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**Vasanta College for Women
Rajghat Fort, Varanasi**

Strategic Planning and Deployment Document

2016- 2021

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

To impart education based on J. Krishnamurti's teachings steering the students towards introspection and self learning and preparing individuals that excel not only in academic but also in co-curricular activities. The college strives to work in an atmosphere where there is no fear, no authority, only love, affection and a healthy relationship, which is the core of Krishnamurti's philosophy.

To developing creative and critical thinking, nurturing innovation and excellence through education. To provide high quality academic programmes, training activities and research facilities and enriching co-curricular activities linking education to the world of work, employment and communities leading to the achievement of academic and career goals.

Mission

The institute is committed towards women education as the cornerstone for making a strong and vibrant India. It provides an opportunity to young women for quality higher education and aims to work for an inclusive society that promotes and protects the dignity, equality, social justice and human rights for all and in which women would enjoy equal opportunities in professional and public fields. The college envisions women as leaders and aims to nurture educated, confident and empowered women enriched by the love of learning. While preserving the core institutional values they sustain themselves on a global platform consisting of various cultural milieus. The mission of the college is to prepare 'Individuals' as responsible 'Citizens' of the 'World' and to impart real 'Education' to the students who think objectively and creatively

GOAL

To deliver quality education to students and prepare themto 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

- 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 & facilities
- Introduction of new Postgraduate courses and Honours course in French
- Introduction of innovative Add-on/Certificate Courses
- Provide mentoring and personal support
- Follow a transparent and fair feedback system
- Focus on Continuous assessment of students
- Academic MOUs with different institutions for faculty exchange
- Introduction of new Journal "Vasant Sahastradhara"

2. Internal Quality Assurance System

- Reconstitution of IQAC as per NAAC regulations
- Formation of Quality Monitoring Committee & functioning
- To organize Training programmes
- Periodic check & guidance for quality improvement
- Promoting best practices

- Annual report preparation & submission

3. Infrastructural facilities

- Infrastructure development
- Smart Class rooms and ICT enabled Conference hall
- Modernization of Laboratory & equipment
- Library infrastructure up gradation
- To build additional washrooms for staff
- To build ramps for physically challenged
- Renewable Energy usage: To establish solar panel
- To establish compost site & focus on green campus
- Developing sports (indoor/outdoor) facilities
- To establish Language Lab

4. Governance, Leadership and participative management

- Decentralize the academic, administration and student related authorities & responsibilities
- Prescribe duties, responsibilities and accountability
- Establishment of functional committees and Cells (ICC)
- Getting ISO certification

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 Participation in competitions
- Organizing competitions at college level
- To give Rewards & recognitions of achievers
- Encourage and motivate students to participation in extracurricular activities
- Encourage students to Participate in social and welfare activities
- Providing career guidance and vocational training
- Counsellor or College and Hostel Separately
- Scholarships for needy and meritorious students

- To establish one unit NCC wing
- Stipend for Research Scholars

6. Staff Development & Welfare

- Performance evaluation system
- Staff Training for quality improvement
- Best possible work facilities & infrastructure facilities
- Service rules & leave rules, CCL for female staff
- Staff welfare policy implementation
- Timely promotion of teachers through Career advancement schemes
- Funds to be allocated for seminars/conferences/workshops etc.
- MOUs with Hospitals

7. Collaboration and Extension Activities

- MOUs with NGOs for student training and extension activities
- Identify community and social development work Conducting awareness camps

8. Best Practices

- Morning assembly
- Focus on value based women empowerment activities
- Focus on environmental Social Responsibility through project Prakriti
- Focus on campus sustainability through waste segregation, water harvesting, paper recycling and installation of solar panel
- Focus on ICT in teaching learning process, library and administrative jobs.