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STRATEGIC PLAN

Submitted by-

Ram Chameli Chadha Vishvas Girls College Ghaziabad, Uttar Pradesh
(Affiliated to AKTU Lucknow and Chaudhary Charan Singh University Meerut, Approved
by AICTE and NCTE Jaipur, Accredited with NAAC B++ Grade)
Address- Campus-1 C-22, Meerut Road, Ghaziabad UP (India), **Campus-2** A-6/II, Guldhar,
Meerut Road Industrial area, Ghaziabad Uttar Pradesh (India),
Contact Number : -+91-7827800560, +91-7827800562,
Email Id -rccvgpgcollege10@gmail.com, rccvgirlsc2@gmail.com

Preface

While formulating the Development Plan, 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.

Vision

To become a leading Institute in producing high-quality women professionals in the field of Art, Science, Commerce, Computer Application, and Teacher Education, for Nation Building.

Mission

• To develop human potential to its fullest extent so that capable professionals emerge in a range of various professions.
• To strive for Professional Excellence with Ethical and Moral Values.
• To nurture the students with high quality education.
• To promote Creativity, Excellence and discipline.
• To explore Career opportunities for the students.
• To create Social and Environmental Awareness among students.
• To develop socially responsible professionals.

Objectives

• To enable our students to realize their potential and self-worth so that they evolve as leaders and transforming agents who make a significant contribution in all spheres of life.
• To nurture a community of learners motivated by a quest for academic excellence.
• To equip our students with the latest technological and soft skills as well as other learning resources available, so that they have the confidence to cope with the emerging demands of a digitalized world.

Quality Policy of The Institute

• To cater State-of-the-art Infrastructure Facilities
• To apply latest Pedagogical Methods while delivering the Academic Programs
• To utilize the potential of highly qualified, experienced and committed Faculty
• To generate knowledge and promote academic growth by offering various value-added programs
• To collaborate with academia, industry and society for long term interaction.
• To generate and disseminate knowledge through training programs/ workshops/seminars/ conferences/ publications.

Strength Weaknesses Opportunities and Challenges (SWOC ANALYSIS)

Strengths(S)

• Longevity and Reputation: Being established for 29 years, the college has built a strong reputation and trust in the community.
• All-Girls Environment: The focus on all-girls education is our unique selling point, offering a safe and conducive environment for female students.

- Diversity of Courses: Offering over 14 courses provides students with a wide range of educational options, catering to different interests and career goals.
- Scholarships - As a non-profit institution, the college has a mission-driven focus on providing quality education to underprivileged girls. We have spent over 40,00,000(Forty Lacs) in the last 5 years providing education to the underprivileged.
- Social Drive the college has spent over 20,00,000 in the last 5 years towards the upliftment the society in numerous forms, donations, sponsoring weddings of the underprivileged etc.
- Faculty - More than half of our faculty has been working at the institution for more than five years. Moreover, 60% of a faculty, holds PhD degree. They are all driven towards the same goal and objectives of the institution.
- Organization structure: our organization structure is very defined, yet at the same time, the communication between management administration and the faculty is very fluid and open, which helps in decision making and growth of our institution.
- Activities undertaken to promote social welfare and inculcate a sense of social responsibility.
- Research environment and importance given to faculty and student research Continuous progressive evaluation system for students
- Participative Management.
- Value Added Courses like Advance Java, Digital Marketing, E-Content writing, Tally, CTET coaching
- Large number of initiatives undertaken for supporting number of slow learners and students from diverse backgrounds
- Emphasis on holistic development of students.

Weaknesses (W)

- Limited Resources Being a Non-profit institution, that aims to provide education to all in need, we sometimes face resource constraints, which a private / profit driven institute might not.
- Competition: Ghaziabad has many reputable educational institutions, and the college may face competition in terms of attracting and retaining students.

Opportunities (O)

- CSR & Government Grants: Private industries and government often provide grants and incentives for educational institutions focused on underprivileged students which we have recently started exploring.
- Community Partnerships: Building partnerships with local organizations and businesses can lead to increased funding and support for the college.
- Online Education / Digital Focus Expanding online course offerings can reach a wider audience, including students who cannot attend in person.
- Alumni Engagement: Engaging and registering alumni for mentorship, and financial support is something we would like to focus more on
- Green initiatives: As we are getting more aware of the resources available, we would like to adapt solar panels, conduct rain water harvesting, save electricity by making the campus automated Etc.
- More focus to provide Career counseling to girls and also giving coaching by experienced faculty to qualify state level exams like NET, CSIR, CTET etc.

Challenges (C)

- *Economic Disparities*: The underprivileged status of students may lead to financial challenges, affecting their ability to pay tuition and access resources.
- Changing Education Landscape: Adapting to new education policy and technologies and methodologies can be difficult for our established institution.
- Quality of Faculty: Attracting and retaining highly qualified faculty, especially on a nonprofit budget, is   challenge.
- Regulatory Compliance: Ensuring compliance with government regulations, especially in the educational sector, can be complex and resource-intensive.

Strategic Planning

The passionate team of RCCV after several discussion and planning and guided by the Mission and Vision of the Institutes Quality Policy, Core Values, Stake holder's expectations and SWOC analysis framed the Institutions strategic Goals.

Institution Strategic Goals:

- Following effective teaching learning process
- Developing and following leadership and participative management
- Establishing continuous Internal Quality Assurance System
- Ensuring good governance
- Ensuring student's development and participation
- Ensuring staff development & welfare
- Put emphasize on Institute–Industry in traction and partnership
- Development of entrepreneurship
- Encouraging research and development work
- IncreasingAlumniInteractionandparticipationandOutreachactivities
- Engagement in Community Service sand Activities
- Developing physical infrastructure
- Getting member ships of professional bodies, Local chapters, student 'chaptered.

Strategic Planning

Teaching learning process	- Academic planning and preparation of Academic Calendar - Development of teaching plane - Preparation of Lesson Plan based on CO & PO mapping - Use of more teaching aid sand adopt more ICT - Development of e-learning resources - Promote research culture &facilities - Provide mentoring and personal support - Follow transparent and fair feedback system - Conduct training, based underdialysis - Evaluation par ammeters and bench marking - Continuous assessment to measure out comes - Performance development through credit system - Implementation of best practices
Leadership and Participative Management	- To follower porting 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 goof Quality Policy & publishing regularly - Formation of Quality Monitoring Committee & functioning - Periodic check & guidance for quality improvement - Audit for remedial measures - Promoting best practices - Annual report preparation & submission

Good governance	- Vision, Mission development & their rearticulation in every Key position - Inclusion of industrialists & academicians in the Governing Body - Evaluation of Institute 'performance and bench marking - Institutional strategy coals setting - Institutional Strategic development plan - Monitoring and Implementing the Quality Management Systems - Following organization structure - Smooth Working of statutory committees - Establishing Governance - Leadership development through decentralization - Establishing in ternal audit committee - Code of conduct and policy formulation, approval and implementation - Establishing fair and transparent performance appraisal System
Student's development and participation	- Budget all location for student development programmers and activities - Students Trainings & Placement Activities - Formation of student council - Student's representation in various committee and cell - Participation in competitions - Organizing competitions - Credit trans fer & 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 advance men schemes - Rewards, recognitions and incentives - Deputation for seminars, conferences workshops etc. - Sponsorship/Motivation for qualification improvement - Support for search, consultancy, innovations

Financial management	• Framing & Implementation of Purchase and Financial policies • Department wise Budget planning and all location • Forecasting income & expenditure • Effective function in go purchase committee • Plans for Emergency Fund • Budget formulation & approval through governing body • Periodic Audit
Institute–Industry Interaction	• MOUs with industries & reputed organizations • Support for internships, visits, trainings, guest lectures • IdentificationsofindustryneedsandadviceonCurriculumforextracou rsesapartfromcurriculum. • Providing opportunities for Industry based/sponsored projects • Providing career guidance • Strengthen training & placement
Research and Innovation	• Research Centre Proposed (Education) and research Guide approved from university • Establish and develop Laboratories with more research acidity • Fund generation through Project proposals from CSR • Apply for Government/Non-Government industry, sponsored funds

Alumni Interaction	• Formation of Alumni association, participate on in many activities • Data base creation, Regular in tractions with alumni and networking • Recognition of successful alumni • Leverageforguestlecturers/internships/placements/train ing/entrepreneurship • Exploring Contributions • Brand ambassadors
Community Services and Outreach Activities	• Functional NSS cell • Identify community and social development work • Identify challenges of society for development work • Provide vocational training/job-oriented training as per local need sat the institute • Educational support to village people • Conducting awareness scamps

Physical infrastructure	• Infrastructure building development & modification • Smart Classrooms, Tutorials, Seminar halls • Modernization of Laboratory & equipment • More ICT enabled classrooms • Library infrastructure up gradation • System up gradation • Functional facilities for-learning • Safety &Security management • Water facility • Medical facility • Developing sports(indoor/outdoor) facilities • Plantations • Hygiene, efforts to make plastic free & green campus • Recycling of water

Creating an organization-wide awareness campaign and policies to address and enforce a zero-tolerance stance on RCCVGC (which stands for Rape, Child Marriage, Child Labor, Violence, and Gender Discrimination) is a crucial step for an underprivileged all-girls college with a reputable image in the community, established since 1994. Here's how such an initiative might look:

*Awareness Campaign: *

1. *Educational Workshops*: Conduct regular workshops and awareness programs on RCCVGC issues for both students and staff. Collaborate with NGOs and experts to provide comprehensive training.

2. *Student Engagement*: Involve students in creating awareness materials, such as posters, videos, and art installations, to educate their peers and the community.

3. *Parental Involvement*: Host informational sessions for parents to raise awareness about RCCVGC and engage them in preventing these issues.

4. *Community Outreach*: Extend awareness campaigns beyond the college by organizing events, seminars, and rallies in the local community to address RCCVGC issues.

*Zero Tolerance Policies: *

1. *Explicit Policies*: Develop clear and explicit zero tolerance policies against RCCVGC within the college. These policies should outline the consequences for any violations.

2. *Reporting Mechanisms*: Implement confidential and easily accessible reporting mechanisms for students and staff to report RCCVGC incidents. Ensure that they feel safe and supported when coming forward.

3. *Investigative Procedures*: Establish a well-defined procedure for investigating and addressing reported incidents, ensuring due process and sensitivity to the survivors.

4. *Support Services*: Offer counseling and support services for survivors of RCCVGC, including access to medical care, legal support, and mental health resources.

5. *Prevention Programs*: Develop ongoing prevention programs and workshops to educate the college community about the importance of respecting human rights and gender equality

6. *Collaboration with Authorities*: Collaborate with local law enforcement, child welfare agencies, and women's organizations to ensure a coordinated response to RCCVGC cases.

7. *Regular Audits and Reviews*: Regularly audit and review the effectiveness of the policies and awareness programs to make improvements where necessary.

Implementing these awareness and policy measures will not only help prevent RCCVGC within the college but also strengthen its reputation

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Strategy Implementation and Monitoring

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	Management, Principal, Administration Office
Branding/Expansion	Management, Principal,
Students Admissions	Principal, HODs, Admission team,
Statutory Compliance	Principal, HODs, Coordinator
Infrastructure(physical)	Govt Body, Principal, HODs, Coordinators
Infrastructure (Academics)	Principal, HODs
Teaching-Learning	Principal, HODs, Faculty and Staff
Research &Development	Principal, IQAC. HODs
Students Development	Principal, HODs
Departmental Activities	HODs and Faculty
Training & Placement	Principal, TPO&HODs
Quality Assurance	IQAC team

Measurable Criteria for 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 to examinations (Pass, First classes, Distinctions) ✓ Graduate attribute attainment levels ✓ Student feed back
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 HOD's, Departmental, IQAC, T& P, and Activity Committee Meeting etc. ✓ Audits Reports ✓ ConductofAcademicActivitieslikeNationalandInternationalConferences, Workshop, Seminar, FDP, Guest Lecture etc. ✓ NAAC Documentation

Good governance	✓ Vision Mission, Dissemination & Review ✓ Organizations structure ✓ Degree of decentralization ✓ Degree of 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
	✓ Funding for sports
	✓ Academics Achiever's Awards,
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 fore casting income & expenditure
	✓ Utilization/Allocation of funds
	✓ Internal & External Audit
Institute–Industry Interaction	✓ No. of active MOUs
	✓ No. of Initiatives/activities through MOUs
	✓ No. of Advisory Board meetings/year
	✓ No. of Initiatives/ contributions by Advisory Board
Students Development	✓ Number of career guidance trainings
	✓ Number of skill development programmes (Values Added/Add-On Program)
	✓ Number of vocational trainings
	✓ Number of placement drives organized
	✓ Number of placement drives participated
	✓ Number of placements
	✓ Special Concession Policy for Admissions

Entrepreneurship	✓ No. of entrepreneurship trainings organized/participated ✓ No. of graduates becoming entrepreneurs ✓ No of Guest Lectures with Govt .Bodies (Banks, UP Govt led Mission Shakiest.)

Alumni Interaction	✓ Alumni database ✓ Number of interactions (Alumni Meet, Alumni Lectures) ✓ Support for internships/placements/projects/consultancy/Admissions ✓ Contribution toward students' development
Infrastructure-physical	✓ Number of buildings, classrooms added ✓ New equipment added ✓ Annual budget allocated & utilized ✓ Waste water STP Plant Recycling of water ✓ Green initiatives
Infrastructure-Academic	✓ Number. Of Volumes &Titles in library ✓ DELNET and N-LIST softer purchase ✓ Smart Classroom ✓ ICT enabled classrooms ✓ E-Resources

Monitoring of strategic plan

> The implementation of strategic plan will be monitored time to time by Governing Body, Principal, HODS, Academic Development Council and other committees through periodic review. The section heads will prepare the detailed progress report and presenting meetings. The bench marking 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 Governing Body. 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 in a better way.