

Strategic Deployment Plan 2013-18

Effective strategic planning requires identifying and implementing strategies that will move St. Joseph's College for Women (Autonomous) Visakhapatnam, already a *Diamond* in North Coastal AP to a sparkling Centennial future in the New Sunrise State of Andhra Pradesh, nationally, and globally. Strategic planning is not a "once-and-done" event. It is a continuous process involving planning, implementing, assessing outcomes and using results and lessons learned for further planning, revising and modifying of the strategies.

Measurement and assessment hold the keys to strategic planning. Therefore, identifying key indicators for sub-goals and identifying responsible divisions/units will ensure effective monitoring and evaluation of outcomes. The Institution should focus on a few but bold sub goals and strategies. Resources, including funds and time, are limited. Therefore, prioritizing of strategies and focusing on those that have the potential of being game changers are critical. Since the execution of strategies is at the college or departmental level, the strategic planning process has to be participatory to ensure shared vision, as well as shared ownership and commitment to the plan by stakeholders throughout the Institution.

The Institute has created the Strategy document through a detailed consultation process with stakeholders during 2013-2018. The document was discussed in department faculty meetings and alumnae inputs were taken. The document was significantly modified to take into account the inputs received. The revised document was presented to the Board of Studies and their suggestions incorporated in the final document.

The College envisions being a Centre of Academic Excellence, transforming the students into intellectual leaders through holistic education, making them socially responsive members in a changing technology-driven world.

The College prepared a dynamic Strategic plan based on the recommendations of NAAC 2013 Report which translates shared vision into team successes while aiming at clearly formulated goals through joint consultative exercises:

Goal 1: Achieving Academic excellence by curriculum enrichment and fostering experiential learning through ICT. (Vision)

Goal 2: Empowering students through Holistic Education with global employability and social responsiveness (Mission & Quality Policy)

Goal 3: Striving for overall excellence through inclusiveness and equity in Quality Assurance Practices (Quality Policy)

The Strategic plan is deployed through systematised Plan of Actions (Institution & Department wise), Implementation of Plans, Resource prioritisation and utilisation and involvement of stakeholders at various levels with clear quality parameters and indices. Since **Teaching Learning** is the **fulcrum point** around which other dimensions revolve, the following practicable objectives were construed:

- Facilitate innovative teaching, learning and assessment methods,
- Organise conferences/workshops at the regional, national and international levels,
- Involve alumni as resource persons for workshops and invited talks,
- Enhance the use of ICT for teaching,
- Upgrade infrastructure wherever possible and
- Ensure quality intake of faculty.

The perspective plan has been implemented to a large extent as delineated below:

- Innovative teaching-learning methods such as field-work based Short or Mini projects have been assigned to students of Commerce, Office Management, BBA, Zoology, Botany, Economics, Home Science departments, to name a few.
- Many faculty and students have enrolled in MOOC courses to update their knowledge and skill packages.
- International and National Conferences/ Seminars have been successfully hosted by the College, which attracted International delegates and Resource Speakers.
- The English, Hindi, Telugu and Sanskrit departments jointly hosted a successful International Conference.
- The Physical Education Department organised a National conference with renowned Resource Speakers and large number of delegates.
- The Chemistry lab has been totally refurbished, in consonance with International standards of lab infrastructure to facilitate the conduct of effective practical.
- Smart boards have been installed in class rooms and LCD projectors with screens have been fixed in classrooms
- Online testing is introduced for one Formative assessment for all UG programmes.
- Holistic development of the students is facilitated through exhorting them to organise and participate in inter-collegiate literary and cultural fests, NSS and NCC activities.
- Alumnae of the College have been actively involved in conducting workshops for faculty and students on Ikebana, Intellectual Property Rights and Personal Branding, to mention a few.
- ICT usage has been enhanced in teaching, learning and evaluation *vis-a-vis* examination administration through mailing of Program/Course Outcomes and lesson texts, additional information to students and motivating them to make use of N list resources, facilitating the online payment of fees and Exam results declaration on the website.

- Quality intake of faculty has been ensured through the recruitment of faculty with doctoral degrees and research experience.