



GOVT. DEGREE COLLEGE FOR WOMEN PULWAMA



6.2.1 THE INSTITUTIONAL STRATEGIC/PERSPECTIVE PLAN IS EFFECTIVELY DEPLOYED

Institutional Strategic Goals

1. **Evolving Robust Teaching-Learning process**
2. **Good Leadership and Management**
3. **Internal Quality Assurance System (IQAC)**
4. **Effective Governance through Decentralization**
5. **Student Progression**
6. **Welfare of Employees**
7. **Placement Mechanism**
8. **Proper Discipline**
9. **Empathetic Grievance Redressal System**
10. **Financial Planning & Management**
11. **Problem Solving and Innovation**
12. **Internal Revenue Mobilization**
13. **Alumni-Establishment and Interaction**
14. **Attaining Optimum Physical Infrastructure**

Strategic Planning

Evolving Robust Teaching-Learning process	<p>Academic Planning: Preparation of Academic Calendar Continuous Assessment to Measure Outcomes Experiential Learning Use of ICT and e- learning resources Problem Solving and Innovation Provide mentoring and individual support Follow a transparent feedback system Participative Learning through Co-Curricular and Extension activities.</p>
Effective Leadership and Good Management	<p>Consensual Decision Making at the top Management Level. Continuous monitoring and follow up action. Decentralization of the academic, administration and student related authorities & responsibilities Record keeping of the activities Feedback Mechanism to ensure incremental progress. Consolidation of requisitions and submission to higher authorities</p>
Constant Internal Quality Assurance System (IQAC)	<p>Establishment of IQAC in 2013 Framing/Implementation of Quality Parameters in different Domains. Ensure Implementation of Academic Calendar Client satisfaction through feedbacks from students, parents, and alumni. Actions are taken to ensure that the college satisfies all its stakeholders. Internal Audit - Regular internal audits are conducted at planned Intervals to monitor progress.</p>
Effective Governance through Decentralization	<p>Educating & Training of all employees Audit for remedial measures Release of Annual report preparation & submission To review the smooth running of the administrative activities of the college, discussing approval of new programs. To review the examination results (Internal as well as External) of all programs; result analysis and their improvement strategies. To approve the up gradation & maintenance of the Infrastructure of the Institute. To review the budget allocated for different purposes and their expenditure etc. To review the Placement activities, Collaborations with Industry and R&D programs. Reviewing the Performance appraisal of faculty backed with the discussion. & suggestions given by Faculty for improvements in the college. To provide support for conducting all kinds of activities: - Co- curricular and Extra-curricular. Evaluation of Institute's performance and benchmarking Institutional strategic goals setting Institutional Strategic Planning Monitoring and Implementing the Quality Management Systems Establishing E-Governance Leadership development through decentralization Establishing internal audit committee. Establishing fair and effective performance appraisal system</p>



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Student Progression	<p>The Student Representatives have the responsibility to be available to listen to student views and concerns and actively represent them in an objective and accurate manner.</p> <p>Budget framing and allotment for student development programs and activities</p> <p>Students Trainings & Placement Activities</p> <p>Formation of student council</p> <p>Student's representation in various committee and cell</p> <p>Participation in competitions</p> <p>Organizing competitions</p> <p>Rewards & recognitions of achievers</p> <p>Participation in extracurricular activities</p> <p>Participating in social and welfare activities</p>
Welfare of Employees	<p>Employees performance evaluation system</p> <p>Regular Training for quality improvement</p> <p>Healthy and supportive working environment & infrastructure.</p> <p>Proper established Code of conduct, service rules & leave rules to be followed by all.</p> <p>Staff welfare policy implementation</p> <p>Career advancement schemes</p> <p>Rewards, recognitions and incentives</p> <p>Deputation for seminars, conferences and workshops etc.</p> <p>Motivation for qualification enhancement</p> <p>Support for research, consultancy, innovations</p>
Placement Mechanism	<p>The Career Counseling Cell plays a very important and key role in getting students their dream placement through counseling and guiding the students for their successful Career Placement.</p> <p>It is a crucial interface between the stages of completion of academic program of the students and their entry into avenues of suitable employment through campus placement drives.</p>
Proper Discipline	<p>Recommends Installation of CCTV Cameras at desired places and other measures to maintain the discipline. Responsible for the entry of the students only with I-cards and proper uniforms.</p>
Empathetic Grievance Redressal System	<p>To make women, students, faculties & staff members aware about their rights</p> <p>To help them in raising voice against all kinds of discrimination in a proper manner.</p> <p>To assist them in overall development of their personality.</p> <p>The Student Representatives have the responsibility to be available and listen to student's views and concerns and actively represent them in an objective and accurate manner.</p>
Financial Planning & Management	<p>Framing of financial budget according to multiple areas.</p> <p>Department wise Budgeting</p> <p>Forecasting of Revenue & Expenditure</p> <p>Effective purchasing through GEM</p> <p>Periodic Audit</p>
Problem Solving and Innovation	<p>Dedicated R & D facilitation center.</p> <p>Establish and develop Laboratories with more research facility</p> <p>Fund generation through Project proposals</p> <p>Apply for Government/Non-Government industry, sponsored funds</p> <p>Collaborations with Government & Private Institutes, Universities and Research Organizations.</p>
Internal Revenue Mobilization	<p>Formation of the committee to look after the financial needs of the various Departments, of the finances involved during functions and celebrations, for other administrative and infrastructure purposes.</p> <p>Infrastructure creation for revenue generation</p> <p>Policy for Incentives for Revenue generation plans</p> <p>Successful implementation of Internal revenue generation plans</p> <p>Advertising & marketing</p>
Alumni	<p>Establishment of Alumni Association.</p> <p>Registration of Alumni Association.</p> <p>Invitation for guest lecturers/internship/placement/training/entrepreneurship</p> <p>Exploring Contributions</p> <p>Sponsorships/scholarships/fund generation</p> <p>Data base creation,</p> <p>Regular interactions with alumni and networking</p> <p>Recognition of successful alumni for appreciation and felicitation</p>
Attaining Optimum Physical Infrastructure	<p>Infrastructure: Building, Development & Modification</p> <p>Functional facilities for e-learning</p> <p>Safety & Security management</p> <p>Hygiene, Zero Plastic & Green Campus</p> <p>Smart Class rooms, Tutorials, Seminar Halls</p> <p>Modernization of Laboratory & equipment</p> <p>Library infrastructure up gradation</p> <p>Development of sports (indoor/outdoor) facilities</p>

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Strategy Implementation and Monitoring

Particulars/Functions	Deployment Authorities
Governance & Administration	Principal & Administration Office
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Infrastructure (physical)	Principal
Departmental Activities	HODs and Faculty
Training & Placements	Principal, Career Counseling Committees & HODs
Research& Development	Principal, HODs and Research Committee
Students Development	Principal, faculty and Dean students Welfare
Quality Assurance	IQAC
Students Admissions	Principal, HODs, Admission Committee, Admission Section
Statutory Compliance	Principal, HODs, Coordinators/Conveners