

# Perspective Plan

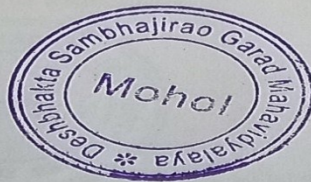
The Perspective Plan for the period of ten years commencing from academic year 2015 -2016 to academic year 2025-2026 has been prepared by the College by taking into consideration the quality indicators of seven criterions determined by NAAC. The Internal Quality Assurance Cell (IQAC) of the college has taken initiatives in preparation of the perspective plan. The Inputs from all stakeholders, their expectations, management policies and goals and objectives of the college helped to developed base for formulation of the perspective plan. The IQAC plays a vital role in maintaining and enhancing the quality of the institution and suggests quality measures. Feedback from all the stakeholders and the recommendations of the IQAC are taken into consideration and innovations are incorporated in perspective plan. Student feedback mechanism, self appraisal (Performance Based Appraisal System (PBAS)) by faculty members, introduction of teachers training programmes (STC), Short Term Course faculty improvement programmes, establishment of staff academy, encouragement to teachers for research are some of the measures taken at priority, quality sustenance and enhancement as a strategy. The draft of Perspective Plan has been discussed, reviewed and approved in the college staff meeting, CDC of the college and Executive council of deshbhakta sambhajirao garad mahavidyalaya, mohol. It is our sincere efforts to prepare the framework for our collective efforts directed towards the attainment of (Academic excellence) our goals and objectives and keep our self ahead the contemporaries.

## Curricular Aspects

1. Appointment of Qualified Teachers The Vacancies of teaching faculty will be filled on priority basis and the appointment of qualified, eligible candidate as per norms of UGC, Maharashtra government, Punyashlok ahilyadevi Holkar Solapur University, Solapur. The appointed teachers has to go through the rigorous interview (technical, personal, etc.) and demo lectures before the expert committee and students. The college will conduct appointment and faculty development programmes, subsequently.
2. Conduct of Academic Audit In the month of April of every academic year regular practice of academic audit and assessment of the (Performance Based Appraisal System PBAS and Confidential report will be made.
3. Strengthening of Existing Programmes:
4. Quantitative Strengthening of Existing Programmes Introduction of Additional Divisions Taking into account the students' demand and need of career oriented specialty programmes; we will strengthen the following programmes by introducing the additional (second) divisions.
5. Introduction of Additional Divisions Taking into accounts the students' demand and need of career oriented specialty programmes; we will strengthen the following programmes by introducing the additional (third) division.

## Undergraduate Degree Programmes

- B.A.
- B.Com.
- B.C.A.
- B.Sc.





#### **6. Introduction of New Programmes**

The institute will introduce following new programmes

Postgraduate Degree Programmes

M A. (Geography).

M A. (History).

M.Com.

#### **Research Degree Programmes**

Ph.D. (Geography)

Ph.D. (Economics)

#### **Other Programmes**

Certificate Programmes

Bridge Programmes

Remedial Programmes

#### **Augmentation of Academic Infrastructure**

Augmentation of Central Library, Classrooms, Separate parking for four wheelers ,Centralized Laboratory , Computing Laboratory, and Inflibnet facility . Interactive Language Laboratory, Gymkhana, Gymnasium, Play ground ,offices for N.S.S., Medical Health centre, Language Lab etc

#### **Qualitative Strengthening of Existing Programmes**

Use of ICT in Teaching Learning System.

To make teaching learning evaluation more effective use of innovative teaching and learning resources like OHPs, LCDs, power point presentations, models, internet connections. Establishment of smart classrooms (Multimedia Room), Installation of 4G Wi-Fi facilities Interactive Language Laboratory, Computing Laboratory,

#### **Seminars and Workshops**

##### **Organizations of Seminars and Workshops**

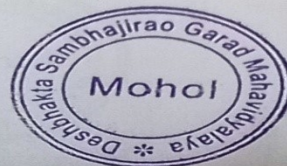
The eminent Researchers , Scientists, Academicians, Social thinkers, Personnel from Banking, Marketing, industrialists, academicians, , subject experts from different other institutions and universities will be invited as resource persons and which will help to the students to get acquainted with the emerging techniques and trends of the industries ,subject matters and awareness about the duty to be discharge towards society.

##### **Deputation to Seminars and Workshops**

To promote the continuous professional development and the sustainability of improvement reforms and training initiatives college will depute the faculty to participate in seminars and workshops based on curricula. Thus by Implications of such policy and practice of teachers participation which will be benefitted by students and the institution by large.

##### **Development of Linkages**

With a view to execute curricula, we will develop the linkages with academic institutions (MOU) ,academic body and industries.





### **Curriculum Design and Development**

#### **Active Participation in Curriculum Design and Development at University Level.**

The faculty will be motivated for active participation in curriculum design and development in curriculum designing and development of affiliated and autonomous certificate, diploma, bridge course and remedial programmes.

#### **Effective Communication of Curriculum Design and Development to Faculty**

The College will effectively communicate the curriculum design and development to faculty through organization of seminars and workshops and will depute them for participation in seminars and workshops.

#### **Sensitization of Curriculum**

Our faculty will sensitize, course design and development, to learners systematically and objectively.

#### **Academic Flexibility**

We will accept competence enhancing curricular strategies by starting multifaceted, comprehensive, well designed curriculum which promotes excellence, value addition and contextual relevance by providing utility, access, relevance, service and preservation and promotion of heritage. We will have additional range of programme options, course options, course combinations, number of applied component groups, certificate and diploma programmes, bridge and remedial programmes. Thus, college will offer maximum possible flexibility in UG, PG and research programmes, core options, elective options, postgraduate diplomas, UG diplomas, certificate, and bridge programmes.

#### **Feedback on Curriculum**

To develop mechanism to obtain the feedback on curriculum, it's scientific, systematic analysis and interpretation and we will enhance this for effective communication to concerned authorities for revision and restructuring of curriculum.

#### **Rainwater Harvesting:**

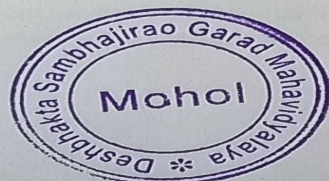
The rainwater harvesting is a technology and will be used for collecting and storing rainwater from rooftops, the land surface or rock catchments of the campus using systems constructed of three principal components; namely, the catchment area, the collection device, and the conveyance system.

#### **Installation of Water Purifier.**

The campus is blessed with ground water resources and to meet the need of the students and society requirements, water purification will be installed for pure and potable water.

#### **Curriculum Update**

The college will actively participate in curriculum update process at University level, by representation on different academic bodies. Faculty will also involve in curriculum updating at college level. We will evolve an effective system of communication of curriculum update and aspects of its execution to the concerned stake holders, specifically the students.





**Teaching-Learning Process****Innovations are to be Introduced in Admission Process and Student Profile****Transparent Admission Process**

We will strengthen well defined, transparent admission process based on merit coupled with reservation policy and will continue the same process in future.

**Monitoring of Teaching-learning Process**

We will establish and monitor the academic and administrative process having a chain of command from Students-Teacher-Head of the Department-faculty in-charge-Principal and vice versa which will facilitate two-way effective communications.

**Counselling Committee:**

Faculty will serve as student advocates by consulting with students, parents, teachers, and others regarding strategies to help students and their families. Also as mentors, role models, and a confidante to students and faculty members who need someone to share their burdens with during various times of their lives.

**Catering to Diverse Needs****Supporting Academic Programmes and Policies Proportionate to Needs of Students**

The college will conduct bridge and remedial courses for educationally disadvantaged students. The college will support the advanced learners and concentrate on enhancing aspects like knowledge, attitude and skill.

**Encouragement to Students**

Students will be encouraged to participate in co-curricular and extra-curricular activities. Interactions with students at various levels will help to assess students' knowledge and skill.

**Guest Lecture Series**

Elaborative lectures of guest faculty will be organized to broaden the knowledge horizon of learners.

**Conduct of Revision and Interactive Sessions**

At the end of the term or the semester, revisions and interactive sessions will be conducted to create confidence among students to prepare for examination.

**Parent Meetings**

Meetings of the parents will be conducted regularly, where; we will discuss the attendance and performance of the students with the parents and will appeal them to participate in improving the academic performance of their wards.

**Strengthening of Innovations and Discipline in Teaching-Learning Process****Academic Calendar**

The academic, co-curricular and extra-curricular activities for the academic year will be planned in academic calendar prior to the beginning of every academic year.

**Allocation of Academic Work**

Academic and co-curricular and other related work will be allocated among the staff by constituting different committees and associations.





**Student Centric Teaching**

The college will strengthen the student centric teaching system, where academic as well as other activities will be focused for overall development of students.

**Strengthening of Academic Programmes**

Career oriented graduate, postgraduate programmes; certificate courses in faculties of Science, B.C.A., Arts and Commerce will be strengthened in respect to its teaching, learning and evaluation aspects.

**Extensive Use of ICT in Teaching**

The faculty will be promoted to use various teaching techniques and aids. Special efforts will be made to improve the learning and communication skill of learners.

**Motivation for Research**

The teachers and students will be motivated to undertake research activities such as preparation of projects, publication of research papers in reputed journals and participate and present the research papers in seminars / workshops / conferences. Students and teachers will also be encouraged to go for research degrees like, M.Phil, Ph.D. and Post-Doctoral Programmes. Computers with internet facility will be made available for research students and staff members for the completion of their projects and research work.

**Students' Friendly Environment**

As a policy, creation of students' friendly environment within campus will be the priority for benefit of the students particularly those having rural background to develop their confidence level.

**Strengthening of Innovations in Teachers' Quality****Appointment of Qualified Teachers**

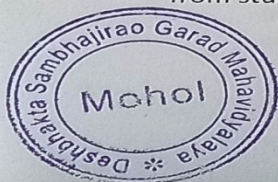
The college will make continuous efforts to appoint qualified teachers as per UGC norms and if such candidates are not available teachers will be appointed on temporary basis in order to avoid the academic loss of students.

**Seminars / Workshops / Faculty Development Programmes****Organization of Seminars / Workshops / Faculty Development Programmes**

The college will continue the efforts in organizing seminars / workshops / faculty development programmes for improvement of quality of faculty.

**Evaluation of Teachers by Students**

The college will strengthen the system of evaluation of teachers by students by filling in the questionnaire, which enables teachers to develop a sense of accountability, confidence, readiness to receive criticism, develop openness, sense of introspection and accept the situations to improve their performance in teaching. Review of feedback of students' evaluation of teachers will be considered and suggestions will be given to the teachers for their improvement. The teacher-evaluation system will benefit to students for development of listening and observation skills, analytical ability, understanding the aspects of teaching and learning, social responsibility, critical approach, consciousness about the process of teaching and learning, development of confidence and self-esteem. The informal feedback from students will also be taken about teaching-learning system of the college.





**Self-Appraisal of Teachers**

We will strengthen the self-appraisal system of teachers, which will enable them to realize their academic standard and engage them in various activities to excel in their academic performance.

**Periodical Meetings**

Meetings of faculty will be conducted periodically for taking feedback about teaching and evaluation and checking its adherence to the lecture plan.

**Suggestion Box**

We have the suggestion boxes, where students deposit their suggestions. These suggestions will be scrutinized, periodically, and taken into account for further improvement.

**Democratic and Participative Working**

We will strengthen democratic and participative working system which facilitates to take the right decisions for effective implementation of teaching-learning process.

**Recognition of Achievements**

The college will continue the policy of felicitating and rewarding the faculty on their achievements in academics, social as well as personal life.

**Staff Academy**

The Staff Academy of our college will organize various lectures on different issues and relevant topics by eminent personalities and staff.

**Introduction of Innovations in Evaluation Process**

The college will continue to strengthen the evaluation process, where student's academic performance will be evaluated continuously by conducting tests, assignments, presentations, projects, term / semester examinations, etc.

**Discipline**

The Committee of the college will monitor students' movements and behaviour to maintain conducive environment within the campus.

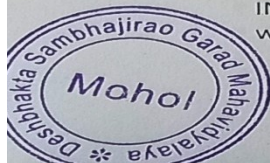
**Categorization**

The college will strengthen evolve the system of categorization of students on the basis of their performance and related aspects into slow, medium and advanced learners. Students with poor performance in terminal / preliminary examinations will be counselled and special lectures will be arranged to bring them in main stream.

**Research**

The college will conduct regular meetings of the Research Committee to identify the research potential, to promote the research and to prepare the research proposals. The college will make continuous efforts to obtain research grants from funding agencies such as UGC, DBT, DST, etc. Motivation to organize the workshops / seminars / training programmes for preparation of proposals for minor and major research projects.

- Academic infrastructure such as instruments, laboratories, ICT facility, Library, INFLIBNET, and other requirements, as per needs for carrying out research activity will be provided.





- Exposure of students to various research areas where they will be guided to handle research projects independently.
- We will continue to appreciate and to recognize the teachers on successful completion of research projects, research degree programmes and research publications.
- We will continue to depute the teachers for research seminars / workshops and training.
- We will make an effort to commence Ph.D. degree programmes at our college by establishing Research Centre in all different departments.

#### **Extension**

- We will strengthen our NSS units.
- Library facility will continue to be extended to alumni as well as needy students of the nearby areas.
- Gymnasium will be made available to the people of nearby vicinity.
- Workshops will be organized on acting for the Social Association.
- Variety of outreach programmes will be organized by different departments.
- Blood Donors' directory shall be prepared. In time of emergency the blood will be donated to the needy patients at free of cost.
- Play ground will be made available to the sports and training activities of NGOs, GOs, associations, other neighbouring institutions and organizations, etc.
- Programmes shall be organized for awareness programmes on health hygiene and personal sanitation, electrical safety, soil testing, environment, cleanliness campaign and environmental conservation campaign and tree plantation on first July.
- Career fair will be organized with the help of Centre of Career Guidance, Placement and Counselling every year.
- Conducting Health check-up camps & Dhanwantari Award

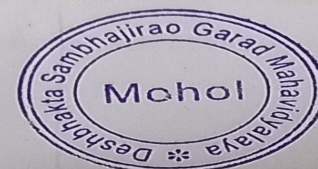
#### **Infrastructure and Learning Resources**

Perspective Plan as regards to Infrastructure and Learning Resources will be based on following strategic policies-

- Continuous improvement of infrastructure and learning resources.
- Development of additional infrastructure and learning resources.
- Availability of adequate average area of infrastructure per student.
- Optimum utilization of available infrastructure and learning resources.
- Maintenance of infrastructure and learning resources.
- Continuous efforts to obtain grants for infrastructure development.

**More specifically, practices of institution in respect to provision of infrastructure and Learning Resources will be as follows-**

- Adequate number of spacious and ventilated class rooms.
- Adequate number of spacious well equipped laboratories.
- Spacious and fully computerized Central Library with ever increasing holdings and user friendly and comprehensive Library services.
- Seminar hall with audio visual facilities.
- Good quality furniture.
- Drinking water facilities with water purifiers.





- Drinking water facilities with water purifiers.
- Adequate number of toilet blocks for girl and boy students and staff.
- Well furnished Conference Room.
- Well furnished and fully computerized Administrative Office.
- Boys and Girls Common Rooms.
- Interactive Language Laboratory.
- Playground with all possible outdoor sports facilities.
- Well equipped Gymkhana and Gymnasium.
- Spacious N.S.S. office.
- Maintenance and cleanliness of infrastructure with in-house as well as outsourced systems.
- Complete automation of Library services.
- Reading rooms facilities to alumni and outsiders.
- Specious vehicle parking facility.

#### **Student Support and Progression For Students**

- All the meritorious students from academic, NSScultural, sports and research activities will be felicitated by offering cash prizes, mementos and certificates.
- Sport shoes, kits and other essential articles will be provided to the students which will involve in sports activities.
- Special coaches shall be invited for different games to train the students and promote the sports.
- Professionals from cultural field like choreographers, directors, musicians and artistes will be invited to guide the students for promotion of cultural activities.
- The college will organize workshops on dance, music, theatre, fine art and literary, every year.
- The college will establish Health Centre where first aid and basic medical facilities will be made available for the students.
- All the students will be insured under Group Insurance Scheme.
- The college will have a Centre for Career Guidance, Placement and Counselling which will provide career guidance and placement facilities to the students.
- Student friendly environment shall be created within the campus to help the students having rural background to build their confidence.

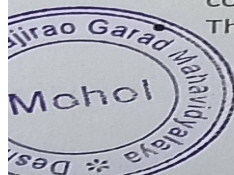
#### **For Alumni**

Alumni will be registered

- Library and reading room facilities will be extended to the alumni.
- Career guidance and placement services will be provided to the alumni.
- College ground and gymnasium facilities will be provided for physical fitness of alumni.
- Alumni will be invited for social, cultural and academic programmes of the college.

#### **Governance and Leadership**

- Institutional Vision and Leadership Vision and mission of the institution will be communicated effectively to all stake holders.
- The management and employees will work together in progress of the institution.





- Democratic and transparent organizational structure will be provided to direct access for free flow of ideas.
- Organizational Arrangement will be made to facilitate.
- Decentralized administrative mechanism with accountability.
- Participative functioning of the institution involving all members of the staff.
- Equitable allocation of responsibilities.
- Extensive committee structure with clearly defined roles, responsibilities and objectives.
- Minimal interference by the management in the daily functioning of the college.

#### **Strategic Development and Deployment**

Perspective plan shall be formulated collectively having thorough review of the academic programmes and analysis based on feedback and SWOT analysis.

#### **Human Resource Management**

For effective Human Resource Management following steps shall be taken-


- Strategic policy and time bound implementation plans for filling in the vacancies with qualified faculty and staff.
- Periodical faculty and staff development programmes.
- Comprehensive and effective performance appraisal of faculty and staff.
- Team building, initiatives and good interpersonal relations.
- Conductive work environment.
- Liberty for use of innovative ideas and ICT in teaching-learning system.
- Various staff welfare schemes.

#### **Financial Management**

For effective Financial Management following steps shall be taken-

- Growth oriented budgetary allocation.
- Financial freedom within the allocated budget.
- Effective internal control, monitoring mechanism and timely statutory audit of the accounts.
- Continuous efforts to obtain development grants from funding agencies such as UGC, DST, etc.



  
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