



M. J. COLLEGE

Criterion 6: Governance, Leadership and Management

Metric No.	6.2 Strategy Development and Deployment	
6.2.	Strategic plan and deployment documents on the website	1. Strategic plan & deployment.



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Strategic Plans

The passionate team of MJ college, after several discussion and referring to the institutional Mission and Vision, Stake holder's expectations and SWOC analysis, framed the Institutions strategic Goals.

Institution Strategic Goals:

1. Following effective teaching learning process
2. Developing and following leadership and participative management
3. Establishing a continuous Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring student's development and participation
6. Ensuring staff development & welfare
7. Developing financial management
8. Put emphasis on Institute – Industry interaction and partnership
9. Development of entrepreneurship
10. Encouraging research and development work
11. Increasing internal revenue generation
12. Increasing Alumni Interaction and participation and Outreach activities
13. Engagement in Community Services and Activities
14. Developing physical infrastructure
15. Getting memberships of professional bodies, Local chapters, student's chapter etc.

MJ-Strategic Planning & Deployment Document (2016-2021)

- Establishment of IQAC done
- Framing of Quality Policy & publishing regularly
- Formation of Quality Monitoring Committee & functioning
- Educating & Training of 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 Teaching learning process
- Academic planning and preparation of Academic Calendar
- Development of teaching plan as per OBE
- 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
- Conduct training based on need analysis
- Evaluation parameters and benchmarking
- Continuous assessment to measure outcomes
- Implementation of best practices Leadership and participative management
- To follow reporting structure



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

MJ Strategic Planning & Deployment Document (2016-2021) Good governance

- Vision, Mission development & their articulation in every key position
- Inclusion of industrialists & academicians in the GB
- Evaluation of Institute's performance and benchmarking
- Institutional strategic goals setting
- Institutional Strategic development plan
- Monitoring and Implementing the Quality Management Systems
- 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 Student's development and participation
- Budget allocation for student development programmes and activities
- Students Trainings & Placement Activities
- Formation of student council
- Student's representation in various committee and cell
- Participation in competitions
- Organizing competitions
- Credit transfer & 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 advancement schemes
- Rewards, recognitions and incentives
- Deputation for seminars, conferences and workshops etc.
- Sponsorship/ Motivation for qualification improvement
- Support for research, consultancy, innovations.



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MJ-Strategic Planning & Deployment Document (2016-2021) Financial management

- Framing & implementation of Purchase and Financial policies
- Department wise Budget planning and allocation
- Forecasting income & expenditure
- Effective functioning of purchase committee
- Plans for Emergency Fund
- Budget formulation & approval through Finance Committee
- Periodic Audit Institute – Industry Interaction
- Formation of industry institute interaction cell
- MoUs with industries and other educational institutions
- Support for internships, visits, trainings, guest lectures
- Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum.
- Providing opportunities for Industry based/sponsored projects
- Providing career guidance
- Strengthen training & placement
- Establishing innovation centres Entrepreneurship
- Establishment of Incubation Centres
- Effective functioning of entrepreneurship development Cell
- MoUs with organizations for entrepreneurship development Providing training & guidance for entrepreneurship development
- Bringing more experts of the field for seminar, lecture, workshop for entrepreneurship development
- Promoting, sponsoring and facilitating entrepreneurship development Research and innovation
- Establish and develop Laboratories with more research facility
- Fund generation through Project proposals
- Apply for Government/Non-Government industry, sponsored funds
- Collaborations with Government & Private Institutes, Universities and Research Organizations
- Applying for patent.

MJ Strategic Planning & Deployment Document (2016-2021) Internal revenue generation

- Establishing infrastructure for revenue generation
- Identification and Strengthening of IRG activities
- Policy for Incentives for Revenue generation plans
- Successful implementation of Internal revenue generation plans
- Advertising & marketing Alumni Interaction
- Formation of Alumni association, participation and registration
- Data base creation, Regular interactions with alumni and networking
- Recognition of successful alumni
- Leverage for guest lecturers/internships/placements/training/ entrepreneurship
- Exploring Contributions
- Identify community and social development work



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- Identify challenges of society for development work
- Provide vocational training /job oriented training as per local needs at the institute
- Educational support to village people
- Conducting awareness camps Physical infrastructure
- Infrastructure building development & modification
- Smart Class rooms, Tutorials, Seminar halls
- Modernization of Laboratory & equipment
- More ICT enabled classrooms
- Library infrastructure up gradation
- System 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.

MJ-Strategic Planning & Deployment Document (2016-2021)-Implementation

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 and other team member will be the custodian for strategic plan and its deployment. Implementation at Institute Level Governance & Administration Chairman & Members of GB, Administration Office Branding, Local Management Committee, PRO Students Admissions Principal, HODs, Admission team, Students section Statutory Compliance Principal, HODs, Coordinators Infrastructure (physical) GB, Secretary Trustee Board, GM, Deputy Manager Infrastructure (Academics) Principal, HODs Teaching- Learning Principal, HODs, Faculty and Staff Research & Development Principal, HODs Students Development Principal, HODs Departmental Activities HODs and Faculty Training & Placement Principal, TPO & HODs Quality Assurance IQAC team.

MJ Strategic Planning & Deployment Document (2016-2021)

Measurable during Implementation Effective teaching learning process

1. No. of teaching aids
2. Syllabus completion
3. Mini projects, Major projects, Seminars
4. No. of learning resources
5. No. of student counselling/mentoring/training sessions conducted
6. Result of examinations (Pass, First classes, Distinctions)
7. Graduate attribute attainment levels
8. Student feedback Leadership and participative management
9. Reporting structure in place
10. Decentralization in various domains - academic, administration, staff welfare, student development, infrastructure management – appointments
11. code of conduct - duties, responsibilities and accountability
12. Functional of statutory committees – no. of meetings/ semester, minutes of meetings,
13. planning & implementation Internal Quality



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Assurance System 14 Number of IQAS initiatives/ semester 15 Audits Reports 16 AQAR submission

MJ Strategic Planning & Deployment Document (2016-2021) Good governance

1. GB selection
2. No. of GB meetings
3. Vision Mission, Dissemination & Review
4. Organization structure in place
5. Degree of decentralization
6. Degree of E governance
7. Resource mobilization
8. Staff appraisal & career advancement scheme in place
9. Service rules & benefits Student's development and participation
10. Number of student participation } Number of sports, technical, cultural events organized
Regional, National & International competitions participated
11. Regional, National & International recognitions received, Sports infrastructure provided, Funding for sports 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.

MJ-Strategic Planning & Deployment Document (2016-2021) Infrastructure - Academic

Number. of Volumes & Titles in library, Number of National & International journals lectures etc.

Digital Library

Smart Classroom

ICT enabled classrooms

Monitoring of strategic plan

The implementation of strategic plan will be monitored time to time by Principal, Academic Council and other committees through periodic review. The section heads will prepare the detailed progress report and present it in the review meetings. 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 GB. 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 by the Board of Trustees.

Conclusion

The MJ is an effort for paving a pathway towards accomplishment of goals MJ dreams to achieve. Just formulating the strategic plan doesn't ensure success, but it provides a guiding framework which is a collective effort 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 through a dynamic process. It needs continuous evolution to incorporate the lessons learnt during the implementation and emphasizes the role of IQAC in ensuring the quality of implementation.