

STRATEGIC PLANNING AND DEPLOYMENT DOCUMENTS

2015-2020

THOTE COLLEGE OF SOCIAL WORK, NARSALA ROAD, NAGPUR.

VISION OF THE INSTITUTION

To be an institution of excellence in social work education that continually responds to the changing social realities through the development and application of knowledge, towards creating a people-centered democratic society that promotes and protects the dignity, equality, social justice and human rights for all by developing manpower for professional social work practice to strive for creation of a just and equal society Which ensures freedom from all forms of oppression and exploitation.

MISSION OF THE INSTITUTION

- To maintain and develop the PurushottamThote College of social Work as a Teaching and research institution.
- To utilize a value-based generalist social work practice model at the micro, mezzo and macro levels of social work practice.
- To apply empirical knowledge and theories of individual behaviour and human Development to understand interactions among and between individuals, Families, groups, organizations and social systems;
- To demonstrate respect for all clients by practicing without discrimination as To age, class, colour, culture, disability, ethnicity, family structure, gender, Marital status, national origin, race, religion, sex or sexual orientation.
- To conduct and demonstrate the application of empirical research studies to Select appropriate intervention strategies.
- To cooperate with other organizations for undertaking action projects In the area of social work. Which are innovative and demonstrative in the area of Of practice service delivery and serve as a centre for training and research.
- To respond professionally to national calamities through relief, rehabilitation And disaster management.
- To arrange lectures, seminars, conferences, symposia, etc. for the benefit to Those who are interested in the subjects studied at the college.
To publish books, monographs, periodicals and papers in the subjects Studied at the College.

CORE VALUES:

- We believe in conveying Education and spreading knowledge amongst young student'sFor the nationbuilding.
- Give due respect to all students and staff members.
- Strictly prohibit the gender biasness.
- Enhance good human values in students as well as in our society.
- Promote team spirit and healthy competition.

- Create healthy atmosphere for effective teaching–learning process.
- Promote creativity and innovation in all activities.
- Promote equality, integrity, patriotism and brotherhood in society through our students.
- Promote communal harmony and religious tolerance in students.
- Sharing of experience, knowledge and skills in students for the sake of our society.

OUR STRENGTH:

1. Good reputation for high quality teaching & society based practical skills & knowledge development
2. Equal importance on co-curricular and value-added programs.
3. Eco-friendly and friendly atmosphere for working
4. Beyond the syllabus we make the students ready for the present global scenario.
5. Constant encouragement of faculty for pursuing Ph.D., research, advancement of qualification etc.
6. Constant mentoring, monitoring, and a strong feedback system of students.
7. Good faculty maintenance due to peaceful work environment
8. Academic achievements of student in university examination and other platforms
9. Achievements in placement by students in various reputed organizations and reputed companies.

OUR WEAKNESSES:

1. Shortage of sufficient opportunity for Research Activities due to funding problem by Govt., Non-Govt. & External agencies
2. Space limitation for further expansion of facilities.
3. Since course curriculum is as per RTMNU, so there is no flexibility in academic curriculum.
4. Domicile Issue in the admission process opportunities

OUR OPPORTUNITIES:

1. Faculty exchange program with reputed institutions.
2. Focus on Research activities.
3. Involving more faculty members in research-oriented programs
4. Preparing guidance to the students for the competitive exams.

OUR CHALLENGES:

1. Students come with various languages and low backgrounds. For developing their communication skills is really a challenging job.

2. To motivate faculty for New Projects/Research/ Innovation etc.
3. To attract renowned Professors, Ph.D. Holders and Researchers in Campus to share their knowledge and experience with students .
4. Present lack of interest among students for social work education

INSTITUTIONAL 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. Encouraging research and development work
9. Engagement in Community Services and Activities
10. Developing physical infrastructure

STRATEGIC PLANNING (2016-2020)

Teaching Learning Process	<ul style="list-style-type: none"> • Academic planning and preparation of Academic Calendar • Development of teaching plan Academic planning and preparation of Academic Calendar • Development of teaching plan • Promote research culture & facilities • Provide mentoring and personal support • Follow a transparent and fair feedback system • Implementation of best practices
Leadership and participative management	<p align="center">Decentralize the academic, administration and student related authorities & responsibilities Prescribe duties, responsibilities and accountability Establishment of functional committees</p>
Good governance	<p>Institutional strategic goals setting</p> <ul style="list-style-type: none"> • Institutional Strategic development plan • Smooth Working of statutory committees • Establishing E governance • Leadership development through decentralization <p>Establishing fair and transparent performance appraisal system</p>
Staff development & welfare	<p>Staff performance evaluation system Best possible work facilities & infrastructure facilities</p> <ul style="list-style-type: none"> • Code of conduct, service rules & leave rules • Staff welfare policy implementation • Career advancement schemes <p align="center">Support for research, consultancy, innovations</p>
Internal Quality Assurance System	<p>Establishment of IQAC done Promoting best practices</p> <ul style="list-style-type: none"> • Annual report preparation & submission
Student's development and participation	<p>Students Trainings & Placement Activities</p> <ul style="list-style-type: none"> • Formation of student council • Student's representation in various committee and cell • Participation in competitions <p>Organizing competitions Rewards & recognitions of achievers</p> <ul style="list-style-type: none"> • Participation in extracurricular activities • Participating in social and welfare activities
Research and innovation	<p>Establish and develop Libraries with more research facility Fund generation through Project proposals</p>
Institute wise Interaction	<p>MoU's with institutions Providing career guidance</p> <ul style="list-style-type: none"> • Strengthen training & placement

	<ul style="list-style-type: none"> •Establishing innovation centres <p>Support for internships, visits, trainings, guest lectures</p>
Alumni Interaction	<p>Formation of Alumni association, participation and registration</p> <ul style="list-style-type: none"> • Data base creation, Regular interactions with alumni and networking • Recognition of successful alumni • Exploring Contributions <p>Fund generation</p>
Community Services and Outreach Activities	<p>Identify community and social development work</p> <ul style="list-style-type: none"> • Identify challenges of society for development work <p>Educational support to village people</p> <ul style="list-style-type: none"> • Conducting awareness camps
Physical infrastructure	<p>Smart Class rooms, Tutorials, Seminar hall</p> <p>More ICT enabled classrooms</p> <ul style="list-style-type: none"> • Library infrastructure up gradation •System up gradation <p>Water facility</p> <p>Library Facility</p> <p>Vehicle Parking facility</p> <p>Girls common room</p> <p>Xerox- print out facility for students</p>

Strategy Implementation and Monitoring

After approval of Strategic development plan the next step is its implementation. During implementation the advancement of strategy shall be measured from time to time. Hence the assessable success indicators are clearly predicted out in the implementation document. The principal along with Academic Council and other team member will be the guardian for strategic plan and its deployment.

Implementation at Institutional level:

Governance & Administration	Chairman & Members of GB, Administration Office
Students Admissions	Principal, HODs, Admission team, Students section
Infrastructure (physical)	GB, Secretary, Registrar
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Research& Development	Principal, HODs
Students Development	Principal, HODs
Departmental Activities	HODs and Faculty
Quality Assurance	IQAC team

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 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 curative actions, need of further processes and deployment of resources. All these reports will be forwarded for further discussions and implementation to the governing body.

Conclusion

The Strategic Planning and Deployment Document is an effort for concrete a pathway towards achievement of goals to achieve. Just expressing the strategic plan doesn't guarantee 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 an energetic 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.