

Sadhu Vaswani Autonomous College,  
Sant Hirdaram Nagar, Bhopal M.P.

**Strategic Plan**

(2023-24)

- ❖ Good Governance and leadership in realizing the valued education, Mental Health awareness, sensitizing students for Rights, values and duties.
- ❖ A proposal for consultancy programs.
- ❖ To execute Skill Development programs and Incubation center.
- ❖ Effective career guidance and placement support for the students of all streams.
- ❖ Strengthen and attain academic excellence by implementing NEP-2020 and affirming skill based, employability oriented courses.
- ❖ Expand ICT techniques of teaching – learning methods.
- ❖ To inculcate the research environment and to improve research paper publication in UGC Care.
- ❖ Organize workshops for curriculum enrichment and redesigning.

# Sadhu Vaswani Autonomous College, Sant Hirdaram Nagar, Bhopal M.P

## **Strengthen and attain academic excellence by using NEP-2020 and affirming skill based, employability oriented courses.**

- ❖ Introduction of interdisciplinary, skill based and relevant academic programs that have application throughout the world while containing the curriculum under NEP.
- ❖ Lead efforts to promote inter professional and experiential education at all level, that are of global standards.
- ❖ Facilitate and enhance student support that promotes co-curricular and extracurricular opportunities for the students to pursue and excel in the skills which enable them in meeting challenges in their real life.

## **Expand ICT techniques of teaching –learning methods.**

- ❖ The expansion of ICT capabilities helps in creating a platform that delivers the core academic activities and most demanded learning modes on clear priorities and procedures and will use these capabilities too.
- ❖ Develop a sharpened edge of education which focuses on supporting life - long learners to have skill development and knowledge advancement.
- ❖ Contribute to the success of the students by improving the quality of support services it offers the students, notably one that respects and promotes the enlightened citizenship.
- ❖ Maintain the quality and availability of learning resources that support excellence in education and research.

# Sadhu Vaswani Autonomous College, Sant Hirdaram Nagar, Bhopal M.P

## **Skill Development Programs and Incubation Center.**

- ❖ The Skill Development and Incubation Centre is developed in the college to train the students with skills other than curriculum.
- ❖ Various skill based activities periodically for common for all stream students affirming employability.
- ❖ Committees from each department are framed to counsel the students regarding their course.

## **Good Governance and leadership in realizing the valued education.**

The college has committed to itself to help the college develop the next generation of leaders who can help the society realize its objectives and provide good governance. The college will –

- ❖ Follow clarity, compassion & consistency in governance to achieve the strategic direction of good governance.
- ❖ Achieve more transparency in the execution of policies and procedures and implement participatory decision making.
- ❖ Enhance the intellectual honesty among all the levels of leadership through various leadership development programs.

**Sadhu Vaswani (Autonomous) College**  
**Sant Hirdaram Nagar , Bhopal**



*Strategic Planning and Deployment Document*

*(2023-2024)*

## **Summary:**

The first part of it addresses the vision, mission which the institute sees along with core values, institutional long term & short term goals. These are defined and guided by the stake holders (management, leadership, Heads of Department, 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 Heads of Department 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 Sadhu Vaswani (Autonomous) College to achieve its goal to become an institution of Academic Excellence and providing professionals.

**VISION:** To be a value based globally recognized institution known for its focus on delivering unparalleled education ensuring excellence and in academic and research activities to meet the needs of community as a whole.

## **MISSION**

1. Skill development programs to executed and monitored.
2. Career oriented guidance to shape up the students growth, personality development and goal achievement.
3. Advancement of research attitude and scientific temperament among the youth to develop intellectual society.
4. Serving the underprivileged rural youth, educating them to social consciousness of rights and responsibilities.
5. Integrating Human Values, thus developing a sense of the divine presence by means of group activities and personal guidance, in a family atmosphere.

## **GOAL**

To deliver quality education for the betterment of Mankind.

## **OBJECTIVES**

To provide quality education

To impart life skills and values

To train in confidence building and decision making

## **Core values:**

### **Quality**

Being an autonomous college maintains good standards in teaching and learning, student centric support, encouragement for overall development of students. The Skill Development and Incubation Centre is developed in the college to train the students with skills other than curriculum. Along with normal UG and PG programmes , the college is running PGDCA and value aided courses. To ensure program quality on the basis to strengthen the overall effectiveness of curriculum, instructional delivery, and operations. Regular feedbacks from the students to improve and provide quality education. Alumini of the college takes pride in exhibiting the quality of generation that the institution has given to the country and society.

### **Integrity**

Integrity is the exercise of being truthful and showing a reliable and uncompromising devotion to strong ethical principles and values. We practice a shared decision-making process and promote trust through professional courtesy and fair treatment. Imbibe values of the institution through dedication to one's work. Commit to practices that are fair, honest, and objective in dealing with students, faculty members, staff celebrate Independence Day with zeal and enthusiasm as it brings the entire staff together and maintains institution's integrity.

### **Respect**

Day to day interactions with students, colleagues, parents and other stakeholders are conducted honorably and respectfully. Respect is the essential foundation for working collaboratively. We recognize the expertise of teaching and non-teaching staff and respect their contribution towards the institution. We intend to extend support to our employees and student in all possible ways. Express gratitude to all the teachers and women staff of the college through Teacher's Day and Women's Day celebration every year. We value and respect the efforts of the staff as they contribute to the wellbeing of the society.

### **Diversity**

We create inclusive work environments where people are valued for their cultures, experiences, skills, knowledge and capabilities. We provide culturally inclusive and responsive services to all the stakeholders. We believe in diversity and promote respect to all cultures. Programs related to important occasions are celebrated to experience and respect Indian diversity. College Cultural program is a platform that encourages students to express the diversity.

## **Excellence**

We encourage our staff and students to strive to achieve their best. Dedication and practice is one, which helps us to make standards, . To ensure this subject related seminars are conducted. Students are the primary reason we exist as an institution and thus the teachers take initiative to drive in the standards of excellence by using different techniques in the classrooms including ICT, PPTs, and videos. Four Internal CCEs in a session are conducted to evaluate the performance of the students and prepare them for the exams. We continuously evaluate and improve programs, services, systems, and policies. We provide educational programs that lead to the acquisition of knowledge and skills necessary to achieve information literacy, career advancement, personal enrichment, leadership, and service to the community through NCC and NSS.

## **Strategic Goals**

### **1. Internal Quality Assurance System**

- IQAC works as per NAAC guidelines
- Preparation of Academic Calendar.
- Formation of Quality Monitoring Committee and functioning
- Educating and Training of all employees.
- Periodic check and guidance for quality improvement.
- Establishment of audit team and process.
- Audit for remedial measures.
- Promoting best practices.
- Annual report preparation & submission.

### **2. Teaching learning process**

Academic planning and preparation of Academic Calendar

- Development of teaching plan.
- Preparation of teaching Plan based on COs & POs mapping
- Use of advance teaching aids and adopt enhanced ICT techniques.
- 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.
- Implementation of best practices.

### **3. Leadership and participative management**

- Decentralize the academic, administration and student related authorities & responsibilities.
- Prescribe duties, responsibilities and accountability.
- Establishment of functional committees.

### **4. Good governance**

- Vision, Mission and their articulation in every key position.
- Evaluation through Academic and Administrative Audit.
- Institutional strategic goals setting.

- Institutional Strategic development plan.
- Monitoring and Implementing the Quality Management Systems.
- Following organization structure
- Smooth working of statutory committees Governing Body, Financial committee and Academic council .
- Establishing E-governance in Autonomous Exam Cell and On line admission process .
- Leadership development through decentralization.
- Establishing internal audit committee.
- Code of conduct and policy formulation, approval and implementation.
- Establishing fair and transparent performance self appraisal system.

### **5. Student's development and participation**

- Budget allocation .
- Students Trainings and Internship program.
- Various extension activities conducted.
- Student's representation in various committees and cell.
- Organizing Sports and Cultural programs.
- Annual prize distribution.
- Participation in extra-curricular activities.
- Participation in social and welfare activities.
- Providing career guidance and placement support.

### **6. Staff development and 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.
- Duty leaves for seminars, conferences and workshops etc.
- Sponsorship/ Motivation for qualification improvement
- Support for research, consultancy, and innovations.

### **7. Financial management**

- Budget formulation and approval through Finance Committee

## **8. Research and innovation**

- Establish and develop Laboratories with more research facility.
- Fund generation through Project proposals.
- Apply for Government sponsored funding agencies for research projects.
- PhD guidance to the students in Science and Commerce subjects.
- Research paper publications by faculty members.

## **9. Physical infrastructure**

- Infrastructure building development & modification
- Smart Class rooms, Seminar halls
- Well equipped Laboratories .
- More ICT enabled classrooms
- Library infrastructure upgradation
- Developing sports facilities
- Plantations in the college campus.
- Hygiene, zero plastic & green campus.

## **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 plan its deployment. 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 Governing Body

## **Implementation at Institutional Level**

- **Governance : Sadhu Vaswani Educational Society**

Chairman  
General Secretary  
Vice President  
Treasurer  
Auditor

- **Administrative Staff**

Principal  
Head of the Departments  
Faculty members

- **Autonomous Exam Cell :-**

<http://sadhuvaswanicollege.com/details.php?prId=MTA4MVMzV09STERTMjE1>

Exam Controller  
Deputy Controller  
Assistant Controller  
Coordinator

- **Office Staff**

Accountant  
LDC

Deployment in college is carried out by constituting committees

Website Link for functional committees

- NCC :-  
[http://sadhuvaswanicollege.com/details.php?prId=MjcxUzNXT1JMRFMyMTU\\_](http://sadhuvaswanicollege.com/details.php?prId=MjcxUzNXT1JMRFMyMTU_)
- NSS :-  
[http://sadhuvaswanicollege.com/details.php?prId=MzQxUzNXT1JMRFMyMTU\\_](http://sadhuvaswanicollege.com/details.php?prId=MzQxUzNXT1JMRFMyMTU_)
- Cultural and Important Days :-  
[http://sadhuvaswanicollege.com/details.php?prId=NDcxUzNXT1JMRFMyMTU\\_](http://sadhuvaswanicollege.com/details.php?prId=NDcxUzNXT1JMRFMyMTU_)
- Sports :-  
[http://sadhuvaswanicollege.com/details.php?prId=MzUxUzNXT1JMRFMyMTU\\_](http://sadhuvaswanicollege.com/details.php?prId=MzUxUzNXT1JMRFMyMTU_)
- Scholarship
- Discipline and Anti Ragging :-  
[http://sadhuvaswanicollege.com/details.php?prId=NTUxUzNXT1JMRFMyMTU\\_](http://sadhuvaswanicollege.com/details.php?prId=NTUxUzNXT1JMRFMyMTU_)
- Grievance and Woman Redressal cell :-  
[http://sadhuvaswanicollege.com/details.php?prId=NTYxUzNXT1JMRFMyMTU\\_](http://sadhuvaswanicollege.com/details.php?prId=NTYxUzNXT1JMRFMyMTU_)
- Career Guidance and Placement :-  
[http://sadhuvaswanicollege.com/details.php?prId=NDgxUzNXT1JMRFMyMTU\\_](http://sadhuvaswanicollege.com/details.php?prId=NDgxUzNXT1JMRFMyMTU_)
- Health and Hygiene :-  
[http://sadhuvaswanicollege.com/details.php?prId=NTAxUzNXT1JMRFMyMTU\\_](http://sadhuvaswanicollege.com/details.php?prId=NTAxUzNXT1JMRFMyMTU_)
- Library :-  
[http://sadhuvaswanicollege.com/details.php?prId=NTExUzNXT1JMRFMyMTU\\_](http://sadhuvaswanicollege.com/details.php?prId=NTExUzNXT1JMRFMyMTU_)
- PTM :-  
[http://sadhuvaswanicollege.com/details.php?prId=NTIxUzNXT1JMRFMyMTU\\_](http://sadhuvaswanicollege.com/details.php?prId=NTIxUzNXT1JMRFMyMTU_)