

STRATEGIC PLAN

PAZHASSIARAJA COLLEGE

2016-2020

Pulpally, Wayanad

PAZHASSIRAJA COLLEGE

Pazhassi Raja College Pulpally is managed by the Catholic Diocese of Bathery for the purpose of providing higher education facilities to the youth of Wayanad and also of other places of the state. The institution's vision is to impart quality higher education which will train the youngsters of the state especially of Wayanad to meet the challenges of responsible social integration and commitment. Education is looked upon not just as a search for knowledge but as a great mission in which both the teachers and students participate in the process of developing human resources.

Though a minority institution, the College includes in its purview the educational aspirations of the society as whole irrespective of religion, caste, gender and social status. The institution seeks to foster equitable social development through the empowerment of individuals who can contribute to the common good. As a result they become aware of their role in social reconstruction. The College tries to facilitate and encourage higher education among people who have been denied such opportunities because of socio-economic backwardness.

VISION

“Serve Humanity by moulding Morally upright, Intellectually trained, Socially committed and Spiritually inspired minds”

MISSION

- To foster global competencies among students by imparting quality education
- To make the students catalysts in transforming the society
- To promote the quest for excellence
- To build up a community of teachers, professionally competent, vocationally dedicated and humane in dealings
- To be the preservers of noble human values.

INTERNAL QUALITY ASSURANCE CELL

Pazhassiraja College established IQAC in 2011 with the following objectives envisaged by the National Assessment and Accreditation Council (NAAC).

- Ensuring timely, efficient and progressive performance of academic, administrative and financial tasks**
- The relevance and quality of academic and research programmes**
- Equitable access to and affordability of academic programmes for various sections of society**
- Optimization and integration of modern methods of teaching and learning**
- The credibility of evaluation procedures**
- Ensuring the adequacy, maintenance and functioning of the support structure and services**
- Research sharing and networking with other institutions in India and abroad.**

IQAC attempts to perform the following functions.

- Development and application of quality benchmarks/parameters for various academic and administrative activities of the institution**
- Facilitating the creation of a learner-centric environment conducive to quality education and faculty maturation to adopt the required knowledge and technology for participatory teaching and learning process**
- Arrangement for feedback response from students, parents and other stakeholders on quality-related institutional processes**
- Dissemination of information on various quality parameters of higher education**
- Organization of inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles**

- **Documentation of the various programmes/activities leading to quality improvement**
- **Acting as a nodal agency of the Institution for coordinating quality-related activities, including adoption and dissemination of best practices**
- **Development and maintenance of institutional database through MIS for the purpose of maintaining/enhancing the institutional quality**
- **Development of Quality Culture in the institution**
- **Preparation of the Annual Quality Assurance Report (AQAR) as per guidelines and parameters of NAAC, to be submitted to NAAC.**

IQAC, with the members listed below, decided to follow the perspective plan suggested in this document.

Chairperson: Dr. A.O. Roy, Principal

Coordinator: Dr. Saju K.P.

Members:

- Msgr. Rev. Dr. Varghese Thannikkakkuzhi, (Vicar General-Bathery Diocese-Management Representative)
- Very Rev. Dr. Thomas Kanjiramukalil, (Director-Management Representative)
- Rev.Fr. Thomas Mannitthottam (Bursar- Management Representative)
- Prof. T.Mohana Babu (Principal-St. Alphonsa College, Sulthan Bathery)
- Dr. Varghese K John (Former Principal, Pazhassiraja College)
- Rev. Fr. Tony Kozhimannil (Correspondent- Bathery Diocese)
- Ms. Valsa Chacko (Block Panchayath President- Panamaram)

- Rev. Sr. Sadananda SIC, (Matron-Nirmala Gorls Hostel)
- Mr. Mathai Thandayimattom (Management Nominee)
- Mr. V. N. Laxmanan (Former Secretary-Pazhassiraja Educational Society)
- Rev. Dr. (Sr) Annie Sebastian MSMI
- Mr. K. Rajagopalan (HoD, Dept. of English and Staff Secretary)
- Mr. M. T. Kuttuyachan (HoD, Dept of Economics)
- Dr. Joshy Mathew (HoD, Dept. of History)
- Mr. Shelji Mathew (HoD, Dept. of Travel and Tourism Mangement)
- Mr. Abdul Bari (HoD-Dept. of Life sciences)
- Dr. Teena (HoD-Oriental Languages)
- Mr. Tony Thomas (HoD, Physical Education)
- Fr. Shibin (HoD, Mass OCmm. and Journalism)
- College Union Chairman

STRATEGIC PLAN 2015-16 to 2019-20

While preparing the present strategic plan, the IQAC has considered following main objectives:

- 1) NAAC Peer Team visit Report (February 5-7, 2015)
- 2) Vision and Mission Statements of the College.
- 3) Quality Policy of the College
- 4) Governing Council Directions regarding the progress of the college

These have helped us to formulate our future goals.

Core Values of NAAC:

1. Contributing to National Development
2. Fostering Global Competencies among Students
3. Inculcating a Value System in Students
4. Promoting the Use of Technology
5. Quest for Excellence

AIMS AND OBJECTIVES OF THE PLAN

Writing a vision document envisages a concerted team effort. Considering the background of our college as an institution imparting quality education the College IQAC has identified the broad aim of perspective plan as follows:

- To establish a sustained quality system embedded with a conscious, consistent and programmed action;
- To create an enabling academic environment for students embedded with sincerity, discipline and commitment;
- To emerge as a model college for education.
- To expand the facilities and services within the college
- To uphold continuously good academic performance;
- To inculcate learner centric and effective teaching learning process;
- To ensure transparency and credibility in the process of students' evaluation;
- To develop a comprehensive system of student mentoring and student support;
- To advance the usage of Information and Communication Technology as part of teaching and learning process
- Enhance and upgrade the library system
- To create a research culture among faculty and students.

- To launch value added and skills development programmes improving the
- employability of students;
- To motivate students for self-employment and to enable them to emerge as
- entrepreneurs;
- To empower faculty about emerging trend in their profession for academic advancement.

Plan focus areas and the measures

Curriculum Delivery	The curriculum delivery is to enhanced further with the assistance of ICT applications.
Academic schedule	Academic schedule to be finalized in the very beginning of the year.
Choice based system implementation	Complete CBCSS mode of learning and education to integrate
Outcome based education	As the curriculum is still to be with outcomes, outcome based curriculum may be initiated in the programmes.
Add on, diploma and certificate courses	The number of add on, certificate and diploma courses to increase
New Programmes	The college has to strive to get new programmes, considering the social, cultural and environmental circumstances prevailing in the locality.
Experiential and participative learning	Innovating and more effective programmes are to be integrated into the learning system.

Feedback system	Feedback system needs a revamp to include more stakeholders and using a revised set of questions.
Special Programmes for advanced learners and slow learners	Innovating and more effective programmes are to be integrated into the learning system
Mentoring and tutorial	Mentoring and tutorial system needs further improvement.
Faculty and office staff appointment	Timely intervention need to make faculty appointments at the right time.
Internal assessment	Internal assessment plan to be finalized in the beginning of the academic year and to follow the schedule at the most appropriate manner.
Grievance mechanism	Two tier grievance mechanisms are to be developed. The first is through the department in a transparent manner and then the higher level one can be there, under the principal.
Research grants	Faculty and departments need to be urged to enhance the research grants. More research funds to be generated.
Faculty research activities	Faculty need to be urged to improve the research activities
Research publications	Number of publications need to be improved greatly.
Incentives	Incentives are to be established for those engage in research activities and for publishing papers.

Entrepreneurship promotion	Incubation centre needs to set up and entrepreneurship culture has to be inculcated among the youngsters,
Seminar, workshops and conferences	The number of seminars, etc. needs to be improved. More programmes are there on research methodology and intellectual property rights.
Infrastructure	<p>Urgent intervention is to be done for infrastructure development. Examination halls to be constructed, more class rooms are required and a larger conference hall is inevitable.</p> <p>In addition, library space needs to be increased.</p> <p>Sports infrastructure needs augmentation.</p> <p>The work of the new sports ground need to be completed and made it open for students.</p>
ICT infrastructure	<p>ICT facilities need to be created in all the classrooms.</p> <p>Scope for smart classrooms is to be explored and developed.</p>
Media lab, language lab, e library	The facilities associated with Media lab, language lab, e library and computer lab may be improved further.
Learning resources	<p>Digital learning resource collection is needed, to be supplied through the e Library.</p> <p>No. of Books and journal need to be increased.</p>
Cultural and sports activities	Cultural and sports activities need

improvement.

Career aspects

Career orientation and training for career achievement is needed.

Alumni

Alumni registration is needed, the participation need to be increased.

eGovernance

ICT application for student services and attendance need to be enhanced and increase the efficiency.

Staff welfare

Staff welfare measures need to be enhanced. PF is to be provided to the self-financing staff as well. Moreover insurance coverage is needed for the staff.

Fund mobilization

Fund mobilization for infrastructure development is needed.

Nature conservation

More comprehensive environmental conservation activities need to be designed.

Waste management

Better and more comprehensive waste management strategies are to be designed.

Energy management

More energy management tools have to be incorporated. LED bulbs are to be placed in all the areas.

Sensitization of students to nationalism

More sensitization activities targeted at students need to be done in order to develop students as good citizens of the country.

Social commitment

As the college situated in a place which is backward and with a good share of tribal population, it is important to have suitable social activities that can uplift the communities

around the college.

Major Targets

<p>Curricular Aspects</p>	<ul style="list-style-type: none"> • One career oriented programme, preferably matching with the socio-economic environments of the region, to be added in every academic year from 2016. • Setting formal system of feedback from stakeholders. From 2016, a revamped feedback system to be initiated, including more stakeholders and focusing on curriculum more. • In order to bridge the gap between the skill needed to compete in the professional world, every department has to conduct skill oriented short term programme for the benefits of the students. • Departments have to make attempts to change the curriculum, according to the emerging trends in each area of study.
<p>Teaching Learning and Evaluation</p>	<ul style="list-style-type: none"> • Scope for formally defining the learning outcomes. • Departments have to prepare and finalise the learning outcomes for each course from the next academic year. • As recommended by the peer team who visited as part of NAAC accreditation process, the library and the departments have to strengthen e-resources such as multimedia, virtual classroom, etc. in a progressive manner. • Student Satisfaction Survey to be conducted and reports to be made ready by the end of every academic year.
	<ul style="list-style-type: none"> • Experiential learning and student centric learning methods have to be strengthened department wise from the next academic year.
<p>Research, Innovations and Extension</p>	<ul style="list-style-type: none"> • Encourage faculty for acquiring Ph.D. degrees and taking up major research projects. • Every faculty members has to be urged to pursue PhD, if he/she is yet to register for the same. While appointments are made, ensure the PhD holders are given preference. • Need to set-up formal system of collaboration for research. • Every faculty need to publish papers in reputed journals, in every academic year. • Innovation has to be promoted and Incubation centre to promote entrepreneurship has to be established in the coming academic year.
<p>Infrastructure and Learning Resources</p>	<ul style="list-style-type: none"> • Library be enriched with more reading resources and space: A plan for library expansion has to be prepared and the area of the centre is to be expanded substantially. • Efforts be made to fill-up faculty and staff vacancies: There

	<p>should not be delay in filling up the vacancies as and when they arise.</p> <ul style="list-style-type: none"> • Scope for making Website dynamic to promote teaching/learning and administration: New website is to be established in the next academic year. • IT should be encouraged to be used effectively: Use of Information and Communication technology to be enhanced greatly. Let the faculty also explore the scope for online classes using available means. • IT infrastructure: Let every class has LCD projectors. WiFi has to be expanded to the entire campus. Interactive digital boards have to be set up within two years of time. • New conference facility to be established by 2018. • Examination halls to be constructed by 2017. • Construction of Sports ground to be completed by 2017. • Indoor sports facility has to be arranged within two years of time.
Student Support and Progression	<ul style="list-style-type: none"> • Strengthen the cultural and sports activities of the students and let them compete at higher levels, including at national level. • Students may be provided with more career placement training, competitive examination training, and entrance examination coaching. • Alumni registration has to be completed by current academic year. The number of members in the alumni association to be increased substantially. Regular activities of Alumni has to be done in every academic year.
Governance, Leadership and Management	<ul style="list-style-type: none"> • Streamlining service conditions of faculty and staff under self-financing courses: The same has to be established by the self-financing wing from the current academic year. • Need to motivate the faculty, including those in self-financing courses, to participate in seminar/conferences and research: Provide financial support for them to participate in the conferences, etc. • Initiate maximum fund for the developmental activities. Explore the scope of RUSA funding as well, mainly for the construction and expansion of the infrastructure.
Innovation and Best Practices	<ul style="list-style-type: none"> • Scientific Green Audit is to be done annually. • Innovative best practices are to be initiated from the current academic year.
