


6.2.1

6.2.1 – THE INSTITUTIONAL STRATEGIC/ PERSPECTIVE PLAN IS EFFECTIVELY DEPLOYED

- **INSTITUTIONAL STRATEGIC GOALS**
- **STRATEGIC PLANNING ON ALL AREAS**
- **STRATEGY IMPLEMENTATION AT
INSTITUTIONAL LEVEL**



Principal
Islamiah Women's Arts and Science College
Vaniyambadi - 635 752.



ISLAMIAH WOMEN'S ARTS & SCIENCE COLLEGE

Recognized by UGC under section 2(f) & 12(B) of the UGC Act 1956,
Permanently affiliated with Thiruvalluvar University, Accredited by NAAC with 'B' Grade
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Institutional Strategic Goals

1. Teaching Learning
2. Scholarship Program
3. Mentorship Program
4. Leadership and Participative management
5. Internal Quality Assurance System
6. Student's Development through Participation
7. Employees Advancement & Welfare
8. Placements & Higher Education
9. Discipline
10. Grievance Redressal
11. Financial Planning & Management
12. Institute - Industry Interaction
13. Encouragement of Budding Entrepreneurs
14. Research and Development
15. Alumni Interaction and Outreach activities
16. Physical Infrastructure

Strategic Planning on all Areas

<p style="text-align: center;">Teaching Learning</p>	<ul style="list-style-type: none"> • Academic planning and preparation of Academic Calendar • Overall and department Timetable and work allotment • Individual Teachers' Academic Planner • Outcome based Syllabus received from the University • Preparation of Lesson Plan based on CO & PO mapping • New teachers trained in basics of classroom ethics • Faculty Development Programs every few months • Teaching Techniques & Pedagogical Skills refreshed periodically • Blended Learning – Innovative and conservative • Use of ICT and Library resources • Activity and practical methods of learning • Continuous Internal Assessment • Feedback on curriculum and faculty • Parents – Teachers Meet for targeted guidance and support • Promote research culture & facilities • Provide mentoring and individual support • Follow a transparent feedback system • Performance enhancement through workshops and seminars. • Implementation of best practices for students • Evaluation parameters and benchmarking
<p style="text-align: center;">Scholarship Program</p>	<p>Government – Central & State</p> <ol style="list-style-type: none"> 1. Post Matric Minority Scholarship 2. Central Sector Scheme of Scholarship 3. SC / ST Scholarship 4. Puthumai Penn Thittam 5. Financial assistance for wards of Beedi / Cine/ LSDM <p>Non- Governmental Scholarships</p> <ol style="list-style-type: none"> 1. Yateem Khana – e- Ahle Islam 2. AIWA 3. HB Foundation 4. Islami Baitul Maal 5. Talent Identification and Empowerment Trust 6. VMES 7. India Zakath.com 8. United Higher Educational Trust 9. Falaah I Millat
<p style="text-align: center;">Mentorship Program</p>	<ul style="list-style-type: none"> • Mentors deputed to the mentees in the ratio of 1:20 • Mentor books designed to carry all necessary data of the students • Periodic meetings with the mentor every month and weekly, if necessary • Counseling and guidance given to students and staff in need • Semester performance recorded for further review and follow up • Remedial classes arranged based on requirement • Connection with the parents facilitated • Identifying specific talents and enabling students to pursue interests

<p>Leadership and Participative Management</p>	<ul style="list-style-type: none"> • Spotting vulnerable areas in academics and strengthening them by providing remedial measures. • Responsibilities and authorities pertaining all matters of academic and administrative matters are decentralized • College Development Council frequently holds meetings with the Principal and HODs in attendance. • The department staff meetings are conducted as and when required. • Clubs, Cells and Committees are given enough guidance and assistance with requisite freedom for the conduct of events and programs. • Policies and decisions are implemented after approval from the Management and the IQAC through the various mechanisms in place facilitated by the respective coordinators
<p>Internal Quality Assurance System</p>	<ul style="list-style-type: none"> • Functional IQAC with driven members to ensure quality on all matters. • Develop, maintain and regularly update the documents of all the processes involved in the academic and administrative activities and the forms to implement the processes. • All the departments, with the teaching and non-teaching faculty carry out the activities as per the Processes and forms. • Feedbacks from students, parents, alumni and industry and actions are taken to ensure that the college satisfies all its stakeholders. • Internal Audit - Regular internal audits are conducted at planned intervals to check the effectiveness of the implementation, maintenance and improvement of the system. • External Audit conducted every alternate year. • Educating & Training of all employees. • Adoption and Institutionalisation of Best Practices. • Framing and implementation of Quality Policies. • Annual report preparation & submission • Submission of institutional data to various bodies like NIRF, AISHE, NAAC, UGC, the Central and State Governments etc.
<p>Student's Overall Development through Participation</p>	<ul style="list-style-type: none"> • Students' participation encouraged to engender confidence and decision-making skills apart from creating an inclusive environment. • Feedback on curriculum, teaching and infrastructure collected, analysed and action taken. • Seminars, case studies, projects, etc., to enable independent academic acuity. • Participation in Sports, cultural programs, intercollegiate, national and international events and competitions for non-academic growth. • Engagements in various campaigns to inculcate environmental, social and communal consciousness. • Celebration of important days for building solidarity, tolerance etc.

<p align="center">Employees Advancement & Welfare</p>	<ul style="list-style-type: none"> • Recruitment Policy development & implementation • Employees performance evaluation system • Regular Training for quality improvement • Healthy and supportive working environment & infrastructure. • Established Code of conduct, service rules & leave rules. • Staff welfare policy implementation • Rewards, recognitions and incentives • Deputation for seminars, conferences and workshops etc. • Motivation for qualification enhancement • Support for research, consultancy, innovations, etc.
<p align="center">Placements & Higher Education</p>	<ul style="list-style-type: none"> • Guidance and Counseling for placement and higher education. • Frequent placement drives conducted and visited. • Skill enhancement courses offered apart from the curriculum. • Career counseling conducted in collaboration with industry experts. • Placement opportunities provided during the last year and even after graduation. • Higher education options are provided in the campus and if a subject specialization is not available in the regular mode, Distance education via University of Madras fills the lacuna. • Fee concession for the first term provided as an incentive to students entering the PG programs.
<p align="center">Discipline</p>	<ul style="list-style-type: none"> • Additional Installation of CCTV Cameras at vulnerable spots and other measures to maintain the discipline. • Responsible for the entry of the students only with Identity cards. • Crowd control during fests and programs requiring large audience. • Skiving off classes restricted through routine rounds by designated staff in each block. • Misuse of College resources is prevented via due vigilance. • Any kind of misbehavior is curtailed before they can escalate. • Dress code and rules on the use of gadgets is closely monitored. • Counseling is provided wherever required.
<p align="center">Grievance Redressal</p>	<p>The grievance committee actively works to -</p> <ul style="list-style-type: none"> • To enable the students and faculty become aware of their rights. • To help them become mentally strong by allowing them to think independently. • To help them in raising voice against all kinds of discrimination in a proper manner. • The Student Representatives are entrusted with a responsibility towards the students' community to be available and listen to student's views and concerns, and actively represent them in an objective, dignified and accurate manner to find viable solutions.
<p align="center">Financial Management</p>	<ul style="list-style-type: none"> • Framing of financial budget according to multiple areas. • Department wise Budgeting • Forecasting of Revenue & Expenditure through Accounts Officer • Effective purchasing through Purchase committee • Contingency Fund allocation every year • Budget formulation & approval through the Head of the institution • Periodic Audit

<p>Institute - Industry Interaction</p>	<ul style="list-style-type: none"> • Industrial Research • Research guidance from industry • Short-Term Training Programmes • Collaborative Educational Programmes • Student internships and industrial visits • Support for internships, visits, trainings, guest lectures etc. • Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum. • Providing career guidance
<p>Encouragement of Budding Entrepreneurs</p>	<ul style="list-style-type: none"> • Establishment of Entrepreneurship & Development Cell • Industrialists visit for seminar, lecture, workshop for entrepreneurship development • Promoting, sponsoring and facilitating entrepreneurship development • Providing training & guidance for entrepreneurship development.
<p>Research and Development</p>	<ul style="list-style-type: none"> • Dedicated Research and Development Cell • Establish and develop Laboratories with more research facility • Fund generation through Project proposals • Apply for Government/Non-Government industry, sponsored funds • Collaborations with Government & Private Institutes, Universities and Research Organizations.
<p>Alumni Interaction and Outreach activities</p>	<ul style="list-style-type: none"> • Alumni association is involved in institutional activities to increase their participation • Invitation for guest lecturers/ internship /placement/ training/ entrepreneurship • Recognition of Contributions- both monetary and good will. • Sponsorships/scholarships/fund generation • Data base creation, Regular interactions with alumni and networking • Recognition of successful alumni for appreciation and felicitation • Annual Alumni Meet
<p>Physical Infrastructure</p>	<ul style="list-style-type: none"> • Infrastructure building development & modification • Internet and other technical facilities to enable ICT • Functional facilities for e-learning • Safety & Security management • Water facility • Hygiene, zero plastic & green campus • Recycling of water • Smart Class rooms and Seminar halls • Modernization of Laboratory & equipment • Library infrastructure relocated and upgraded • System up gradation all over the campus • Medical facility via sick room and campus doctor • Development of sports (indoor/outdoor) facilities • Plantations – Gardens – Kitchen and Herbal, besides several seeds sown on important occasions all over the campus.

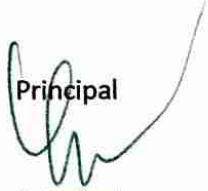
Strategy Implementation at Institutional Level

Particulars/Functions	Deployment Authorities
Governance & Administration	Management & Administration Office
Infrastructure (Academics)	Principal, HODs
Infrastructure (physical)	Management & Principal
Teaching- Learning	Principal, HODs and Faculty
Evaluation	Principal, Exam Cell & the Affiliating University
Departmental Activities	HODs and Faculty
Training & Placements	Principal, Training and Placement Officer & HODs
Research& Development	Principal, HODs and R& D Cell Coordinator
Students' Development	Principal, IQAC & HODs
Quality Assurance	IQAC Team
Students' Admissions	Principal, HODs & Admission Section
Statutory Compliance	Principal, HODs, Coordinators

Deployment

The Strategic plans are duly communicated by the Head of the Institution to all the stakeholders via circulars and notifications through mails and the college bulletin boards. Apart from the Academic calendar, duly drafted policies act as the guiding points for the implementation of the decisions made at various levels.


IQAC Coordinator


Principal
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