Bharatiya Shikshan Prasarak Sanstha, Ambajogai

Swa. Sawarkar Mahavidyalaya, Beed

Internal Quality Assurance Cell

Criteria 6- Governance, Leadership & Management

Key Indicator 6.2: Strategy Development & Deployment

6.2.1: *The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc.*

Perspective Plan 2017-18 to 2022-23

Perspective Plan

2017-18 to 2022-23

Bhartiya Shikshan Prasarak Sanstha Ambajogai

Swa. Sawarkar Mahavidyalaya, Beed

Near Netradham, Jalna Road, Beed 431 122. M.S.

Bhartiya Shikshan Prasarak Sanstha, Ambajogai

Swa. Sawarkar Mahavidyalaya, Beed

Near Netradham Hospital, Jalna Road, Beed

Perspective Plan

For the period

Academic Year 2017-18

to

Academic Year 2022-23

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## AN INTRODUCTION TO THE PERSPECTIVE PLAN
(2017-18 TO 2022-23)

A proactive role by the IQAC of an institution is crucial in maintaining the momentum of quality consciousness. NAAC and UGC assign the responsibility on the IQAC for planning, guiding and monitoring Quality Assurance (QA) and Quality Enhancement (QE) activities of the institution. With this background, the College IQAC has undertaken the task of designing a Perspective Plan for the period of five years commencing form academic year 2017-18 to academic year 2022-2023 for a balanced growth. The quality indicators of different criteria determined by NAAC have been taken into consideration as the base to create Quality Radars and to make out milestones for the future.

In the preparation of the Perspective Plan, the Internal Quality Assurance Cell (IQAC) of the college has taken initiatives to obtain inputs from all stakeholders viz. the management, Principal, the faculty, the administrative staff, students of the college, the Alumni of the college the peer colleagues. Stakeholders' expectations, management policies, goals, objectives, the vision and the mission statement of our college and quality policy of the college are also considered as a base for formulation of the perspective plan.

The present Perspective Plan principally based on-

1. The NAAC guidelines for ensuring quality aspects in the higher education;

2. Motto and aims of Bhartiya Shikshan Prasarak Sanstha, Ambajogai and the college;

3. Vision and Mission statement of the College;

4. Quality Policy mentioned in the mission of the institution

5. Inputs from stakeholders;

6. Societal expectations from the college;

7. SWOC Analysis done by IQAC

The prime role of IQAC is to suggest quality measures for the betterment of an institution. While preparing a road map for future growth, the members of the IQAC have considered Feedback from the stakeholders and the recommendations specified in the meetings of the IQAC. Innovative ideas as suggested by the stakeholders are also carefully incorporated in
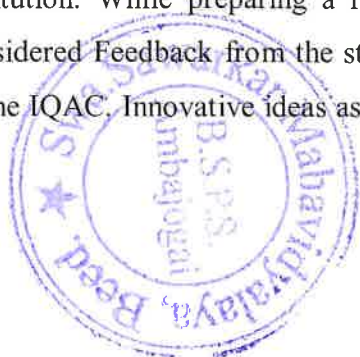
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perspective plan. Availability of necessary infrastructure, use of ICT, enrichment of library and reading facilities, development of infrastructure, promotion and encouragement for research, organization of conferences, seminars and workshops, student welfare activities, career guidance and personality development activities, seeking active participation of alumni and provision of sport facilities along with strengthening student feedback mechanism are some of the measures initiated with priority. The draft of Perspective Plan has been discussed, reviewed and approved in the College Committee.

A midterm review is proposed to be conducted by the end of the 3rd year i.e. 2018-19 to 2022-23 appraise the extent to which goals have been achieved. In addition, keeping a scope for midterm correction, the IQAC also proposes an idea of reviewing the perspective plan during the Silver jubilee celebrations of the college in 2020. This will enable the college to take stock of the accomplishments and to relook into the action plans and untouched/ newer areas to lay stress upon. We hope this will facilitate the college to realign the road map to reach the expectations of stake holders in a harmonious way keeping in mind Vision, Mission and Goals of the institution.

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PERSPECTIVE PLAN PROPOSED BY IQAC FOR THE PERIOD2017-18 TO 2022-23

Think-tank behind Perspective Plan

Dr. Surendra Alurkar President B.S.P. Sanstha Ambajogai	Shri. Satish Patki President of Vidyasabha, B.S.P. Sanstha Ambajogai
Shri. Nitin Kotecha Vice President B.S.P. Sanstha Ambajogai	Shri. Govindprasad Barshikar President Local Management Committee
Shri. Vinayakrao Kulkarni Treasurer B.S.P. Sanstha Ambajogai	Eng. Milind Chinchpurkar Secretary Local Management Committee
Shri.Nitin Shete Secretary B.S.P. Sanstha Ambajogai	Shri. V.D. Pandharpurkar President College Management Committee
Dr. D. B. Joshi Jt. Secretary B.S.P. Sanstha Ambajogai	Dr. V.N. Joshi Principal Swa. Sawarkar Mahavidyalaya, Beed
Dr. HemantVaidya Jt. Secretary B.S.P. Sanstha Ambajogai	College Staff as Members of IQAC Committee
Shri. Chandrakant Mule Jt. Secretary B.S.P. Sanstha Ambajogai	

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While preparing the present perspective plan, the IQAC has considered following main objectives:

1) To follow the guidelines and core values of NAAC-the observer of quality bench marking in higher education

2) The Vision, Mission and Goals of our parent body- Bhartiya Shikshan Prasarak Sanstha, Ambajogai.

3) Quality Policy of the College and

This has helped us to formulate our future goals.

Bhartiya Shikshan Prasarak Sanstha's, **Motto:** *"Kelyane Hot Aahe Re, AadhiKelechiPahije"*

It means 'To achieve the goal, first you must start working'.

Vision, Mission and Goals

Vision:

'Creation of tradition of construction of democratic, virtuous, scholar, character rich nationalist and ideal citizens.'

Mission:

- Nation building through man making and character building.

- To adopt requisite pedagogies for quality knowledge and skills development among the students for fulfillment of national and international requirements.

- Development of competences among the students by inculcating value added education to face challenges of rapid changing world.

- To promote teachers and students to undertake academic activities and training programmes related with higher education.

Goals and Objectives:

- To achieve academic excellence in higher education

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- To bring higher educational opportunities within the reach of the under privileged section of society.

- To inculcate value based education to empower the youth for development of the Nation.

- To achieve horizontal development through additional career oriented courses.

- To develop an overall personality of the students by providing ample opportunities in co-curricular and extra-curricular activities.

- To develop nexus between educational institution and society for manual benefits through socio-economic and culture transformation.

Aims and Objectives of Perspective Plan

Writing a vision document envisages a concerted team effort. Considering the background of our college as an institution imparting quality education, the College IQAC has identified the broad aim of perspective plan as follows:

i. To institute a sustained quality system embedded with a conscious, consistent and programmed action;

ii. To create an enabling academic environment for students embedded with sincerity, discipline and commitment.

iii. To mould humane citizens of the nation;

iv. To establish globally the brand image of the college;

v. To emerge as a model college for higher education.

To achieve these broad aims, a set of following objectives are identified to be achieved through this perspective plan over the next 10 years:

1 To uphold continuously good academic performance;

2 To inculcate learner centric and effective teaching learning process;

3 To ensure transparency and credibility in the process of students' evaluation;

4 To strengthen a comprehensive system of student mentoring and student support;

5 To take care of up gradation of students considering the limits of time and expectations;

6 To create a research culture in faculty and students.
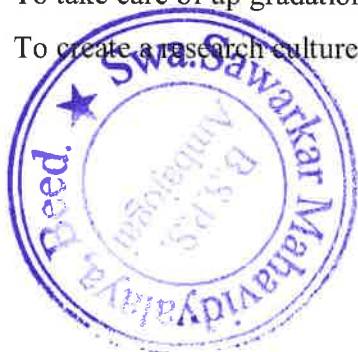
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7   To launch value added and skills development programmes improving the employability of students;

8   To motivate students for self-employment and to enable them to emerge as entrepreneurs;

9   To involve a friendly, efficient and flawless administrative set up ensuring a smooth day to day functioning;

10 To empower faculty about emerging trend in their profession for academic advancement.

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I. Curricular Aspects

1. Overall perspective of Curricular Planning and Implementation: Action Plan

i. Appointment of Qualified Teachers:

- Well qualified and experienced teachers to be appointed against all sanctioned posts through rigorous process of interview as per norms and faculty improvement programmes conducted subsequently.

- Appointment procedure to be fulfilled before the start of academic activities so that faculty will be available for all subjects to conduct all lectures right from beginning of the academic year.

- To familiarize work culture and professional environment of the college and parent institute BSPSA through induction meeting of new entrants with Principal and office bearers of the institution.

ii. To Conduct periodic audits and NAAC reaccreditation

- The college has to conduct periodic audits of the college (in addition to annual Regular Financial Audit) by inviting team of academic peer experts and action to be initiated on their recommendations.
- The proposed audits to be undertaken in the next 5 years are:
  a. Academic audit (every year)
  b. Green Audit including Rain Water Harvesting (from 2017-18 every alternate year)
  c. Energy Audit (2017-18 & 2020-21)
  d. NAAC reaccreditation 2nd cycle (2017-18)
  e. Structural Audit (2018-19)
  f. ISO audit (2018-19)

2. Introduction of New Programmes:

Considering the employers' expectations and employability of students, the college can introduce career oriented specialty programmes periodically.

The college will introduce following new programmes in the next five years

Following departments will introduce certificate courses:

Sociology	2019-20
Public Administration	2019-20
Microbiology	2020-21
Computer Science	2020-21

Following departments will introduce post graduate programs in the academic year:

Master of Arts in Marathi	2018-19
Master of Arts in Hindi	2018-19
Master of Arts in Sociology	2018-19
Master of Arts in Philosophy	2019-20
Master of Arts in Psychology	2019-20
Master of Commerce	2020-21
Master of Arts in Geography	2020-21
Master of Science in Computer Science	2020-21
Master of Science in Microbiology	2020-21

Following department will introduce Research Centre in the academic year:

Hindi	2022-2023

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II) Qualitative strength: (2017-18to 2022-23)

Sr. No.	Quality parameter	Description
a	Active Participation of faculties in Curriculum Design and update at University Level	☐Faculty will continue to participate actively in curriculum designing and development process of affiliated courses at University level. It will be achieved on becoming BOS members and members of sub committees of respective subjects. ☐Teachers will also gain experience in designing syllabi for autonomous certificate, diploma, bridge and remedial programmes with academic partners.
b	Effective Communication of Curriculum Design and faculty Development	The College will effectively communicate the curriculum design to respective subject teachers at university level by organizing subject/ syllabus workshops in association with the affiliated university. Academicians, industrialists, subject experts from other institutions and universities will be invited as resource persons.
		For effective implementation and to become acquainted with the techniques and trends introduced newly in the new/revised curriculum of respective subject, faculty will also be deputed to attend curricular workshops in other centers.
c	Development of Linkages	With a view to execute curriculum effectively, the college will develop the linkages with during participation in faculty building programs, seminar, conferences and workshops. national/ international academic institutions/ industries
d	Sensitization of course content & Curriculum Update	Our faculty will continue to sensitize, course design and development by evolving an effective system of communication of curriculum update and aspects of its execution to learners systematically and objectively at the entry point itself by organizing orientation programmes/ bridge courses for fresher and consistently at the point of lecture delivery too.

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e	Academic Flexibility	The college will accept required competence for developing curricular strategies by starting multifaceted, comprehensive, well designed curriculum combinations. The combinations will promote the excellence, value addition and contextual relevance for shaping the career of student. The flexibility will provide utility, access, relevance, service and preservation as well as promotion of heritage.
		The college will offer additional range of programme options, course options, course combinations, number of applied component groups, certificate courses, bridge and remedial course. Thus, the college will offer maximum possible flexibility with relevant core options and elective options.
f	Feedback system on Curriculum	The college will continue to follow the practice of applying a timely improved mechanism to obtain the feedback on curriculum from stakeholders based on its scientific, systematic analysis and interpretation. The outcome will be communicated to concerned authorities/ board of studies for revision and restructuring of curriculum, if necessary.

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Proposed time frame for active involvement/participation in

Curriculum Design and Development by the college

Sr. No.	Year	Action Plan
1	2017-18	a) Involvement of faculties in curriculum designing of affiliated courses. It will be achieved by participation in elective process for Member of Board of Studies in respective subject as per the strategy suggested by the college. Additionally, there will be involvement in curriculum designing for autonomous certificate courses. b) To obtain regular feedback from students, parents and communicating to University/ board of studies of various subjects
2	2018-19 to 2022-2023	a) Continuing to obtain regular feedback from students, parents and communicating to University/ Board of Studies of various subjects. b) As per allotment of workshop by the affiliated university, on syllabus revisions in various subject/s, organization of workshops and seminars for the faculties. Communicating the deliberations' of such workshops and seminars to University/ Board Of Studies of respective subject/s
3	2018-19 to 2020-21	a) The college will develop mechanism for framing own syllabi for various proposed courses with the involvement of academicians, industrialists, subject experts from other institutions and universities by inviting them as Board of Members and/or as resource persons. b) Regular feedback will be obtained continuously from students, alumni and parents. c)Organization of faculty workshops as well as state/ national level conferences by various departments of the college and communicating/ suggesting the deliberations' of such Conferences to the Board of Studies for inclusion of innovations in the curriculum.

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II. Teaching, Learning and Evaluation

1. Transparent Admission Process

1) Admission process, of the college is well defined with all the norms including for reservations and will be continued with timely improvements by the government and administration.

2) Wide publicity will be made about purely merit based admission process subjects in the college web site, in prospectus and also by placing prominent sign boards in strategic places of college main entrance as well at the prominent places in the city.

3) Display of category wise merit list of selected candidates for admission in the entrance.

4) Availability of facility for online admission through college website.

2. Monitoring of Teaching-learning Process

☐ Bridge course: Immediately after the admission, the Students will be evaluated on the basis of their previous knowledge to know the learning levels. Faculty will prepare strategies to meet different needs of the learners and to bring them on common platform. Such **Bridge Course** will help the faculty in forming an effective team and achieving the overall goals.

☐ Development of strategy and mechanism for identification of slow and advanced learners. On the above analysis process provision of mentoring to them will be made by concerned teachers.

☐ Monitoring through formative assessment of the students performance will also be employed for monitoring teaching and learning process. Students' centric teaching system is to be emphasized.

3. Introduction of job oriented Programs

In collaboration with industrial partners, the college wants to introduce innovative job oriented unaided courses leading to certificate. IQAC of the college is to decide the focused academic area where employment potential lies.

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4. Recognition of Merits

Felicitation on the occasion of Bhartiya Shikshan Prasarak Sanstha, Ambajogai's foundation day for achievements by students and staff will be continued. Academic performance of students and achievements of faculty shall be recognized by organizing felicitation ceremony.

The existing number of Endowment Prizes will be increased to motivate& recognize the students to a greater extent by involving alumni.

5. Policies to cater to diverse academic needs of students

- The college has developed a system of remedial teaching for educationally disadvantaged students. The same is to be fine-tuned effectively to have wider coverage of drop outs by timely dissemination of information.
- The college will support the advanced learners and concentrate on enhancing aspects like knowledge, attitude and skill.
- Interactions with students at various levels will help to assess students' knowledge and skill at entry point.
- **Guest Lecture Series**

  Expert lectures of guest faculty from various Industry, academic institutelinkages and successful alumni will be organized to broaden the knowledge horizon of learners.
- **Conduct of Revision and Interactive Sessions**

  With a view to instill confidence in approaching the exam, at the end of the semester, revisions and interactive sessions will be conducted.

Student encouragement

- All the departments will be encouraged to conduct the activities in line with their subject expertise.
- Students will be encouraged to undertake socially responsible activities to make an impact on the students as well as to the society.
- Career Guidance and Placement Cell of the college will motivate and explore various possibilities for the students to inculcate the Entrepreneurial Ability.

6. Access to Information

- Dissemination of right information at right time will be carefully implemented with the help Digitalized Information Dissemination Boards at prominent places.
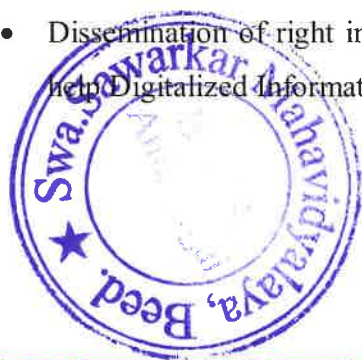
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- Students will be encouraged for wider use of learning resources in the library. College will continue to provide easy access to daily newspapers, journals, periodicals and internet in the Library and reading halls.
- The college will subscribe additional journals, e-journals, periodicals and Web Portals for enriching the reading resources.

7. Discipline in Teaching-Learning Process

- **Academic Calendar**

  Calendar for academic, co-curricular and extra-curricular activities during the academic year will be made available at the start of the academic year.
- Allocation of Academic Work
- The academic work including lectures, practical, tutorials, etc. shall be allocated as per the norms and discussion in departmental meetings.
- Academic and co-curricular and other related work will be allocated among the staff by constituting different committees and associations

8. Extensive Use of ICT in Teaching

The faculty will be promoted to use various teaching techniques and aids. Special efforts will be made to improve the learning and communication skill of learners.

Use of ICT in Teaching Learning System	The college will ensure intensive use of innovative teaching and learning resources like Smart board, LCD Projectors for power point presentations, models, internet connections, Interactive Language Laboratory, Computing Laboratory, etc for ICT enabled teaching-Learning

Following is the proposed time frame for the plan:

Academic Year	Action plan
2017-18	- LCD Projector in certain class rooms - Computer to each Department - WIFI Connectivity - E-Learning Initiatives
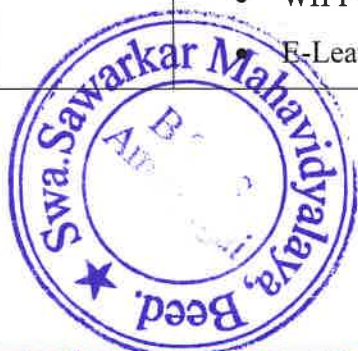
	Organization of workshop for effective use of ICT
2017-18 to 2018-19	Smart Board Paperless functioning of all Departments including Office. Effective Implementation of E-Learning
2019-20 to 2020-21	Laptop / Tablets to every student through various govt. schemes and a vigorous IT based teaching-Learning.

9. Motivation for Research

Research Committee in the college will motivate teachers and students to undertake research activities such as preparation of projects, publication of research papers in reputed journals and participate and present the research papers in seminars / workshops / conferences.

Faculties will be encouraged to attend international conferences for paper presentations. Financial assistance will be made available to all faculty through various schemes made available by the college

## 10. Strengthening of Innovations in Teachers' Quality

Appointment of Qualified Teachers: The College will make continuous efforts to appoint qualified teachers as per UGC norms and if such candidates are not available teachers will be appointed on temporary basis in order to avoid the academic loss of students.

Seminars/ Workshops/ Faculty Development Programmes

1. Organization of Seminars / Workshops / Faculty Development Programmes
2. Deputation of faculty to Seminars / Workshops / Faculty Development Programmes

Feedback system for Evaluation of Teachers by Students

1. The College will have the system of evaluation of teachers by students by filling in the questionnaire, to develop a mindset among faculty towards accountability, confidence, readiness to receive criticism, openness, sense of introspection and accept the situations to improve their performance in teaching. Review of feedback of students' evaluation of teachers will be considered and suggestions will be given to the teachers for their improvement.

2. Informal feedback from students will also be taken as a part of effective teaching-learning.
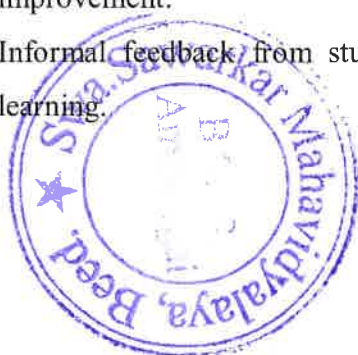
3. The feedback will be collected so that the expectations of the students and their experience can be compared and required actions can be initiated.

Self-Appraisal of Teachers

The college IQAC will strengthen the self-appraisal system of teachers by regularly recording the API score of each teacher by the end of the academic year, which will enable them to realize their academic standard and engage them in various activities to excel in their academic performance.

Suggestion Box

The College has set suggestion box at strategic place, where students drop in their suggestions. These suggestions will be scrutinized, periodically, and taken into account for further improvement.

Monitoring Mechanism for punctuality of staff

The college has set biometric system of attendance for recording the arrival and departure time of the staff. This has helped to develop a sense of regularity and punctuality.

Democratic and Participative Working

The college has strengthened democratic and participative working system which facilitates to take the right decisions for effective implementation of teaching-learning process.

Introduction of Innovations in Evaluation Process

1. The College will continue to strengthen the evaluation process, where student's academic performance will be evaluated continuously by conducting tests, assignments, presentations, projects, viva- voce, term / semester examinations, etc.

2. Discipline Committee of the college will monitor students' movements and behavior to maintain conducive environment within the campus.

3. Examination results will be analyzed subject-wise in the meetings and discussions shall be made for future improvement.

4. The college will strengthen the system of categorization of students on the basis of their performance and related aspects into slow and advanced learners.

5. Students with poor performance in terminal/ preliminary examinations will be counseled and special lectures will be arranged to bring them in main stream.

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6. Along with the regular teaching methods, teachers will also use audio-visual aids and encourage students to participate in various workshops, seminars, campaigns, group discussions and various competitions like quiz, elocution, essay, debate, poster, etc. Opportunities will be given to the students to organize these programmes and competitions to improve their organizational skills and leadership quality. The aim of this innovation will not simply impart an isolated and marketable skill but will be a total training to extend a skill oriented value based holistic approach.

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III. Research Consultancy and Extension

The college has a policy to inculcate research element amongst learners and faculty.

    a. The college will conduct regular meetings of the Research Committee to identify the research potential, to promote the research and to prepare the research proposals.

2. 2) The college will make continuous efforts to obtain research grants from various funding agencies.

3. The college will continue to organize the workshops/ seminars/ training programmes.

4. The college will continue to provide and strengthen Academic infrastructure such as instruments, laboratories, ICT facility, Library, INFLIBNET and other requirements, as per needs for carrying out research activities.

5. The college will continue to make an effort for collaboration for research with universities, industries and institutes.

6. Attempts will be made so as to give exposure to students to various research areas where they will be guided to handle research projects independently.

7. The college will continue to appreciate and to recognize the teachers on successful completion of research projects, research degree programmes and research publications.

8. The college will continue to appreciate and to recognize the students who achieve meritorious places at District, University, State and National level research competitions/research activities.

9. The college will continue to depute the teachers for research seminars/ workshops and training.

10. College will promote faculty to submit proposal for research projects from various funding agencies UGC, DST, University, etc.

Consultancy

1. The college will explore options to provide consultancy services to Research scholars, society and Corporate sector.

2. The college will motivate and appreciate the faculty in case they provide consultancy services.

Extension

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1. The college will strengthen NSS units.
2. Library facility will continue to be extended to alumni as well as needy students of the nearby areas.
3. The college will provide help in maintaining the law and order during festivals to the Police department with the help of department of NSS.
4. Constantly innovative outreach programmes will be organized by different department with involvement of students.
5. NSS unit will maintain Blood Donors' directory. In time of emergency the blood will be donated to the needy patients at free of cost.
6. College premise will be made available to conduct thedifferent examinations for Government organizations.
7. Awareness programmes on health hygiene and personal sanitation, electrical safety, disaster management, environment, cleanliness campaign, energy and environmental conservation campaign and tree plantation, etc. will be organized.

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IV. Infrastructure and Learning Resources:

Perspective Plan as regards to Infrastructure and Learning Resources will be based on following strategic policies-

1) Continuous improvement of infrastructure and learning resources.

2) Development of additional infrastructure and learning resources.

3) Availability of adequate average area of infrastructure per student.

4) Optimum utilization of available infrastructure and learning resources.

5) Maintenance of infrastructure and learning resources.

6) Concerted efforts to obtain grants for infrastructure development.

More specifically, practices of institution in respect to provision of infrastructure and Learning Resources will be as follows-.

1. Adequate number of well-equipped Computer laboratories
2. Main Library with ever increasing holdings and user friendly and comprehensive Library services.
3. Fully equipped auditorium hall with audio visual facilities.
4. Good quality furniture in class rooms
5. Departmental rooms for faculty, computers and internet facilities.
6. Safe drinking water facility with coolers and water purifiers.
7. Adequate number of toilet blocks for girl and boy students and staff.
8. Well-furnished Conference Room.
9. Well-furnished and fully computerized Administrative Office.
10. Spacious, well furnished, well ventilated Cafeteria.
11. Boys and Girls Common Rooms.
12. Interactive Language Laboratory.
13. Maintenance and cleanliness of infrastructure
14. Supply of electricity power with separate panels in every floor coupled with inverter, batteries/ generator facility to ensured continuous and uninterrupted flow of electricity.
15. Establishment of solar panel.

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16. Well secured firefighting facilities in strategic places.

17. Effective internal communication through intercom facilities.

18. Complete automation of Library services.

19. Computers at laboratories, offices, Library, Research Centreand departments with LAN.

20. Developing more spacious and suitable system of Reading rooms facilities.

21. Efforts to obtain infrastructure development, moderation, up-gradation grants from UGC and other external agencies

22. Providing separate laboratories for all the departments.

23. Reduction in electricity bills by use of LED tubes.

- Action Plan for infrastructural development

Academic Year	Proposed infrastructure development
2016-17	Botanical Garden
2017-18	Availability of Solar Grid
2017-18	Construction of internal roads
2018-19	Augmentation of Canteen Facility
2019-20	Construction of Compound Wall
2019-20	Augmentation of Parking
2020-21	Extension Work of 3rd floor

VI. Governance Leadership and Management

1. Institutional Vision and Leadership

i. Vision and mission of the institution will be communicated effectively to all stake holders by printing in Prospectus and by placing it in prominent places in the college premises.

ii. Work culture with fine tuning and synchronization.

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iii. Democratic and transparent organizational structure will be maintained. It will be embedded with features of direct access and free flow of ideas.

2. Strategy Development and Deployment

Perspective plan is to be designed collectively having thorough review of the academic programmes and analysis based on feedback from stakeholders. The college will maintain the following organizational arrangement for effective functioning:

1. Decentralized administrative mechanism with accountability.
2. Participatory functioning of the institution involving all staff members.
3. Distribution of responsibilities equitably according to capabilities.
4. Annual formulation of statutory and non-statutory committees with clearly defined roles, responsibilities and objectives and its deployment at the opening day of the academic year.
5. Efficient Students' Council and Students' Grievance Cell, Women Development Cell, Anti Ragging Committee etc having wide representation of staff and students in decision making, execution of policies and in growth prospects of the college.
6. To adopt Work Flow Software developed by MKCL for effective monitoring and execution of work assigned at individual level.
7. To adopt Accreditation Frame Work developed by MKCL that will facilitate for collection and interpretation of data and its significance.

3. Faculty and Staff Empowerment strategy

For effective Human Resource Management following steps shall be taken-

1. Implementation of strategic policy and time bound plan for recruitment of qualified faculty and staff as and when vacancy arises. (Normally within a year)
2. Periodical organization of Faculty and Staff Development Programmes,
3. Encouraging faculty to avail FDP facility of UGC to complete the research leading to Ph.D. degree.
4. Comprehensive record of effective performance appraisal of faculty as per API by IQAC.
5. Maintaining good rapport with University and Joint Director Office to implement time bound Career Advancement Scheme within 6 months of eligibility.

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6. Constant follow-up with Government office for timely implementation of PF, Pension and Gratuity Scheme.

7. Continuing development of Team Building initiatives and good interpersonal relations.

8. Upholding conducive work environment.

9. Liberty for use of innovative ideas and ICT in teaching-learning system.

10. Promoting an integrated framework for academic and administrative activities.

4. Financial Management and resource mobilization

Effective Financial Management and to its augmentation with resources will be achieved as follows:

i. Growth oriented Annual Budgetary allocation.

ii. Financial freedom in utilization of allotted funds in the budget by sticking up to the rules and regulations.

iii. Financial management through:

      a. Effective internal control

      b. Compliance monitoring mechanism

      c. Periodic internal audit and

      d. Timely statutory audit of the accounts.

4) Continuous efforts to obtain development grants from funding agencies such as UGC, MHRD, ICSSR, State Government, University, etc.

5. Reserve Fund/ Corpus to be maintained sufficiently as per norms.

VII. Innovations and Best Practices

1) **Environment Consciousness**

a) Energy conservation: LED bulbs and tube lights.

b) Use of renewable energy: Solar panels

c) Water harvesting: intensifying rain water harvesting

d) Check dam construction

e) Efforts for Carbon Neutrality

f) Plantation

g) Hazardous waste management

h) e waste Management

i) Clean campus consciousness

- Mechanisms for environmental consciousness
    1. Infrastructure with good ventilation and natural light.
    2. Energy conservation by reducing Electricity consumption through installation of LED lights.
    3. The College will undertake regularly green audit.
    4. The college will promote eco-friendly campus and will achieve paper less administration.
    5. The college will continue the policy of sending e-waste for recycling.

2) Innovations

- Strengthening and refining the activities of Vidyasabha as per the guidelines of Kendriya Vidyasabha of parent institution Bhartiya Shikshan Prasarak Sanstha, Ambajogai.

- Provision of bridge courses and contact hour.

- Effective and frequent use of tools like ICT, models, own e learning material in teaching learning process.

- Streamlining of the activity of library hour.

- Exploring the talent of student at the beginning of the academic year so as to design the cultural and other extra-curricular activities.

- Use of ICT for proper documentation of events and activities.

- Optimum use of Social networking for teaching-learning, communication, publicity and feedback

- Promotion of use of prime words gifted to Marathi Literature by great patriot Swatantryaveer Sawarkar

- Publication of rare literature in e-books form

- Organization of camp at school and higher secondary school for promotion of Sanskrit language

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- Undertaking socio-economic survey of the villages
- To communicate weather forecast to the society
- Organization of Classical Dramatics competition
- Organization of rigorous training programs on different mathematical software
- Development of Common Facility Center

3) Best Practices:

The college will continue the Best practices of-

- Solid Waste Management Campaign
- Planting of better citizens
- Bhartiya Vivek Gram
- Teacher Guardian Scheme
- Competitive Examination Cell
- 'Shardotsav'
- Novelty in Felicitation

The college will implement the Best Practices of-

a) Mutual helping tendency of Teaching and non teaching staff to cope up with work pressure during peak periods of admissions and examinations.

c) Digital Dissemination Boards in strategic places.

d) Tea corner for faculty

e) Student friendly office for availing Free ships and scholarships.

f) Seed money for research.

g) Reimbursement of registration fee of faculty members participated in research activities as per the available schemes.

h) Introduction of social responsible activity of Joy of giving.

The college will constantly introduce and monitor the best practices will pensive hard for its implementation.

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