Vasavi Educational Trust

V.E.T. FIRST GRADE COLLEGE

(Permanently Affiliated to Bengaluru City University,
Recognised U/s 2(f) & 12(B) of UGC)

STRATEGIC PLANNING AND DEPLOYMENT

2019-2024

President and Secretary

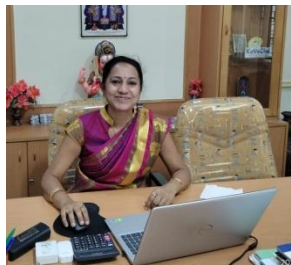| B R. Viswanath Setty | Dr. Manandi N. Suresh |
| President | Hon. Secretary |

Preface

Strategic planning is a process in which leaders determine their vision for the future as well as identify their goals and objectives for the institution. The process also includes establishing the sequence in which those goals should fall so that the organization is enabled to reach its stated vision. Strategic planning is very essential to accomplish the Vision and Mission, which the institution dreams of. Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world.

Strategic Planning and deployment document (SPDD) is based on analysis of SWOC of the institution and the future opportunities and challenges that the institution may face in the pursuit of its achieving the set goals and objectives. The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short-term goals. These are defined and guided by the stake holders (management, leadership, HODs, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs, Coordinators and faculty members.

While formulating the strategic plan and deployment document, care has been taken to involve and take the opinion and consent of all stakeholders like management, faculty members, students and society at large to help contribute their part which is vital for the success of every organization. Effort has been taken to clearly identify the implementation processes to achieve the same. This will pave way for the institution to achieve their strategic goals and strive towards excellence in the field of education.

Principal Message

I am proud in quoting that VET First Grade College is ranked 19th in Higher Education Top 20 promising Education Institutes in Bengaluru – 2019. You will find that college is a dynamic learning Institution in which it is possible to foster a sense of individuality and personal development. Sports, Cultural and Extra-Curricular facilities are put in place to make the students enjoy their campus life along with the experience of life-skills, social values, knowledge and holistic personality development. State of art infrastructure and well stacked library are provided where students can enrich their learning skills & enhance their knowledge with the support of E-content.

I recall the saying of Swami Vivekananda "All Power is within you, you can do anything and everything", and here comes VET First Grade College, supporting the students to achieve anything and everything so that they become valued Citizen of India.

Dr. R. Parvathi

Vision

VET FIRST GRADE COLLEGE in its pursuits and excellence provides a well balanced quality education for students in construction of mind that explores creativity, innovation with multiple perspective intellectuality, morality and spirituality through committed and distinction in teaching and service to society.

Mission

To achieve the founding objective of the trust to impart quality education to all streams, all sections of the society by imbibing excellence in every aspect of teaching and learning.

Core Values

- Imparting value based education.
- Achieving excellence in curricular and co-curricular activities.
- Stimulating Technology based education among students.
- Inculcating research culture among Staffs & Students.
- Making students socially responsible citizens.

SWOC Analysis

Strengths

Well qualified and experience faculty to train and guide the students

Good reputation for high quality teaching with practical emphasis

Equal focus on curricular and co-curricular activities

Eco-friendly and amicable ambience for teaching and learning

More emphasis on short term and value added courses

University ranks and gold medals to the credit of the institution

Constant mentoring, monitoring and a strong feedback system of students

Good and strong placement cell to train and groom students to make them industry ready

Good encouragement to faculty pursuing Ph.D, publishing research articles and for attending seminars workshops and conferences to upskill themselves

Various clubs and forums for overall professional development of the students

Strong alumni base for the support of the institution

Good representation of faculty members in University Assignments (BOS, BOE, paper setter, evaluation) in spite of being private institution.

Good number of collaborations at the regional and domestic level

Weakness

There is limited scope for the institution in research grants and activities as the institution is private and self-financed.

Patent registration needs to be taken up

Since the curriculum is as prescribed by the BCU-Bengaluru City University, there is no autonomy in academic curriculum design

Opportunities

Collaborations at the National and International level

Faculty – exchange programs

Involving more faculty in research oriented programs

Preparing and encouraging students for competitive examinations

Enrolment of students in internships with industry.

Challenges

Students come from various strata of the society

Fee collection is the main source of income as the college is self financed.

Students belong to economically weaker sections of society and most of them are first generation learners

Bridging the gap between institution and the industry

Strategic Goals

The institution has formulated the following goals after healthy deliberations with various stakeholders and also keeping in mind the vision, mission, and core values of the institution.

Institution Strategic Goals:

- Following effective teaching learning process with the help of ICT
- Developing and following leadership and participative management and ensuring good governance
- Establishing a continuous Internal Quality Assurance System
- Ensuring student's development and participation
- Ensuring staff development & welfare
- Emphasising on Academia – Industry interaction and partnership
- Encouraging research and development work
- Increasing internal revenue generation
- Increasing Alumni Interaction and participation and Outreach activities
- Engagement in Community Services and Activities
- Developing physical infrastructure
- Ensuring financial management in the institution
- Introducing new courses

Strategic Planning 2019-2024

Teaching Learning process	- Calendar of events - Lesson plan considering PO, PSO and CO - Use and adopting more ICT tools - Development of e-learning resources - Providing mentoring to students - Following transparent evaluation mechanism - Conducting bridge course for fresh incumbents - Conducting remedial classes for slow learners
Leadership and Governance	- To develop and design an organogram - Decentralisation of activities - Prescribing duties, responsibilities, and accountability to various faculty members - Committees' formations
IQAC	- Establishment done in 2010 - Monitoring the various quality initiatives at the institution - Conducting Internal AAA – Academic and Administrative Audit - Promoting best practices - Conducting meeting on periodic basis and maintain minutes and action plan - Continuous update and upkeep of Website - Preparation and submission of AQAR on timely basis - Focusing on research publications and faculty development on regular basis

Student development and participation	Representation of students in various committees Student Welfare Association and Alumni Association Organising various events Participating in various intra and inter collegiate activities Rewards and recognition for meritorious performance Participation in various co-curricular activities like NSS, Rotract and others
Staff Development and Welfare	HR Policy manual and its continuous additions Staff performance evaluation system Staff advancement in the form of attending conferences, presenting papers and participating in various FDPs Staff welfare schemes Support for self improvement and research Organising Conferences
Academia – Industry interaction	MOUs Support for internships and guest lectures Field trips Providing career guidance Strengthening training and placement
Research and Development	Funds generation through grants Encouraging faculty for UGC and Scopus indexed publications Undertaking minor research projects Applying for patent
Alumni Interaction	Formation of Alumni Association Registration Database of alumni Leverage for various programs, guest lectures Encouraging contributions
Community Service and Outreach	NSS Rotract

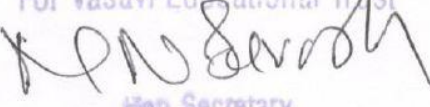|	Others
Physical infrastructure	Augmenting physical infrastructure Library upgradation Reducing paper bags and introducing e-resources More ICT enabled classrooms Green campus Rain water harvesting, solar facilities, energy conservation initiatives
Financial Management	Preparing Budgets Financial Audit
Introducing New courses	Introducing new courses on demand basis

Strategy Implementation and Monitoring

After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Principal along with Academic Council and other team member will be the custodian for strategic plan and its deployment.
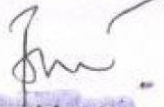
The plan is discussed with Vice Principal, HODs and Coordinators, Faculty members and non-teaching staff for effective deployment.

Conclusion

The strategic plan would pave way for effective growth and development of the institution as a whole.