

# VASANTA COLLEGE FOR WOMEN

(Admitted to the Privileges of Banaras Hindu University)

KFI, Rajghat Fort, Varanasi



## Strategic Planning and Deployment Document

2022-2027

# Summary

Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and deployment document (SPDD) is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives.

The institutional perspective plan aligns with the vision and mission of the institution which is the constant driving factors for improving academic quality. The goals are defined and guided by the stake holders (management, Principal, Heads of Department, faculty, staff, 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.

## **Vision**

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*“Educational advancement among women is the only means to social reforms... the treasure of Philosophy, Literature, Science, Art must be thrown open to her as to men... Women’s wisdom as well as men’s is needed to dig deeply and build strongly the foundations of the New India.” (Dr. Annie Besant)*

The college aims to produce self-confident, reliable, techno-savvy, environment sensitive, innovative, socially responsible, research oriented, empowered and ethical women who can contribute for the promotion of dignity, social justice and equality in the society.

## **Mission**

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The College is committed to the holistic growth of the student – academic, mental and physical, social and spiritual.

The college strives to work in an atmosphere where there is no fear, no authority, only love, affection and healthy relationship, which is the core of Krishnamurti’s philosophy.

The college focuses on:

- To instill in-depth and rational knowledge of the individual discipline.
- To develop intellectual efficiency through reflective, logical, creative and critical thinking ability.
- To prepare cognitively mature, emotionally strong, empowered, leading and progressive entrepreneurs who are technologically competent and ethically conscious.
- To sensitize ecological consciousness in students so that they are socially responsible and productive, interpersonally skilled, humane and global citizens.

## **GOAL**

To deliver quality education to students and prepare them to face challenges, play a pivotal role in balancing a personally fulfilling life along with a strong engagement with the world.

## **OBJECTIVES**

- To provide quality education.
- To impart life skills and values.

## **Strategic Goals**

Institutional Strategic Goals are effectively deployed to focus on bringing quality improvements in the areas of:

1. Teaching- Learning and Research
2. Internal Quality Assurance System
3. Infrastructural facilities
4. Governance, Leadership and participative management
5. Student's development and participation
6. Staff development & welfare
7. Collaboration and Extension Activities
8. Best Practices

### **1. Teaching Learning and Research**

- Develop mechanism for Incubation center.
- Academic planning and preparation of Academic Calendar
- Development of teaching plan
- Use of advance teaching aids and adopt enhanced ICT techniques.
- Development of e- learning resources
- Promote research culture and facilities.

- Introduction of new Postgraduate courses in Urdu, Sanskrit and Philosophy.
- Introduction of innovative Add-on/Certificate/ Value added Courses.
- Further strengthen the transparent and fair feedback system.
- Focus on Continuous assessment of students.
- MoUs with different institutions and industries.
- Allocation of Seed Money for Research Projects

## **2. Internal Quality Assurance System**

- To organize Training programs/ workshops on quality for teaching and non-teaching staffs.
- Periodic check and guidance for quality improvement
- Promoting best practices
- AQAR and SSR preparation and submission
- Setting the backdrop for the implementation of NEP 2020.
- Create awareness and mechanism for Electoral literacy.

## **3. Infrastructural facilities**

- Infrastructure development
- Increase the number of Smart Classrooms.
- Modernization of Laboratory and equipment
- Automate the Library operations.
- To develop section for digital library
- To build lift for physically challenged
- To build outdoor synthetic basketball court, badminton and tennis courts
- To establish Language Lab in Sanskrit and Urdu.
- To install CCTV cameras for better surveillance

- To launch new website of the college

#### **4. Governance, Leadership and participative management**

- Decentralize the academic, administration and student related responsibilities.
- Assign duties, responsibilities and accountability.
- Establishment of functional committees, Cells and clubs
- Getting green certification and green audit
- Establishment of Rajbhasha Cell for promotion of Hindi

#### **5. Student's Development, Participation and Support**

- Focus on Students Trainings & Placement Activities
- Increase Student's representation in various committee and cell.
- Encourage and motivate students to participate in competitions.
- Encourage students to Participate in Institutional Social Responsibility activities.
- Scholarships for needy and meritorious students

#### **6. Staff Development & Welfare**

- Performance evaluation system
- Staff Training for quality improvement.
- Staff welfare policy implementation
- Timely promotion of teachers through Career advancement schemes
- Funds to be allocated for seminars/conferences/workshops etc.
- To increase MoUs with Hospitals for cashless treatment

## **7. Collaboration and Extension Activities**

- MoUs with NGOs for student training and extension activities
- Identify community and social development work Conducting awareness camps.
- Development of training centers for Indigenous skills for employability

## **8. Best Practices**

- Green initiatives for Campus sustainability.
- Value-based women empowerment activities
- Environmental Social Responsibility through project Prakriti
- ICT in teaching learning process, library and administrative jobs.

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