



**MARIS STELLA COLLEGE (AUTONOMOUS), VIJAYAWADA, A.P.**  
**A College with Potential for Excellence**  
**NAAC Accredited & ISO 21001:2018 Certified**

**INSTITUTIONAL DEVELOPMENT PLAN (IDP): 2024-2029**

Maris Stella College is committed to providing quality education, fostering holistic development, and promoting research, innovation and societal impact. As the institution embarks on the journey of the next five years, the institutional development plan focuses on enhancing academic enrichment, excellence, infrastructure development, student support services, research culture, community engagement and ecological consciousness to realize its vision of nurturing empowered and responsible global citizens.

**1. INSTITUTION'S VISION & MISSION**

**Vision: Empower, Enrich, Excel, Transform:** To nurture globally competent and socially responsible individuals through inclusive and multidisciplinary quality education, fostering leadership, innovation, sustainability and ethical values in an environment of academic excellence.

**Mission:** The mission of the college is to empower young women through a transformative education to form intellectually competent, morally upright, socially committed, spiritually inspired and environmentally conscious women imbued with the values of humanism in the service of society.

The mission of the institution is to

M1: Empower young women through a transformative education that fosters intellectual competence.

M2: Instill moral uprightness in students, enabling them to lead lives of integrity.

M3: Nurture humanistic values and a spirit of social commitment among students for the betterment of society.

M4: Foster respect for the environment and sustainable practices.

## **2. INSTITUTION'S DEVELOPMENT NEEDS**

To assess the needs for institutional development, SWOC analysis is carried out by the institution and all departments. The following are the institution's priorities and commitments, as determined by the analysis and recommendations from the stakeholders:

- Academic and Curriculum Excellence
- Pedagogical Excellence and ICT
- Effective Academic Administration
- Examination Reforms
- Infrastructural Development and Maintenance
- Collaboration with Knowledge Hubs
- Effective Institutional Governance
- Stakeholders Involvement
- Effective Administration Management
- Research, Innovation and Consultancy
- Community Engagement
- Employment Placements
- Student Support Services
- Effective Financial Management
- Creating Institutional Ranking

### 3. STRATEGIC GOALS, DEVELOPMENT OBJECTIVES AND ACTIVITIES

After carrying out SWOC analysis and needs assessment the institution identified certain goals of the institution. To achieve these goals, specific objectives and required activities under each goal are outlined and prepared a strategic plan of action. The institution intends to implement these objectives and activities to create a robust, future-focused educational environment that enhances the reputation of the institution and student learning, supports faculty development, and fosters community engagement.

#### 3.1. Academic and Curriculum Excellence:

**Objective:** Ensure high-quality, contemporary, and relevant academic offerings that meet global standards and prepare students for future challenges.

**Activities/Key Indicators:**

- 3.1.1. Review and update the existing curriculum to align with industry trends, academic developments and emerging technologies taking input from industry experts, alumni, and academic peers.
- 3.1.2. Introduce new interdisciplinary and multidisciplinary courses, electives and programmes to cater to diverse student interests and career opportunities and broaden the academic horizon.
- 3.1.3. Provide faculty development programmes to promote effective and innovative teaching methodologies, research skills and pedagogical advancements for the improvement of quality of instruction and student learning outcomes.
- 3.1.4. Strengthen industry-academia strategic collaboration for internships, industry projects, and workshops providing students with practical exposure and fostering a seamless transition from academia to the workforce.
- 3.1.5. Incorporate innovative teaching methods such as project-based learning, case studies, and digital learning.
- 3.1.6. Continuous monitoring of student learning outcomes.

#### 3.2. Pedagogical Excellence and Effective ICT:

**Objectives:** Foster a learning environment that promotes critical thinking, creativity, and student engagement through effective pedagogical practices. Implement advanced teaching-learning technologies to enhance educational delivery and facilitate effective communication and collaboration within the academic and administrative bodies.

**Activities/Key Indicators:**

- 3.2.1. Provide continuous professional development to faculty on the integration of technology in pedagogy.
- 3.2.2. Organize ICT literacy programmes for students and staff to increase comfort and efficiency with digital tools.
- 3.2.3. Encourage faculty to incorporate research into their teaching.
- 3.2.4. Upgrade and use LMS for learner-centered and online course delivery
- 3.2.5. Integrate AI in teaching-learning and assessment.
- 3.2.6. Develop digital content such as e-content in four quadrants, e-books, online tutorials, videos, and interactive assignments for online/distant mode of learning.
- 3.2.7. Strengthen digital forums and social media groups for informal discussions and knowledge sharing.

**3.3. Effective Academic Administration:**

**Objective:** Streamline academic administration to ensure smooth, transparent, and efficient academic operations.

**Activities/Key Indicators:**

- 3.3.1. Implement a centralized academic calendar for better management of academic and administrative activities.
- 3.3.2. Digitize administrative processes for greater efficiency.
- 3.3.3. Develop apps on teaching-learning and internships to monitor and track students/interns and their activities.
- 3.3.4. Train administrative staff in modern educational management practices.
- 3.3.5. Continuous assessment of workload and performance of teaching staff to ensure optimum resource allocation.
- 3.3.6. Strengthen academic offerings and introduce new, in-demand courses and programmes to improve admissions.
- 3.3.7. Conduct annual evaluations of faculty performance based on teaching, research, and community engagement.
- 3.3.8. Increase awareness of the institution's programmes, facilities and achievements to improve student admissions and attract prospective students.

**3.4. Examination Reforms:**

**Objective:** Revise examination and evaluation systems to ensure fairness, transparency, and the assessment of higher-order skills.

**Activities/Key Indicators:**

- 3.4.1. Design an SOP for streamlining the assessment and evaluation method
- 3.4.2. Develop a system for online and hybrid examinations.
- 3.4.3. Introduce open-book and case-based exams to evaluate analytical skills and real-world problem solving.
- 3.4.4. Set up a robust system for results analysis and feedback to ensure transparency.
- 3.4.5. Implement alternative assessment methods like project work, presentations, and peer reviews.
- 3.4.6. Periodic review of evaluation methods to ensure alignment with learning outcomes.

**3.5. Infrastructural Development and Maintenance:**

**Objectives:** Develop and maintain state-of-the-art facilities to create an environment conducive to teaching, learning, and holistic development.

Promote biodiversity and foster a sense of environmental consciousness among staff and students.

**Activities/Key Indicators:**

- 3.5.1. Establish state-of-the-art laboratories, research facilities and technology enabled classrooms to facilitate new courses and programmes and support hands-on learning, experimentation, research and innovation.
- 3.5.2. Upgrade library with latest digital resources including databases, e-books, and e-journals ensuring access to a vast repository of knowledge for students and faculty to support research and learning.
- 3.5.3. Enhance sports facilities and recreational areas to promote student well-being, physical fitness and extracurricular engagement, nurturing a balanced and healthy campus life.
- 3.5.4. Conduct regular infrastructure audits to identify maintenance needs.
- 3.5.5. Ensure environmentally sustainable infrastructure approach, such as green energy solutions and waste management.
- 3.5.6. Create accessible spaces for students with disabilities and ensure all buildings and facilities are wheelchair-accessible and disabled-friendly.
- 3.5.7. Upgrade IT infrastructure, including internet connectivity, smart classrooms, and digital tools
- 3.5.8. Transform garden into eco-friendly and sustainable that promotes biodiversity and community well-being.

### **3.6. Collaboration with Knowledge Hubs:**

**Objectives:** Develop a network of academic and professional expertise to foster a multidisciplinary approach to education and research.

Foster partnerships with industries to enhance academic programmes, provide exposure to real-world applications, and improve employability.

**Activities/Key Indicators:**

- 3.6.1. Identify leading universities, research centers, and industry bodies aligned with the college's disciplines and select potential partners for collaborative research.
- 3.6.2. Host webinars, academic conferences, and workshops in collaboration with other institutions to foster knowledge exchange.
- 3.6.3. Facilitate guest lectures, and seminars by experts from knowledge hubs and organize regular industry visits.
- 3.6.4. Identify key research areas of mutual interest and co-author research papers, reports, or publications.
- 3.6.5. Apply for joint funding for collaborative research projects.
- 3.6.6. Implement exchange programmes for faculty and students to increase exposure to global research and educational practices.
- 3.6.7. Create internship opportunities for students through partnerships with local, national and international companies.
- 3.6.8. Collaborate with the British Council and NSDC to offer certificate courses for employability.

### **3.7. Effective Institutional Governance:**

**Objective:** Ensure transparent, accountable, and efficient governance to promote the overall growth and quality of the institution.

**Activities/Key Indicators:**

- 3.7.1. Improve the quality of the education system through e-governance by providing new ways of communication with all stakeholders, imparting education, and organizing and delivering information and services.
- 3.7.2. Establish clear roles, responsibilities, and reporting structures within the governance framework.
- 3.7.3. Establish Key Performance Indicators (KPIs) for both academic and administrative functions aligned with institutional goals.
- 3.7.4. Regular governance audits and reviews to ensure transparency.
- 3.7.5. Continuously assess the performance of various academic and administrative activities to ensure quality and accountability.

### **3.8. Stakeholder Involvement:**

**Objective:** Engage all key stakeholders (students, faculty, parents, alumni, employers and industry) in the educational ecosystem to ensure mutual growth.

#### **Activities/Key Indicators:**

- 3.8.1. Regular surveys and feedback mechanisms to collect input from all stakeholders.
- 3.8.2. Organize stakeholder meetings and forums for shared decision-making and idea exchange.
- 3.8.3. Improve alumni engagement and network to promote the institution
- 3.8.4. Promote alumni networks for mentorship and fundraising.
- 3.8.5. Develop parent-teacher collaboration to foster greater community involvement.
- 3.8.6. Encourage student representation in academic and administrative committees and cells.

### **3.9. Effective Administration Management:**

**Objective:** Ensure efficient and responsive administration to support academic and non-academic activities.

#### **Activities/Key Indicators:**

- 3.9.1. Streamline administrative processes using management software for records, admissions, and finance.
- 3.9.2. Conduct regular training programmes for administrative staff to enhance efficiency.
- 3.9.3. Establish clear timelines and procedures for handling student requests and grievances.
- 3.9.4. Conduct regular audits of administrative functions to ensure adherence to policies and procedures.
- 3.9.5. Introduce student-centered approaches to improve administrative support.

### **3.10. Research, Innovation and Consultancy:**

**Objective:** Promote a research-oriented culture and innovation to enhance academic standing and contribute to societal and economic development.

#### **Activities/Key Indicators:**

- 3.10.1. Offer continuous professional development programmes for faculty on research and innovation.

- 3.10.2. Organize national and international conferences, symposia, seminars, and workshops to facilitate knowledge exchange, collaboration, and networking among researchers, scholars, and industry experts.
- 3.10.3. Encourage faculty and students to pursue research through resources, grants, incentives, fellowships and collaborative projects fostering a vibrant research culture.
- 3.10.4. Establish interdisciplinary research centers to address local and global challenges and promote collaborative research across disciplines.
- 3.10.5. Establish research laboratories with advanced equipment and provide access to research databases and e-resources.
- 3.10.6. Strengthen incubation centers for innovative ideas and entrepreneurship.
- 3.10.7. Conduct hackathons and innovation fairs to promote creative thinking.
- 3.10.8. Promote research publications, patents, and innovations through institutional support and recognition.
- 3.10.9. Provide faculty training on consultancy services, including project management and IPR.
- 3.10.10. Encourage students to take part in research projects for research-based learning and provide them with research internships.
- 3.10.11. Develop partnerships with industries, government bodies, and NGOs for consultancy projects.

### **3.11. Community Engagement:**

**Objective:** Enhance social responsibility through community-based learning and outreach programmes that benefit society.

#### **Activities/Key Indicators:**

- 3.11.1. Strengthen outreach programmes to promote social responsibility and community development leveraging its expertise and resources to address local, national and global challenges.
- 3.11.2. Strengthen collaborative partnerships with local industries, NGOs, community organizations and government organizations for collaborative projects, initiatives, and community engagement activities.
- 3.11.3. Conduct awareness campaigns, health camps, blood donation drives, environmental sustainability programmes and skill development programmes for the marginalized sections of society to empower them with knowledge, resources, and opportunities for socio-economic upliftment.



3.11.4. Encourage student volunteering, community development and service-learning projects to instill a sense of civic responsibility, empathy, and leadership engagement.

3.11.5. Encourage student clubs to initiate and manage impactful social outreach programmes.

### **3.12. Employment Placements:**

**Objective:** Facilitate the employment of students by enhancing industry linkages, career services, and student skill development.

**Activities/Key Indicators:**

3.12.1. Establish and maintain strong relationships with companies for campus recruitment.

3.12.2. Enhance career fairs, workshops, and skill-building sessions to prepare students for job interviews.

3.12.3. Offer internships and industrial training to increase student employability.

3.12.4. Provide one-on-one career counseling to students.

3.12.5. Strengthen alumni network to provide mentorship and job placement opportunities.

### **3.13. Student Support Services:**

**Objective:** Ensure comprehensive support for students' academic, personal, and professional development.

**Activities/Key Indicators:**

3.13.1. Enhance support for academic, extracurricular and career development needs to attract prospective students.

3.13.2. Strengthen comprehensive student counseling and mentoring programmes to address academic, personal, and career-related concerns fostering their holistic development and well-being.

3.13.3. Strengthen the career guidance and coaching cell to facilitate coaching and guidance for competitive exams, internships, and skill development workshops ensuring students equipped for successful careers.

3.13.4. Enhance student club activities and extracurricular activities to provide students with opportunities for talent development, leadership skills and holistic growth beyond the classroom.

3.13.5. Enhance accessibility and inclusivity for students with disabilities through infrastructure modifications, assistive technologies, and

support services ensuring equal opportunities for all.

3.13.6. Enhance academic tutoring, remedial coaching, and peer support systems.

3.13.7. Provide financial aid and scholarship programmes to support deserving students.

3.13.8. Make curriculum and the admission process more inclusive for socio-economically disadvantaged groups.

### **3.14. Effective Financial Management:**

**Objective:** Enhance financial resources and efficient utilization of funds to ensure maximum benefit for academic and administrative development.

#### **Activities/Key Indicators:**

3.14.1. Identify and develop main sources of revenue and apply for government and private organizations for extra grants.

3.14.2. Encourage contributions and sponsorships from alumni for development projects.

3.14.3. Implement an ERP system for transparent financial transactions and efficient fund management

3.14.4. Conduct regular financial audits to maintain accountability and credibility

3.14.5. Encourage faculty to apply for research grants and consultancy projects to generate funds.

3.14.6. Offer skill-based courses and programmes to generate additional revenue.

3.14.7. Highlight the institution's achievements, sustainability practices and commitment to excellence to attract sponsorships and donors.

### **3.15. Creating Institutional Ranking:**

**Objective:** Promote the achievements of institution, student success, and academic excellence in external rankings and evaluations.

#### **Activities/Key Indicators:**

3.15.1. Improve the institution's academic quality and research output to enhance its ranking.

3.15.2. Identify the key ranking criteria (QS World University Rankings, NIRF etc.) and align the institution's strategies accordingly  
(Research output, student satisfaction, employability, international collaborations).

3.15.3. Establish a dedicated team to collect, analyze, and report data for rankings, ensuring that the college meets the benchmarks.

3.15.4. Regularly update the institution's website with information on academic achievements, student success stories, research

publications, and external partnerships.

3.15.5. Engage in active media relations to promote college milestones, awards, and rankings.

3.15.6. Conduct internal assessments of the strategies being implemented to measure progress towards improving rankings.

#### 4. STRATEGIC PLAN OF IMPLEMENTATION

Through collective efforts and steadfast dedication, Maris Stella aims to emerge as a beacon of learning, transformation, and positive social change in the region and beyond. The strategic plan, to monitor and implement the IDP:

- Establish committees and cells for each strategic objective comprising representatives from faculty, administration, and stakeholders, with clear roles, responsibilities, and timelines to oversee planning, execution, and evaluation.
- Allocate adequate resources including financial, human, and infrastructural, and funds for the implementation of various initiatives ensuring their effective and timely execution.
- Regular monitoring and evaluation mechanisms to track progress, identify challenges, and make necessary adjustments through feedback.
- Foster a culture of accountability, transparency, and continuous improvement at all levels of the institution promoting innovation, collaboration, and excellence in every facet of its functioning.

#### Mapping of the Activities with the Committee/Nodal Person and Time-lines:

<b>Goal 3.1: Academic and Curriculum Excellence</b>							
<b>Objective:</b> Ensure high-quality, contemporary, and relevant academic offerings that meet global standards and prepare students for future challenges.							
<b>Activity / KI</b>	<b>2024 - 2025</b>	<b>2025 - 2026</b>	<b>2026 - 2027</b>	<b>2027 - 2028</b>	<b>2028 - 2029</b>	<b>Committee / Nodal Person</b>	<b>Monitoring and Evaluation Plan</b>
3.1.1	√	√	√			IQAC, Academic Dean, Planning & Evaluation Committee,	1. Review the curriculum every semester to ensure alignment with emerging industry trends and technologies. – <b>Annually</b> 2. Regular evaluation of faculty participation in professional development programmes. – <b>Annually</b> 3. Regular analysis of student feedback and academic performance data for curriculum
3.1.2	√	√	√				
3.1.3	√	√	√	√	√		
3.1.4	√	√	√				
3.1.5	√	√	√				

3.1.6	√	√	√	√	√	Programme Monitoring Committee	revision or modifications. – <b>Annually</b> 4. Provide more options for students, focusing on interdisciplinary learning. - <b>Annually</b> 5. Continuous monitoring of student learning outcomes. – <b>Half-Yearly</b>
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**Goal 3.2: Pedagogical Excellence and ICT**

**Objectives:** Foster a learning environment that promotes critical thinking, creativity, and student engagement through effective pedagogical practices. Implement advanced teaching-learning technologies to enhance educational delivery and facilitate effective communication and collaboration within the academic and administrative bodies.

Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.2.1	√	√	√	√	√	IQAC, Academic Dean, IT Department	1. Collect and analyze faculty feedback on pedagogical and ICT literacy workshops and modern teaching methodologies and tools to improve digital pedagogical skills. – <b>Annually</b> 2. Monitor engagement in classes through interactive teaching techniques, surveys, attendance, and participation metrics. - <b>Half-Yearly</b> 3. Evaluate faculty adoption of new teaching methodologies. – <b>Annually</b> 4. Oversee the implementation of faculty training programmes on new tools and e-learning techniques. – <b>Annually</b> 5. Monitor the use and effectiveness of LMS, digital tools, RBPT, and AI in teaching. - <b>Half-Yearly</b> 6. Regularly collect student feedback on teaching methods and use peer reviews to refine pedagogy. – <b>Half-Yearly</b>
3.2.2	√	√	√	√	√		
3.2.3	√	√	√				
3.2.4		√	√				
3.2.5		√	√				
3.2.6	√	√	√				
3.2.7	√	√					

**Goal 3.3: Effective Academic Administration**

**Objective:** Streamline academic administration to ensure smooth, transparent, and efficient academic operations.

Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.3.1	√	√				Vice-Principal, IQAC, Planning & Evaluation Committee, Administrative Officer	1. Track the efficiency of student-friendly digital administrative processes. – <b>Annually</b> 2. Schedule regular audits of faculty workload and resource distribution to ensure balanced allocation. – <b>Annually</b> 3. Conduct surveys to assess student satisfaction with administrative processes. – <b>Annually</b> 4. Monitor admission processes and administrative functions. – <b>Annually</b> 5. Regular meetings with academic departments to review and optimize academic
3.3.2		√	√				
3.3.3		√	√				
3.3.4	√	√	√				
3.3.5	√	√	√	√	√		
3.3.6	√	√	√				
3.3.7	√	√	√	√	√		

3.3.8	√	√	√				planning. – <b>Annually</b> 6. Regular internal audits and assessments to track progress. – <b>Annually</b> 7. Monitor and review academic operations for improvement. – <b>Annually</b>
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**Goal 3.4: Examination Reforms**

**Objective:** Revise examination and evaluation systems to ensure fairness, transparency, and the assessment of higher-order skills.

Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.4.1	√	√				Examination Committee, IQAC, Planning & Evaluation Committee	1. Periodic review of exam formats to ensure they reflect real-world problem-solving and critical thinking and align with global best practices. – <b>Annually</b> 2. Monitor the transparency of the evaluation process by regularly auditing grading systems and feedback. – <b>Annually</b> 3. Regular evaluation of the effectiveness of project-based, peer-reviewed, and open-book assessments. <b>Half-Yearly</b> 4. Design and review alternative assessments aligned with desired learning outcomes. – <b>Annually</b>
3.4.2		√					
3.4.3		√					
3.4.4		√					
3.4.5		√					
3.4.6	√	√	√	√	√		

**Goal 3.5: Infrastructural Development and Maintenance**

**Objectives:** Develop and maintain state-of-the-art facilities to create an environment conducive to teaching, learning, and holistic development.

Promote biodiversity and foster a sense of environmental consciousness among staff and students.

Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.5.1	√	√				IQAC, Administrative Officer, HoDs, Campus Maintenance Supervisor, Garden in-charge	1. Conduct annual audits of existing infrastructure to identify maintenance needs and areas for improvement. – <b>Annually</b> 2. Track the usage and effectiveness of labs, classrooms, and other facilities. – <b>Annually</b> 3. Measure energy usage, waste management, and overall environmental sustainability of infrastructure. – <b>Annually</b> 4. Landscaping, regular monitoring, maintenance and upgrading garden on evaluation results. – <b>Annually</b>
3.5.2	√	√					
3.5.3	√	√					
3.5.4	√	√	√	√	√		
3.5.5		√	√				
3.5.6		√	√				
3.5.7	√	√					
3.5.8	√	√	√				

**Goal 3.6: Collaboration with Knowledge Hubs**

**Objectives:** Foster partnerships with industries to enhance academic programmes, provide exposure to real-world applications, and improve employability.

Foster partnerships with industries to enhance academic programmes, provide exposure to real-world applications, and improve employability.

Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.6.1	√	√				IQAC, Academic Dean, Research & Ethics Committee, HoDs.	1.Track the number and partnership quality of industry collaborations for internships, workshops, projects, and career opportunities. – <b>Annually</b> 2. Collect feedback on the effectiveness of internships and student industry engagements in providing real-world skills. – <b>Annually</b> 3.Regular tracking of faculty involvement in industry research and consultancy projects. – <b>Annually</b> 4. Monitor joint events to promote academic exchanges. – <b>Annually</b> 5. Identify and promote common areas of research interest. – <b>Annually</b> 6. Ensure clear objectives, roles, and benefits for both parties in formalizing collaboration agreements with partner institutions. – <b>Annually</b>
3.6.2	√	√	√	√	√		
3.6.3	√	√	√	√	√		
3.6.4		√	√	√			
3.6.5		√	√	√			
3.6.6		√	√	√	√		
3.6.7	√	√	√	√			
3.6.8		√	√				

### Goal 3.7: Effective Institutional Governance

**Objective:** Ensure transparent, accountable, and efficient governance to promote the overall growth and quality of the institution.

Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.7.1	√	√				IQAC, Planning & Evaluation Committee, IAAA Committee, Grievance Redressal Committee	1. Conduct annual audits to ensure compliance with institutional policies and transparency in operations. – <b>Annually</b> 2. Measure the level of stakeholder (faculty, students, alumni) involvement in decision-making processes and institutional governance. – <b>Annually</b> 3. Regular reviews of leadership development programmes for administrators. – <b>Annually</b> 4. Ensure ethical governance and handle grievances and complaints. – <b>Annually</b> 5. Review the KPIs for academic and administrative functions. – <b>Annually</b>
3.7.2	√	√					
3.7.3	√	√					
3.7.4	√	√	√	√	√		
3.7.5	√	√	√	√	√		

### Goal 3.8: Stakeholders Involvement

**Objective:** Engage all key stakeholders (students, faculty, parents, alumni, employers and industry) in the educational ecosystem to ensure mutual growth.

Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.8.1	√	√	√	√	√	MSAA Coordinator, Student Council, Students' Dean, Vice-Principal,	1. Regularly analyze surveys and feedback from students, parents, faculty, alumni, and employers. – <b>Annually</b> 2. Monitor the frequency and quality of stakeholder forums and meetings. – <b>Annually</b> 3.Track the level of alumni involvement in mentoring, career support, and fundraising. – <b>Annually</b>
3.8.2	√	√	√	√	√		
3.8.3	√	√	√				
3.8.4	√	√					
3.8.5	√	√	√	√	√		

3.8.6	√	√	√	√	√	HoDs	4. Track the level of students' active participation in decision-making processes. – <b>Annually</b>
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**Goal 3.9: Effective Administration Management**

**Objective:** Ensure efficient and responsive administration to support academic and non-academic activities

Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.9.1	√	√				Administrative Officer, IT Department, IQAC, IAAA Committee, Student Welfare Committee	1. Implement management software for records, admissions, and finance. - <b>Annually</b> 2. Monitor and review training sessions for staff on software usage, administrative processes, and best practices. – <b>Half-Yearly</b> 3. Schedule audits to assess adherence to policies and procedures. - <b>Annually</b> 4. Review and update policies to improve student interactions with administration. – <b>Annually</b> 5. Implement a structured system of faculty evaluation. – <b>Annually</b> 6. Regularly review data, provide feedback and recommend improvements. – <b>Annually</b>
3.9.2	√	√	√	√	√		
3.9.3	√						
3.9.4	√	√	√	√	√		
3.9.5		√					

**Goal 3.10: Research, Innovation and Consultancy**

**Objective:** Promote a research-oriented culture and innovation to enhance academic standing and contribute to societal and economic development.

Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.10.1	√	√	√	√	√	IQAC, Planning & Evaluation Committee, Research & Ethics Committee	1. Track and review faculty and student research activities such as publications, patents, and innovative projects. – <b>Half-Yearly</b> 2. Monitor interdisciplinary research activities through project completion rates and publication success. – <b>Half-Yearly</b> 3. Evaluate the effectiveness of incubation centers and their contribution to student entrepreneurship. – <b>Annually</b> 4. Monitor and provide feedback on student startups and incubation projects. – <b>Annually</b> 5. Oversee the generation of funding for research and consultancy projects. – <b>Half-Yearly</b> 6. Build a database of patents, publications and consultancy projects undertaken by the institution.
3.10.2	√	√	√	√	√		
3.10.3	√	√	√	√			
3.10.4		√	√				
3.10.5		√	√				
3.10.6	√	√					
3.10.7	√	√	√	√	√		
3.10.8	√	√	√	√	√		
3.10.9	√	√	√				
3.10.10	√	√	√	√	√		
3.10.11		√	√				

**Goal 3.11: Community Engagement**

**Objective:** Enhance social responsibility through community-based learning and outreach programmes that benefit society.

Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.11.1	√	√				Coordinator for extension activities, Students' Dean, STARS, HoDs	1. Evaluate the social impact of community outreach initiatives and programmes. – <b>Half-Yearly</b> 2. Monitor student involvement in social responsibility projects and community service activities. – <b>Half-Yearly</b> 3. Measure the success of collaborations with local industries, NGOs, and Government bodies. – <b>Annually</b>
3.11.2	√	√					
3.11.3	√	√	√				
3.11.4	√	√	√				
3.11.5	√	√					

### Goal 3.12: Employment Placements

**Objective:** Facilitate the employment of students by enhancing industry linkages, career services, and student skill development.

Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.12.1	√	√				Training & Placement Cell, TPO, MSAA Coordinator	1.Track the percentage of students placed through campus recruitment programmes and career guidance. – <b>Annually</b> 2.Collect feedback from employers on the quality of the students recruited through the institution. – <b>Annually</b> 3.Monitor the career progression of alumni to measure the long-term impact of the institution's programmes. – <b>Annually</b> 4.Monitor alumni involvement in mentoring and career development programmes. – <b>Annually</b>
3.12.2	√	√	√				
3.12.3	√	√	√	√	√		
3.12.4	√	√	√				
3.12.5	√	√					

### Goal 3.13: Student Support Services

**Objective:** Ensure comprehensive support for students' academic, personal, and professional development

Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.13.1	√	√				Students' Welfare Committee, Students' Dean, Students' Counsellor, HoDs, Students' Mentors,	1. Conduct regular surveys on student satisfaction regarding counseling, mentoring, and academic support services. – <b>Half-Yearly</b> 2. Monitor the utilization of tutoring, peer support systems, and remedial coaching. – <b>Half-Yearly</b> 3. Regular audits of campus infrastructure and support services for students with disabilities. – <b>Annually</b>
3.13.2	√	√					
3.13.3	√	√					
3.13.4	√	√					
3.13.5	√	√					
3.13.6	√	√					
3.13.7	√	√	√				
3.13.8	√	√	√				

### Goal 3.14: Effective Financial Management



<b>Objective:</b> Enhance financial resources and efficient utilization of funds to ensure maximum benefit for academic and administrative development.							
Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.14.1	√	√	√			Finance Committee, IQAC, Bursar, Administrative Officer, Research & Ethics Committee, IT Department, IAAA, Academic Council	1. Explore new funding opportunities such as grants and alumni contributions. – <b>Half-Yearly</b> 2. Support faculty in identifying and applying for grants and consultancy projects. – <b>Half-Yearly</b> 3. Manage an ERP system for transparency in transactions. – <b>Quarterly</b> 4. Schedule periodic audits to ensure financial transparency. – <b>Annually</b> 5. Develop and market skill development programmes for the community. – <b>Annually</b> 6. Offer additional programmes and certifications that generate revenue and enhance institutional sustainability. – <b>Annually</b>
3.14.2	√	√	√	√	√		
3.14.3	√	√					
3.14.4	√	√	√	√	√		
3.14.5	√	√	√	√			
3.14.6	√	√	√				
3.14.7	√	√					
<b>Goal 3.15: Creating Institutional Ranking</b>							
<b>Objective:</b> Promote the achievements of institution, student success, and academic excellence in external rankings and evaluations.							
Activity / KI	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	Committee / Nodal Person	Monitoring and Evaluation Plan
3.15.1	√	√	√			IQAC IT Department, Website Committee, Planning & Evaluation Committee	1. Regularly review ranking parameters (QS, NIRF, etc.) and align strategies. – <b>Annually</b> 2. Create a team to gather data and analyze performance for rankings. – <b>Annually</b> 3. Implement student satisfaction programmes and support services to improve rankings. – <b>Annually</b> 4. Ensure that achievements, research publications, and collaborations are highlighted. – <b>Annually</b> 5. Share achievements with the media to increase visibility and reputation. – <b>Annually</b> 6. Regularly review the strategies and KPIs related to rankings. – <b>Annually</b> 7. Regularly review the KPIs related to academic output, research, faculty quality, and student satisfaction to adjust strategies as needed. – <b>Annually</b> 8. Focus on student-centric activities and FDPs that focus on enhancing teaching quality, research capacity, and international recognition. – <b>Annually</b>
3.15.2	√	√					
3.15.3	√	√					
3.15.4	√	√	√	√	√		
3.15.5	√	√					
3.15.6	√	√	√	√	√		