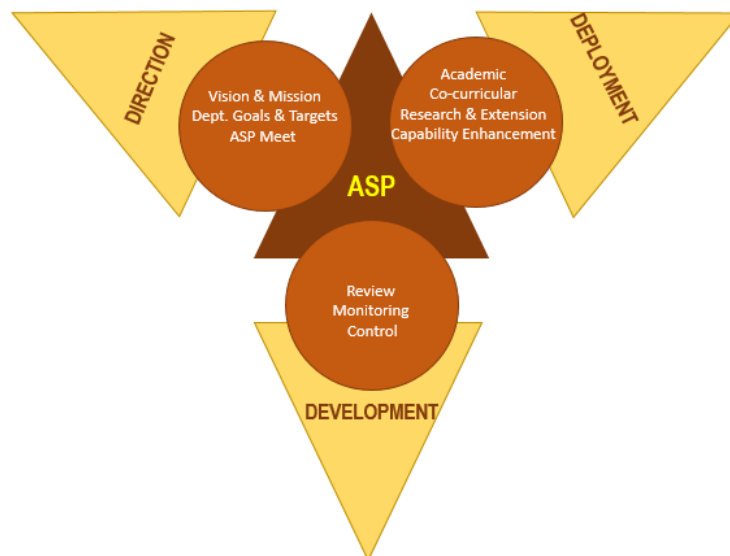


## Sustaining Excellence through of 3D Model of Annual Strategic Plan (ASP)

### 3D Model of ASP



### Context

India has a strong demographic dividend in terms of increasing youth population. Youngsters today have great aspirations and dreams. They are the future pillars of a bright and prosperous nation. The expectations of youngsters are changing rapidly with various advancements. The psychosocial profile of youngsters seeking higher education is in transition. It is the yeomen task of HEIs to meet their needs and fulfil their dreams. Youth consciously choose an institution based on its quality and ability to mould them into efficient leaders of the future.

The society looks to HEIs for men and women who have imbibed civic responsibility and can contribute towards the transformation and development of the society. Industry has its myriad expectations regarding the employability of its prospective employees. The ever increasing population of the country has reiterated the need to encourage job creators rather than job seekers. The nation is in constant demand for integrated leaders. Indian higher educational institutions are marching on par with institutions across the globe that have set many a benchmark in education. Kristu Jayanti College realizes the vital need of meeting the demands of the future and create an educational legacy that will withstand the vicissitudes of time. Planning is imperative to meet this goal of the institution.

The Annual Strategic Plan organized by the Internal Quality Assurance Cell of the institution is a well-structured methodology designed for direction, deployment and development of sustaining quality of all the academic processes. It is a tested mechanism to realize the vision and mission of bringing Light and Prosperity of all the stakeholders and the nation at large.

### Objectives

- To determine the direction of the organization, set academic goals for the future in line with the vision and mission of the institution
- To devise strategies to efficiently execute the prospective plan regarding curriculum, teaching learning, research and infrastructure.
- To review previous Annual Strategic Plans to develop new and improved strategies.

### The practice

At the commencement of every academic year, the members of Management and all the faculty members meet to prepare the Annual Strategic Plan. The practice follows 3D model – Direction, Deployment and Development.

### Direction

Planning emphasizes pre-determining targets and designing the blue print for achievement of the same. As a CMI institution, the college draws its strength from the educational heritage of the congregation. It strives to be a leading HEI that can create a lifelong impact on youth. Hence effective planning at the institutional level is essential. The ASP commences with setting the right direction for the institution drawing inspiration from the CMI education philosophy, vision and mission, expectations of all stakeholders. A formal orientation is provided by an expert in the field of higher education / quality management.

In the last five academic years, the following sessions were held:

**List of Resource Persons**

<b>Year</b>	<b>Resource Person</b>	<b>Topic</b>
2015	<b>Dr. Srikanta Swamy</b> , Director, Research Centre, Christ University	Significance of research and publications
2016	<b>Dr. Sreekantamoorthy</b> , Head, Research, Infosys	Industry oriented academia and research
2017	<b>Prof. Sunil Gupta</b> , Former Vice Chancellor, Himachal University	Roadmap to autonomy
2018	<b>Shri. Dileep Ranjekar</b> , CEO, Azim Premji Foundation	Quality principles in an organization
2019	<b>Prof. Alka Mahajan</b> , Dean of Technology, NIRMA University, Ahmedabad	Prospects and opportunities of Private University

The expert academic leaders provide benchmarks, innovations, insights and latest developments in the field of higher education. Their foresightedness coupled with the institutional goals are spelt out into a blue print of directions for all departments and centres. The direction stage of ASP focusses on planning for new programmes, new courses, innovations in curriculum, teaching – learning strategies, emerging areas of research, themes of conferences and FDPs, co-curricular and extra-curricular activities, extension activities, budget and inclusive growth of all students based on guidelines given by the IQAC and Teachers Council.

### **Deployment**

During the ASP the members of staff led by the heads of department meet to plan their strategy at department / centre level to fulfil the directions established by the IQAC and Teachers Council.

Deployment involves discussion of the following strategies:

- Goals achieved by the department in the previous academic year and review of previous ASP
- New programmes, curriculum and online courses
- Deciding specific academic targets to be met in the academic year in the light of department vision and mission
- Plan for the academic activities of the year and deciding the events to be stated in the college handbook
- Academic calendar and time table
- Innovation in curriculum and evaluation
- ICT integration in teaching and learning
- Experiential learning
- Industry-academia collaboration
- Identify themes for international / national conferences, intra / intercollegiate fests, schedule of guest lectures and publications
- Plan faculty enrichment programmes at departmental level
- Set targets for research publication and projects
- Work out the theme for the academic year
- Augmentation of infrastructure and learning resources
- Efforts to improve slow learners – bridge courses and remedial classes
- Certificate and value added courses
- Capability enhancement and attitudinal development programmes
- Civic responsibility and extension activities
- Green initiatives
- Reconstitution of department committees and responsibilities
- Orientation for students
- Induction for faculty members
- Department budget
- Mentoring and student welfare

The departments present the ASP before the Principal and the entire teaching fraternity for review and implementation.

### **Development**

True development is possible only if there is a systematic procedure for review, monitoring and control. The ASP of previous year is reviewed by the faculty members before devising the current one. The review guidelines are provided by IQAC. The monthly departmental reports, bi-annual academic audit and external academic and administrative audits serve as mechanisms for monitoring the ASP effectively by the IQAC. A formal course plan preparation and presentation enables effective execution of classroom interaction. The achievement of ASP by the departments is captured through a seven file documentation system available with all departments and centres.

### **Evidence of Success**

The success of this practice is evidenced through achievements of the institution in multiple spheres.

- Greater visibility of the institution culminating in admission of students from all the states of the country
- Rapid growth and recognition in two decades of existence
- Substantial increase in the number of programmes and courses
- Increase in academic and co-curricular activities at the department and institution level
- Preferred destination of employers for recruitment
- Enhancement in quantum and quality of research
- Involvement of all students in community engagement
- Consecutive Champions at Bangalore University and winners at South Zone and National Intercollegiate Literary and Cultural competitions
- Achievements in state and national level sports and games
- Sustainable industry - academia partnership
- Enhanced domestic and international collaborations

- National level rankings and recognitions

### **Obstacles**

This innovative exercise of the institution did not face much obstacles and it was welcomed by the faculty members. If there were gaps in implementation of ASP by the department, the IQAC mentors them to overcome the obstacles.

### **Resources Required**

ASP requires a complementary resources base comprising of:

- Budget allocation for various departments, centres and programmes
- Support of the management
- Co-operation and commitment of faculty members