



## ANNEXURE - X

### CHEMBUR SARVANKASH SHIKSHANSHASTRA MAHAVIDYALAYA

Accredited "A" By NAAC

#### PERSPECTIVE PLAN

The College has prepared a Perspective Plan for the period of five years commencing from academic year 2011-12 to academic year 2015-2016 by taking into consideration the quality indicators of seven criterions determined by NAAC.

In the preparation of the Perspective Plan, the Internal Quality Assurance Cell (IQAC) of the college has taken initiatives. Inputs from all stakeholders, their expectations, management policies and goals and objectives of the college are considered as a base for formulation of the perspective plan.

The IQAC plays a vital role in maintaining and enhancing the quality of the institution suggesting quality measures. Feedback from all stakeholders and the recommendations of the IQAC are taken into consideration while incorporating innovations in perspective plan. Student feedback mechanism, self appraisal by teachers, introduction of teachers training programmes, faculty improvement programmes, establishment of staff academy, encouragement to teachers for research are some of the measures taken for at priority level for quality sustenance and enhancement as a strategy.

It is our sincere efforts to prepare the framework for our collective efforts directed towards the attainment of our goals and objectives keeping our self ahead the contemporaries.

#### *Curricular Aspects*

##### Conduct of Academic Audit

The college will conduct academic audit of the college by inviting peer team of expert educationalists from University of Mumbai and action will be initiated on their recommendations.



Strengthening of Existing Programmes and Introduction of New Programmes

The institute will introduce following new programmes

- Certificate Course in Functional English
- Advance Diploma Course in Functional English

Augmentation of Academic Infrastructure-

In commensurate with quantitative expansion of programmes, we will augment our academic and physical infrastructure such as Library, classrooms, Curriculum Laboratory, UGC Network Centre, Interactive Language Laboratory, Gymkhana, Art & Craft Resource Centre, ICT Resource Centre, Sports Facility)

Use of ICT in Teaching Learning System-

We will increase the use of innovative teaching and learning resources like LCDs, power point presentations, models, internet connections, smart classrooms, Interactive Language Laboratory, Computer Laboratory, Research Centre, Creation of CSSM Blog, Instagram, Twitter Account, You Tube channel etc.)

Seminars and Workshops –

Institution will continue to organize Seminars and Workshops by inviting academicians, subject experts from other institutions and universities as resource persons and will make an effort to get acquainted with the emerging development in the field of education.

Deputation to Seminars and Workshops –

College will continue to depute the faculty to participate in seminars and workshops based on curricula.

Development of Linkages-

With a view to execute curriculum effectively, the college will strengthen the linkages with academic institutions and industries and various NGOs.

Curriculum Design and Development –

Our faculty will continue to participate in curriculum design and development of courses / programmes, at University Level and in Board of Studies of respective subjects.



Effective Communication of Curriculum Design

The College will effectively communicate the 'curriculum design and development' to faculty of other B.Ed. colleges through orientation programme and will take initiative and lead to translate them in Marathi language too when required.

Sensitization of Curriculum-

Student teachers will be sensitized systematically and objectively towards *curriculum* at the entry point itself by organizing orientation programmes and to maintain consistency at the point of lecture delivery too.

Academic Flexibility-

College will offer maximum possible flexibility in the course design and will plan out the course programme keeping the need of students.

Feedback on Curriculum-

Feedback on curriculum will be obtained through our stakeholders.

Curriculum Update-

The college will actively participate in curriculum update process at University level, by representing on different academic authorities. Faculty will also involve in curriculum updating at college level.

### *Teaching-Learning Process*

Transparent Admission Process

The institution will sustain its transparent admission process and will ensure that the defined admission criteria are equitably applied to all applicants.

Student Profile

Institution will develop Socio-Economic profile of students.

Catering to Diverse Needs

Through field experiences and practice teaching institutions, college will continue to help students to acquire the knowledge, skills and values related to diversity.

Teaching Learning Process

- Our faculty will sustain their consistency in consciously bridging the gap between theory and practice



- Our faculty will *continue* to improve their conscious efforts to establish the interconnectedness in theory as well as practice.
- The students will be involved in a variety of school-based activities directed at the improvement of teaching and learning.
- Practice teaching sessions / Internship activity will be developed in partnership, cooperatively involving school staff and mentor teacher.

#### □ Teacher Quality

- The institution will take more effort ensure personal and professional/career development of the teaching staff by allowing them to participate in short term training programme.
- Faculty handbook shall be provided to each faculty containing planning of the workload, time-table, lectures available and synopsis of every lecture / practical. It will also include certification of completion of syllabus at the end of term / semester and academic year.
- The institution will develop curriculum laboratory to help faculty members to keep pace with the recent developments in the school subjects and teaching methodologies.

#### □ Evaluation Process and Reforms

The institution will develop a comprehensive and integrated set of evaluation measures to monitor students' performance. Examination results will be analyzed subject-wise in the meetings and discussions shall be made for future improvement.

### *Research, Consultancy and Extension*

#### □ Promotion of Research

- Institution will continue to motivate its faculty members to undertake minor and major research projects.
- The institution will organise Research Scholars Meet to bring Research scholars on one platform to share their research findings.
- Institution will continue to depute the teachers for research seminars / workshops and training.



- Research and Publication Output
  - The institution will continue to encourage faculty to publish research articles in academic forums.
  - The institution will actively engage students in training and developing instructional and other teaching-learning materials.
- Consultancy
  - The teacher educators will collaborate with university professional community and school teachers to improve teaching, learning and teacher education.
  - The institution will appoint a counsellor on regular basis to provide counselling and consultancy services to its students.
- Extension Activities
  - The institution will continue to perform extension activities with Department of Life Long Learning and Extension.
  - The college will undertake community work in rural area in collaboration with NGOs.
- Collaborations
  - The institution will continue to develop functional linkages with schools and other educational institutions around it.
  - The institution will take lead and provide an academic forum for discussion on educational issues and support for solving the problems.
  - The institution will develop linkages with State Level Agencies such as Homo Bhabha Centre for Science Education, Baha'i Academy to carry out educational activities.
  - The institution will continue to develop linkages with National Level Agencies such as NASEOH for undertaking activities related to physically handicapped children.

### *Infrastructure and Learning Resources:-*

- Physical Infrastructure
  - The institution will undertake changes in infrastructure as per the norms of NCTE.



- Institution will utilize available infrastructure and learning resources to optimum.
- Maintenance of Infrastructure
  - Annual maintenance contract will be given for Cleanliness of the campus, maintenance of Air Conditioner, Water cooler, Computer system, Bio metric system.
  - Institution will make separate provision in the Budget for the maintenance of the infrastructure.
  - Institution will ensure that available infrastructure facility is accessible to everyone and utilized by the staff and students on a regular basis.
- Library as Learning Resource
  - The institution will purchase Library software such as SOUL to make library fully computerized.
  - The Reading room will be made more spacious as per the recommendations made by earlier Peer team.
  - National, International Journals, E Journals and E Books will be added to the Library to make Library as a Resource centre.
  - New books will be added to the Library as per the revised curriculum.
  - INFLIBNET facility will be made available to students and staff.
- ICT as Learning Resource
  - The institution will continue to incorporate and make use of the new technologies/ICT in curriculum transactional processes.
  - Institution will make efforts in revamping the college website and making the college campus Wi Fi enabled.
  - Institution will install new computers in computer Laboratory.

### *Student Support and Progression*

- Students Progression
  - Through orientation programme at the beginning of academic year students will be given appropriate academic and professional advice.



- The campus environment will be made students friendly to promote motivation, satisfaction development and performance improvement of the students.
  - Institution will initiate several add on certificate programmes that can enhance students' skills or knowledge as a teacher.
  - Institution will strengthen its placement cell.
  - Institution will increase the Women's Cell visibility and activities for empowerment of women.
- Student Support
- Institution will initiate Mentoring programs for student support.
  - Institution will provide opportunities for holistic development of the students through curricular and extra-curricular activities within the college and outside.
  - Students will be insured under Group Insurance Scheme.
  - Library and reading room facilities will be extended to the alumni.
  - Institution will plan remedial programme for academically low achievers.
  - Guidance and counselling services will be made available to the students.
  - Follow-up support in the field of practice teaching will be provided to the students during practice teaching in schools in the form of individual and group guidance.
  - Institution will adopt grievance redressal mechanism for students.
- Student Activities
- Institution will encourage students to participate in extracurricular activities at intercollegiate level, University level and State Level.
  - Institution will involve students in publishing materials like catalogues, wall magazines, college magazine, and other material.
  - Alumni will be invited for social, cultural and academic programmes of the college.



- Students' Council will play a major role in organizing various cultural activities of the college.
- Academic and administrative bodies will have student representation on it.

### *Governance and Leadership*

- Institutional Vision and Leadership
  - Vision and mission of the institution will be communicated effectively to all stake holders.
  - Institution will ensure that responsibilities are defined and communicated to the staff of the institution.
  - The Management will continue to encourage and support involvement of the staff for improvement of the effectiveness and efficiency of the institutional processes.
  - Democratic and transparent organizational structure will be provided to direct access for free flow of ideas.
- Organizational Arrangements
- Institution will promote Decentralized administrative mechanism with accountability.
  - Institution will provide conducive environment in promoting co-operation, sharing of knowledge, innovations and empowerment of the faculty.
- Strategy Development and Deployment
- The academic plan will be developed in consultation with school teachers, faculty and administrators.
  - MIS of the institution will select, collect and integrate data and information on academic and administrative aspects of the institution.
  - Perspective plan shall be formulated collectively having thorough review of the academic programmes and analysis based on feedback and SWOT analysis.





□ Human Resource Management

- Institution will conduct staff development programme for skill up gradation and training of the teaching and non teaching staff.
- Well maintained physical facilities will be provided to faculty.
- More emphasis will be given on Team building, initiatives and good interpersonal relations.
- Comprehensive and effective performance appraisal of faculty and staff

□ Financial Management

- Budget will have provision for allocation of funds for institutions growth and development.
- Institution will undertake Quarterly Internal Auditing.
- Continuous efforts will be made to obtain development grants from funding agencies such as UGC, ICSSR, and University.