the soft skills & talents of staff members and to improve interpersonal relations.

★ **Goal 3: Faculty Empowerment and Resource Mobilization**

★ **Action plan:**

- Motivating faculty to participate in Faculty Development Programs for teaching staff and administrative training programs for the non-teaching staff.
- Encouraging faculties to apply for research guideship and research projects funded by state/national agencies KSCSTE, DST, DBT, etc.
- Conducting college level FDP programs, focusing on ICT enabled teaching methodology.

★ **Goal 4: Timely Performance Appraisal for Promotion of Faculty**

★ **Action plan:**

- Collecting annual appraisals of faculty.
- Assisting the faculty members in timely placement and promotion.
- Ensuring the attainment of promotion requirements of faculty.

★ **Goal 5: Quality assurance Initiatives**

★ **Action Plan:**

- Reviewing the teaching learning process and initiating steps for improvement.
- Conducting academic and administrative audits for quality assurance.
- Taking measures to improve the NAAC grade of the institution.
- Participating in recognised Institutional ranking systems like Kerala Institutional Ranking Framework (KIRF) and NIRF.

**7. INSTITUTIONAL VALUES AND BEST PRACTICES**

**Goal 1: Upholding Gender Equity and Evoking Gender Sensitization**

**Action Plan:**

- Conducting awareness campaigns for guaranteeing gender sensitivity and equality among students and staff by Gender Sensitization Forum of the college.
- Organizing training programmes for women empowerment by Women's Studies Cell and Women's Welfare Committee.
- Providing legal awareness classes to students and staff through the Sexual Harassment Prevention Committee and Internal Complaint Committee (ICC).



- Ensuring equal participation of students, irrespective of gender, in curricular, co-curricular and extra-curricular activities.
- Conducting gender audits for identifying gender inequalities.

★ **Goal 2: Instilling Environmental Consciousness and Sustainability**

★ **Action plans: :**

Implementing clean and green campus initiatives by the following:

- Managing proper segregation and disposal of biodegradable, non-degradable & e-waste and ensuring a plastic free campus.
- Disposal of degradable waste through compost pits and recycling by installing biogas plant for energy production.
- Conserving water through rainwater harvesting in high capacity tanks and ground water recharging through open wells.
- Training and encouraging organic farming among students and staff of the college.
- Practising energy conservation measures through installation of solar panels, use of energy efficient LED lighting.
- Conducting green audit, environmental audit and energy audit as part of sustainability practice in our institution.
- Promoting environmental and sustainability activities beyond the campus.
- Initiating campus beautification by landscaping and gardening with flowering and ornamental plants.
- Discouraging the use of vehicles inside the campus by constructing pedestrian friendly pathways.

★ **Goal 3: Creating Divyangjan Friendly Environment**

★ **Action Plan:**

- Constructing ramps, walkways with tactile tiles and handrails for ease of mobility.
- Providing Divyangjan specific toilet facility.
- Displaying layout map of the college at the entrance.
- Ensuring the reach of official and academic information to all, including Divyangjan by announcements made through the Media club of the college.

★ **Goal 4: Fostering Human Values and Professional Ethics**

★ **Action Plan:**

- Observing all days of National and International importance.



- Providing an inclusive environment through programs fostering tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities.
- Sensitizing students and staff of the college to the Constitutional obligations by organising awareness classes and programs.
- Initiating Student Palliative Care activity for sick and bedridden patients of the neighbouring community.
- Launch various community centric programs in the participatory village at Thellickachal, Pullampara Panchayat to foster participative and experiential learning among students.

A handwritten signature in blue ink, consisting of stylized initials and a horizontal line.

**Institutional Strategic Plan (2021-2026)**  
**(Inclusion of NEP based Strategies)**

In view of implementation of NEP 2020 and as part of preparedness of our institution for NEP based education, the IQAC core committee ratified the decision to include the following strategies in the Institutional Strategic Plan-2021-2026.

- Integrating Indian Knowledge System into curriculum through online and offline courses
- Promoting activities of EWYL (Earn While You Learn), a State Government Initiative for providing opportunity to students in acquiring work experience and skill enhancement along with academics.
- Proper implementation of curriculum to attain Course Outcome and Program Outcome to capture outcome based education in view of NEP 2020.

  
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