GOVERNMENT DEGREE COLLEGE FOR MEN SRIKAKULAM

Affiliated to Dr.B.R. Ambedkar University, Srikakulam

Srikakulam – 532001, Andhra Pradesh, INDIA

☎ : 9948121716   ✉ : Srikakulam.jkc@gmail.com   Website : gcmsklm.ac.in

Strategic Planning and Development Document

SPDD 2020-2025

Strategic Planning and Deployment Document

PREFACE

Strategic planning is crucial for a college to achieve its goals of shaping students into skilled individuals and responsible citizens. It's an ongoing process that focuses on meeting the institution's objectives. The Strategic Planning and Deployment Document (SPDD) is the first step in this process. It involves analyzing strengths, past achievements, current challenges, and future opportunities to guide the college's direction.

The SPDD for Government Degree College for Men, Srikakulam, involves input from all stakeholders who contribute to its success in providing quality education. It outlines clear steps for implementation and monitoring, with measurable targets aligned with desired outcomes.

VISION

The college provides seamless access to sustainable and learner-centric quality education, skill upgradation, and training to the students through innovative methodologies for promoting integrated development towards fostering global competence.

MISSION

The mission of the College is to prepare knowledgeable, skilled, cultured, and competent future citizens:

- To disseminate and provide knowledge to the students through blended learning and student-centric methods.

- To instill confidence among students to face the competitive world.
- To impart scientific temperament and to promote integrated development through personality training.
- To encourage collaboration and harmony in the attainment of goals (participatory and decentralized governance).
- To nurture responsible citizens who engage with social and economic issues through NSS, NCC, RRC, YRC, UBA, WEC, cultural and sports activities.
- To enhance access and inclusivity in higher education, through digital access, skill upgradation and trainings, and seek to make a change for the better.
- To inculcate adaptability to overcome difficult situations.

CORE VALUES

1. Inclusiveness
2. Equity
3. Service
4. Environmental Stewardship / Sustainability

QUALITY POLICY

Quality Policy Statement:

The Quality Policy of Government Degree College for Men, Srikakulam encapsulates our unwavering commitment towards academic advancement and individual growth. Through tailored attention to each student's educational journey, we strive to enhance the quality of education by offering pertinent, market-oriented lifelong learning opportunities and certifications. Our aim is to meet the expectations of our stakeholders while aligning with national and global market demands and human resource development objectives.

Continuous Improvement and Value Creation:

We pledge to continually enhance and maintain our internal systems and processes to bolster our curricula and service delivery. **Quality Assurance and Compliance:**

Our commitment to quality assurance is upheld through adherence to internationally recognized standards such as ISO 9001:2015 for Quality Management System, ISO 50001:2011 for Energy Management System, and ISO 14001:2015 for Environment Management System. Additionally, we remain compliant with guidelines stipulated by regulatory bodies including the University Grants Commission (UGC), New Delhi, and the Andhra Pradesh State Higher Education Council (APSCHE).

Initiative and Adaptability:

In acknowledgment of evolving national and global demands, we proactively initiate, implement, and evaluate policies and systems to optimize the efficiency and effectiveness of our teaching and learning processes. Our benchmarks are set against both local and national standards, with key performance indicators serving as metrics for success.

Policy Review and Relevance:

To ensure ongoing relevance and responsiveness to the needs of our stakeholders and the dynamic landscape of education, our quality policy undergoes annual review. This process enables us to adapt swiftly to changes, uphold our commitment to quality, and sustain our position as a beacon of academic excellence in the community.

STRATEGIC GOALS

The institution's strategic goals align with its vision, mission, and core values. The college follows a multifaceted approach focusing on the following levels:

1. CURRICULAR ASPECTS

- To introduce new skill & career oriented and need-based programmes like Tourism.
- Each department to offer New Certificate Courses/Skill-Based.
- To offer value-added courses pertaining to academics and life skills to help students to become employable.

- Holistic development of student by having dynamic and updated curriculum.
- Every student to complete at least one Skill-Based Courses / Certificate Courses during the time of graduation.
- Promote academic projects and internships for all the students.
- Providing skill-based and practical education to the students.
- To launch an international student mentoring program.

2. TEACHING, LEARNING AND EVALUATION

- Academic planning and preparation of Academic Calendar.
- Development of teaching and lesson plan.
- CO & PO mapping.
- Use of advanced teaching aids and adopt enhanced ICT techniques.
- Development of e-learning resources.
- Targeting 90 percent passing results in all Programs.
- Provide mentoring and counselling support.
- Follow a transparent and fair feedback system.
- Implementation of Student-centric pedagogy.
- Evaluation parameters and benchmarking.
- Continuous assessment to measure outcomes.

3. RESEARCH, INNOVATION AND EXTENSION

- Fund generation through Project proposals.
- Apply for Government/Non-Government sponsored funds.
- Collaborations with Government & Private Institutes, Universities, and Research Organizations.
- Establishment of Research centre and developing research facility in laboratories.
- Budget from institution resources/Faculty/students/other donors.
- Setting up Entrepreneurship Centre/ Incubation Center for promotion of innovation.
- Training and Financial support to promote student entrepreneurship.
- Identify community and social development work.
- Provide skill-based training as per local needs at the institute.

- Conducting social awareness programmes, blood donation camps, gender sensitization and gerontology workshops and such others through College NSS Unit, college committees and student activity clubs.

4. INFRASTRUCTURE AND LEARNING RESOURCES

- Infrastructure building development & modification.
- Smart Classrooms, Seminar halls, Media centre.
- Modernization of Laboratory & equipment.
- More ICT-enabled classrooms.
- Library infrastructure upgradation.
- Library automation.
- Functional facilities for e-learning.
- Safety & Security management.
- Safe Drinking Water facility and Medical facility.
- Development and maintenance of (indoor/outdoor) sports.
- Facilities and promotion of cultural activities.

5. STUDENT SUPPORT AND PROGRESSION

- Helping students to avail stipends/scholarships provided by government and non-government organizations.
- Career Counselling and Placement Activities.
- Targeting 80% placement for all graduating students.
- Participation in competitions.
- Rewards & recognitions of achievers.
- Participation in extracurricular activities through student fora.
- Participating in social and welfare activities.
- Providing career guidance.
- Financial Assistance to the needy and deserving students through College Fund and Fund created by teachers.

6. LEADERSHIP AND GOVERNANCE

- Decentralize the academic, administrative, and student-related authorities & responsibilities.
- Implementation of Institutional Strategic development plan.
- Monitoring and Implementing the Quality Management System.
- Establishing E-governance.
- Code of conduct and policy formulation, approval and implementation.
- Establishing fair and transparent performance appraisal system.
- Requisition for staff recruitment in vacant sanctioned positions.
- Recruitment Policy for contractual support staff.
- Staff Training for quality improvement.
- Staff welfare policy implementation, Career advancement schemes.
- Rewards, recognition, and incentives.
- Reconstitution of IQAC as per NAAC regulations.
- Framing of Quality Policy.
- Academic and Administrative Audit (AAA) for remedial measures.
- Annual Report preparation & submission.
- Framing & implementation of Purchase and Financial policies.
- Support for internships, visits, trainings, special guest lectures, resource persons.

7. INSTITUTIONAL VALUES & BEST PRACTICES

- Green and eco-friendly Campus.
- Promote production of eco-friendly products.
- Plastic free Campus.
- Promotion of organic farming at college.
- Green Audit.
- No Vehicle Day every month.
- Green Policy for eco-consciousness.
- Promote Multilingual, cultural, and regional diversities.
- Initiatives for Self Defence.
- Women empowerment programs.
- Implement Best Practices.
- Plantations and greenery.

- Hygiene & green campus.
- Renewable energy usage.

STANDARD OPERATING PROCEDURE (SOP)

Standard Operating Procedure (SOP) prescribes the institutional flow chart for execution of activities in a step-by-step process, involving all the levels of hierarchy.

1. DISCUSSION AND ANALYSIS The Head of the Institution analyses the situation in respect of the needs of the institution, through the IQAC, CPDC, and Staff Council whose members are the Heads of Departments and the different statutory and non-statutory committees. The Time-Table Committee checks the availability and adequacy of classrooms and laboratory. The IQAC along with the Academic Sub-Committee checks the availability of books in the library, staff requirement and any other additional components like sports ground, co-curricular and extracurricular activities which enhances the quality of academic ambiance and develops life skill of students.

2. SURVEY Statistical facts and figures regarding student admission, staff requirement, books available in the library, examination procedure, etc. are collected and suitable estimations and requirements are made into a list of development/improvement programs. Feedback obtained from stakeholders to prepare the Satisfaction Report for overall betterment.

3. IMPROVEMENT Academic Calendar of each department is drawn up indicating the curriculum delivery plan and the time limit for completion and revision. Formative evaluation system followed for assessing students' progress and identifying students at different difficulty levels. Mentorship undertaken for all students and timely schedules drawn up.

4. IMPLEMENTATION The IQAC & Staff council meets periodically to take decisions to approve new activities proposed by departments and evaluates feasibility based on details provided by them. It also makes appraisal of ongoing activities and the activities scheduled to be conducted.

5. EVALUATION The IQAC meets frequently to evaluate the success of the major plans and policies undertaken since the degree to which the target set are being achieved at different stages of the plan must be determined and corrective measures must be taken. If deviation of plans and objectives are found, they must be modified.

6. REVIEW The targets and the plans of implementation are reviewed and the outcomes are discussed in the meeting of the IQAC.

SWOC ANALYSIS

Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strengths

- 38 acres of environment friendly clean and green campus.
- Central location of the institution.
- Well Qualified, dedicated and Experienced Staff.
- Offering diverse programmers to suit the needs of students.
- Curriculum embedded foundation courses on skill development, life skills, computer skills.
- Enrichment of curriculum by offering Certificate courses.
- Fee Reimbursement scholarships offered by the Government.
- Imparting Practical skills/ Hands on training to students through Short Term, Long term Internships and community service projects.
- Implementation of student centric teaching learning methodology.
- Robust infrastructure availability with ICT-enabled classrooms, digital classrooms, smart classroom with interactive board, computer laboratories and well equipped science laboratories
- Separate, well stacked automated library and Active Membership in N-list.
- E-content development through Learning Management System (LMS).
- Established MoU's, Linkages and Collaborations to provide new horizons of learning experiences to students.

- Establishing ISO standards in providing educational services, environmental consciousness and energy conservation.
- High speed internet connectivity and wifi enabled campus.
- Interview skills training through Placement and JKC platform.
- Loco parenting of students through effective Mentor Mentee System for over all development of students.
- Mixed NCC wing for boys and girls cadets.
- Inculcating social responsibility among students through extension activities of 3 NSS Units.
- Implementation of e governance in areas of administration, student admissions and examinations.
- Strong Research ecosystem with an established Research Centre and enhanced number of research projects and publications.
- Strong Resource mobilization policy and well established procedures.
- Differently abled friendly campus.
- Online and offline feed back Mechanism from stake holders.
- Strong and active Alumni association.

Institutional Weakness

- Lack of patents.
- Lack of endowments.
- Number of students passing national level exams is limited.
- Less number of students progressing to higher education.

Institutional Opportunity

- Scope for introduction of new programmes.
- Promote student publications
- Enhancement of employment opportunities through Placement center, Jawahar Knowledge Centre and Career Guidance Cell.
- Establishment of a Augmented Reality /Virtual Reality learning center for improving the blended learning
- Enhanced collaboration with more Educational, Government and Non-Government agencies for enriched academic experience.

- Rank in National Institutional Ranking framework (NIRF).
- Emergence as a center of excellence
- Achievement of Autonomous status.
- Harnessing alternative source of energy.

Institutional Challenge

- Strengthening conventional programmes to meet the demand for market oriented and restructured programmes.
- Training Rural students to meet global challenges.
- Collaborations with International Universities and Industries to share global knowledge, skills, research and expertise through student exchange programme.
- Low English proficiency among students at the entry level.

GOALS ATTAINMENT

	1. CURRICULAR ASPECTS	
1	Academic planning and preparation of Academic Calendar.	✓
2	To introduce new skill & career oriented and need-based Programmes like Tourism.	✓
3	Each department offers New Certificate Courses/Skill-Based.	✓
4	To offer value-added courses pertaining to academics and life skills to help students to become employable.	
5	Holistic development of student by having dynamic and updated curriculum.	✓
6	Every student to complete at least one Skill-Based Courses / Certificate Courses during the time of graduation.	≫
7	Promote academic projects and internships for all the students.	✓
8	Providing skill-based and practical education to the students.	✓
9	To launch an international student mentoring program.	≫

	2. TEACHING, LEARNING AND EVALUATION	
1	Provide mentoring and counselling support	✓
2	Implementation of Student-centric pedagogy.	✓
3	Development of teaching and lesson plan.	✓
4	Use of advanced teaching aids and adopt enhanced ICT techniques.	✓
5	Development of e-learning resources.	✓
6	CO & PO mapping	✓
7	Continuous assessment to measure outcomes.	✓
8	Evaluation parameters and benchmarking.	✓
9	Targeting 90 percent passing results in all Programs.	≫
10	Follow a transparent and fair feedback system	≫

	3. RESEARCH, INNOVATION AND EXTENSION	
1	Fund generation through Project proposals.	✓
2	Apply for Government/Non-Government sponsored funds.	✓
3	Collaborations with Government & Private Institutes, Universities, and Research Organizations.	✓

4	Establishment of Research centre and developing research facility in laboratories.	✓
5	Budget from institution resources/Faculty/students/other donors	⟫
6	Setting up Entrepreneurship Centre/ Incubation Center for promotion of innovation.	✓
7	Training and Financial support to promote student entrepreneurship.	⟫
8	Identify community and social development work.	✓
9	Provide skill-based training as per local needs at the institute.	⟫
10	Conducting social awareness Programmes, blood donation camps, gender sensitization and such others through College NSS Unit, college committees and student activity clubs	✓

4. INFRASTRUCTURE AND LEARNING RESOURCES

1	Infrastructure building development & modification.	✓
2	Smart Classrooms, Seminar halls, Media centre.	⟫
3	Modernization of Laboratory & equipment.	⟫
4	More ICT-enabled classrooms.	✓
5	Library infrastructure upgradation.	✓
6	Library automation.	✓
7	Safety & Security management.	⟫
8	Safe Drinking Water facility and Medical facility.	✓
9	Development and maintenance of (indoor/outdoor) sports.	✓
10	Facilities and promotion of cultural activities.	✓
11	Functional facilities for e-learning.	✓

5. STUDENT SUPPORT AND PROGRESSION

1	Helping students to avail stipends/scholarships provided by government and nongovernment organizations.	✓
2	Career Counselling and Placement Activities.	✓

3	Targeting 80% placement for all graduating students.	»»
4	Participation in competitions.	✓
5	Rewards & recognitions of achievers.	»»
6	Participation in extracurricular activities through student forum	✓
7	Participating in social and welfare activities.	✓
8	Providing career guidance.	✓
9	Financial Assistance to the needy and deserving students through College Fund and Fund created by teachers.	»»

6. LEADERSHIP AND GOVERNANCE		
1	Decentralize the academic, administrative, and student-related authorities & responsibilities	✓
2	Implementation of Institutional Strategic development plan.	✓
3	Monitoring and Implementing the Quality Management System.	✓
4	Establishing E-governance.	✓
5	Code of conduct and policy formulation, approval and implementation.	✓
6	Establishing fair and transparent performance appraisal system.	✓
7	Requisition for staff recruitment in vacant sanctioned positions.	✓
8	Recruitment Policy for contractual support staff.	»»
9	Staff Training for quality improvement.	✓
10	Staff welfare policy implementation, Career advancement schemes.	✓
11	Rewards, recognition, and incentives.	»»
12	Reconstitution of IQAC as per NAAC regulations	✓
13	Framing of Quality Policy.	✓
14	Academic and Administrative Audit (AAA) for remedial measures.	✓
15	Annual Report preparation & submission	✓
16	Framing & implementation of Purchase and Financial policies	✓
17	Support for internships, visits, trainings, special guest lectures, resource persons	»»

	7. INSTITUTIONAL VALUES & BEST PRACTICES	
1	Green and eco-friendly Campus.	✓
2	Promote production of eco-friendly products.	»»
3	Reuction of plastic usage	✓
4	Green Audit.	»»
5	No Vehicle Day every month.	✓
6	Green Policy for eco-consciousness.	✓
7	Promote Multilingual, cultural, and regional diversities.	✓
8	Initiatives for Self Defence.	✓
9	Women empowerment programs.	✓
10	Implement Best Practices.	✓
11	Plantations and greenery.	✓
12	Hygiene & green campus.	✓
13	Renewable energy usage.	✓
14	Promotion of organic farming at college.	»»

FUTURE PLANS

The Government Degree College for Men, Srikakulam, envisions a transformative journey toward excellence by initiating the following strategic projects. These initiatives aim to enhance the institution's infrastructure, research capabilities, and contribution to society while aligning with the evolving needs of students and the community:

1. Incubation Hub

- **Objective:** To foster innovation and entrepreneurship among students and faculty by providing the resources, guidance, and support needed to translate ideas into successful ventures.
- **Features:**
    - Dedicated workspaces equipped with state-of-the-art facilities.
    - Mentorship programs involving industry experts, academicians, and successful entrepreneurs.
    - Regular workshops, hackathons, and startup pitch events.
    - Support for obtaining funding and patents for innovative projects.
- **Impact:** This hub will create a culture of innovation, encourage self-employment, and contribute to the local and regional economy by producing job creators rather than job seekers.

2. Cluster University

- **Objective:** To elevate the college into a Cluster University by integrating nearby educational institutions under a unified structure, offering diverse courses and resources.
- **Features:**
    - Interdisciplinary programs across various fields.
    - Shared infrastructure such as libraries, laboratories, and digital learning platforms.
    - Collaborative research initiatives and faculty exchange programs.
    - Governance reforms to streamline administration and ensure academic excellence.
- **Impact:** This transformation will enhance the institution's academic standing, attract talented students and faculty, and increase its contribution to higher education in the region.

3. Advanced Research Laboratory

- **Objective:** To establish a state-of-the-art research facility that supports cutting-edge research and innovation in sciences, technology, and humanities.
- **Features:**
    - Specialized labs for advanced studies in emerging areas like nanotechnology, biotechnology, and artificial intelligence.
    - Collaboration with national and international research organizations.
    - Access to modern research tools and techniques for faculty and students.
    - Funding support for groundbreaking research and publications.
- **Impact:** This lab will position the institution as a hub for research excellence, attract research grants, and significantly contribute to solving real-world problems through innovative solutions.

4. Skill Enhancement Centre

- **Objective:** To equip students with essential skills for employability and entrepreneurship, bridging the gap between academia and industry.
- **Features:**
    - Training programs in soft skills, technical skills, and vocational areas.
    - Industry-aligned certification courses and internships.
    - Career counseling and placement services.
    - Focus on digital literacy, communication, and leadership development.
- **Impact:** This center will empower students to excel in their careers, reduce unemployment, and enhance the institution's reputation as a provider of quality education and training.

5. Centre for Women Studies

- **Objective:** To promote gender equality, women empowerment, and holistic development through education, research, and advocacy.
- **Features:**
    - Research and documentation on gender-related issues.
    - Workshops and seminars on women's rights, health, and leadership.
    - Counseling and support services for women students and staff.
    - Initiatives to foster entrepreneurship among women.

- **Impact:** This center will serve as a platform for advancing gender equality and empowering women to become leaders and change-makers in society.

6. Sports Hub

- **Objective:** To create a comprehensive sports infrastructure that nurtures talent and promotes physical fitness and well-being among students.
- **Features:**
  - Development of indoor and outdoor sports facilities, including a stadium, gymnasium, and specialized courts.
  - Training programs led by professional coaches.
  - Organization of inter-college and state-level sports tournaments.
  - Focus on integrating traditional and indigenous games.
- **Impact:** This hub will encourage a healthy lifestyle, develop competitive athletes, and strengthen the institution's presence in the national sports arena.

CONCLUSION

These future initiatives reflect the institution's vision to emerge as a center of excellence in education, research, and community service. By focusing on innovation, inclusivity, and infrastructure development, the college aims to prepare students to meet the challenges of the 21st century while contributing to the socio-economic development of the region.