



S.N.D.T.College of Education, Pune.

Strategic Planning & Deployment

2017-27

Preface

Strategic planning is very essential for any organization to accomplish the Vision and Mission, which it wants to achieve. Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and Deployment Document (SPDD) is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives.

The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short term goals. These are defined and guided by the stake holders (management, leadership, HODs, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members. The strategies with action plans were decided to achieve institutional strategic goals.

While formulating the strategic plan and deployment document, 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. This will emerge to be the guiding force for S.N.D.T.College of Education, to achieve its goal to become an institution of “Academic Excellence” and providing professional teachers to the society.

Vision:-

Developing empowered, creative & constructive women teachers enlightened with the global educational needs.

Mission:-

Creating conducive learning environment of innovations & research through constructivist curriculum transaction.

Objectives:

- To encourage innovation in teaching learning process.
- To equip teachers to be facilitators of education.
- To develop socially aware teachers.
- To impart value based life skills education.
- To inculcate habit of research in education.
- To develop awareness of global educational trends.
- To collaborate with stakeholders focused on inclusive community development.

SWOC Analysis

Strength

1. Good reputation in the Teacher Education field.
2. Equal emphasis on co-curricular and value added programmes on Emerging Technologies.
3. Eco-friendly and amicable ambience for working.
4. Continuous beyond the curriculum efforts to make the students ready for the present global scenario.
5. Constant mentoring, monitoring, and a strong feedback system of students.
6. Training and Grooming of students to make them professional teachers.
7. Academic achievements of students in University examination and other platforms.
8. Placement of students in various reputed Schools, Colleges & Educational Institutions.
9. Well qualified, experienced & Dedicated Staff.
10. Good Stakeholder Relationship.
11. Safe secure & green campus.
12. Central location of the institute with the hostel facility.

Weaknesses

1. Shortage of ample opportunity for Research Activities like Major, Minor researches due to funding problem by Govt., Non Govt. & External agencies.
2. Limited availability of funds for further expansion of infrastructure facilities.
3. Limited International and National Collaboration activities.

Opportunities

1. Collaboration with International and National Institutes of reputation & recognitions.
2. Faculty – student exchange programme with reputed National & Foreign Universities
3. Focus on Research activities & collaboration with institutes, GOs and NGOs
4. Involving more faculty members in research oriented programmes.

Challenges

1. Students come with various vernacular and ethnic backgrounds and training these English, Marathi and Hindi speaking students using multi lingual approach and developing their communication skills is really a challenging job.
2. Keeping pace with continuous modification of technological advancement is challenging.
3. To attract more capable students in the teacher education programme.
4. Filling up of vacant positions.

Strategic Goals

The passionate team of SNDT B.Ed. 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 SWOC analysis framed the Institutions strategic Goals.

Institution Strategic Goals:

1. To follow effective teaching learning process
2. To develop and follow leadership and participative management
3. To establish a continuous Internal Quality Assurance System
4. To ensure good governance
5. To ensure student's development and participation
6. To ensure staff development & welfare
7. To develop financial management
8. To put emphasize on Institute –schools, colleges & educational institutes collaboration.
9. To develop professionalism.
10. To encourage research and development work
11. To increase internal revenue generation
12. To increase Alumni Interaction and participation and Outreach activities
13. To engage in Community Services and Activities
14. To develop physical infrastructure
15. To get memberships of academic/professional bodies.

Strategic Planning

1	Teaching Learning Process	<ul style="list-style-type: none"> • Academic planning and preparation of Academic Calendar • Development of teaching plan. • 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 • Evaluation parameters and benchmarking • Continuous assessment to measure outcomes • Performance development activities • Implementation of best practices
2	Leadership and participative management	<ul style="list-style-type: none"> • To follow reporting structure • Decentralize the academic, administration and student related authorities & responsibilities • Prescribe duties, responsibilities and accountability • Establishment of functional committee. • Bringing maximum transparency in all walks of the administration
3	Internal Quality Assurance System	<ul style="list-style-type: none"> • Active IQAC. • Framing of Quality Policy . • Formation of Quality Monitoring Committee & functioning • Faculty Development programme for 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
4	Good governance	<ul style="list-style-type: none"> • Every activity directed towards Vision & Mission • Evaluation of Institute's performance and benchmarking • Institutional strategic goals setting • Institutional Strategic development plan • Monitoring and Implementing the Quality Management Systems

		<ul style="list-style-type: none"> • 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
5	Students' development and participation	<ul style="list-style-type: none"> • Budget allocation for student development programmes and activities • Students' Trainings & Placement Activities • Formation of student council • Students' representation in various committee and cell • Participation in competitions • Organizing competitions • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities • Establish and subject clubs and enhance their activities.
6	Staff development & welfare	<ul style="list-style-type: none"> • 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
7	Financial management	<ul style="list-style-type: none"> • Framing & implementation of Purchase and Financial policies • Section wise & activity wise Budget planning and allocation • Forecasting income & expenditure • Effective functioning of purchase committee • Budget formulation & approval through Finance Committee

		<ul style="list-style-type: none"> • Periodic Audit
8	Institute & Other Schools-colleges Interaction	<ul style="list-style-type: none"> • MoUs with other educational institutes. • Support for internships, visits, trainings, guest lectures • Identifications of stakeholders' needs and advice on Curriculum for extra courses apart from curriculum. • Providing career guidance • Strengthen training & placement
9	Development of professionalism	<ul style="list-style-type: none"> • Deliberately planned activities to develop professionalism. • Interactions with successful teachers, government educational officers to become professional teachers. • Orientation by expert professionals.
10	Research & Innovation	<ul style="list-style-type: none"> • Active RAC • Fund generation through Project proposals • Apply for Government/Non Government sponsored funds • Collaborations with Government & Private Institutes, Universities and Research Organizations • Establishing Research Club
11	Internal revenue generation	<ul style="list-style-type: none"> • Identification and Strengthening of IRG activities • Policy for Incentives for Revenue generation plans • Advertising
12	Alumni Interaction	<ul style="list-style-type: none"> • Activation of Alumni association, participation and registration • Regular interactions with alumni and networking • Recognition of successful alumni • Leverage for guest lecturers/internships/placements/training/ • Exploring Contributions • Sponsorships/scholarships/fund generation
13	Community Services and Outreach Activities	<ul style="list-style-type: none"> • Budget from institution resources/Faculty/students/other donors • Identify community and social development work • Identify challenges of society for development work • Conducting awareness camps
14	Physical infrastructure	<ul style="list-style-type: none"> • Infrastructure building modification • Smart Class rooms, Tutorials, Seminar halls • Modernization of Laboratory & equipment • More ICT enabled classrooms

		<ul style="list-style-type: none"> • Library infrastructure 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 • Extending the available infrastructure. • Beautification of the campus. • Establishing Nature and Environment clubs.
15	Getting memberships of academic/professional bodies	<ul style="list-style-type: none"> • Motivation to the staff to become members of professional bodies. • Support staff to join professional bodies. • Referring staff for the membership of professional bodies.
16	Organization of State, National & International level Activities	<ul style="list-style-type: none"> • Workshops • Seminars • Conferences • Symposiums
17	Addition of New Courses	<ul style="list-style-type: none"> • Post Graduate Diploma In Disability Rehabilitation Management • B.Ed. Special (LD) • Integrated Teacher Education Programme

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 other team members will be the custodian for strategic plan and its deployment.