



PUNJAB ASSOCIATION'S ANNA ADARSH COLLEGE FOR WOMEN

Affiliated to the University of Madras
(Re-accredited by NAAC with A+ Grade)

STRATEGIC PLAN AND DEPLOYMENT ACTION (2022-2027)

Anna Adarsh college ensures that quality education is provided for learners of diverse cultures, including economic background and geographical regions. Such a framework is an essential instrument for the continued success of the college.

Core values

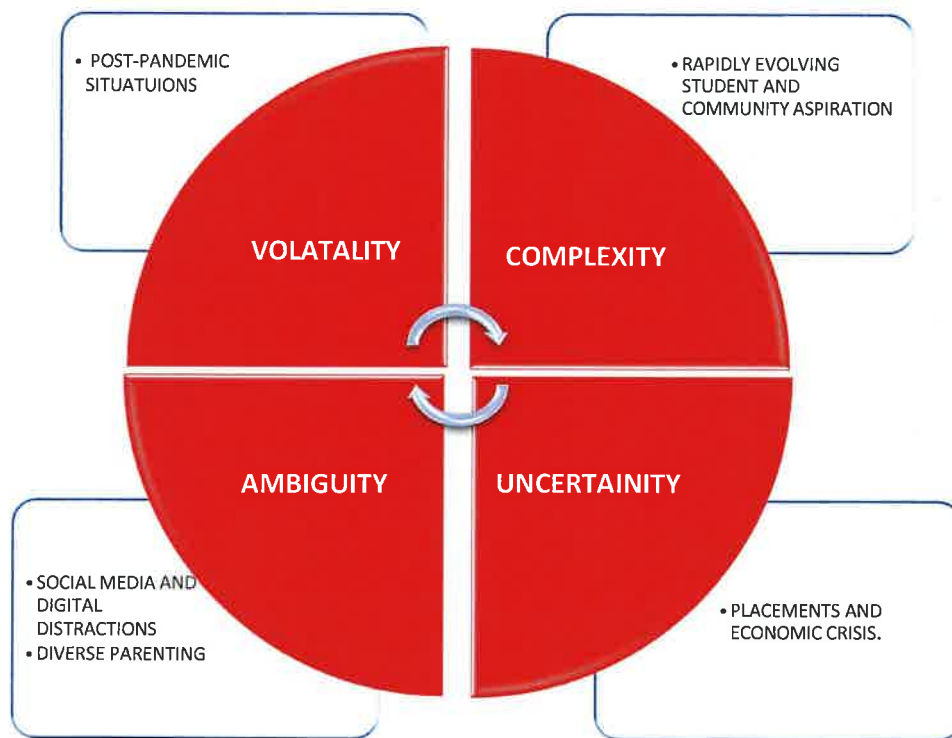
Social Responsibility
Respect Human Values
Digital Literacy
Professional Competency
Holistic Development

Quality policy

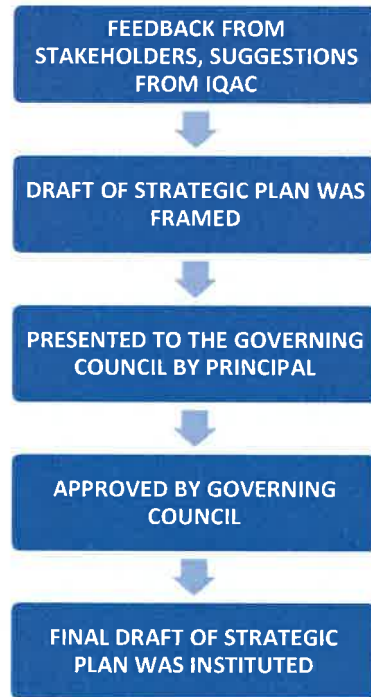
- To devise and adopt parameters for upgrading and sustaining excellence in academic and administrative processes.
- To implement contemporary practices in teaching and learning consistent with the dynamic academic environment.
- To promote quality enhancement techniques and procedures to seek a continual improvement for an effective and efficient evaluation system.
- To corroborate the various activities of the college pertaining to quality refinement for holistic development.
- Implementation of the most effective measures/resources by integrating conventional teaching, learning, and assessing methodologies.
- Planning workshops, seminars, and conferences on quality related themes to foster knowledge creation and dissemination.
- Deployment of the feedback on stakeholders, analysis of feedback responses and formulating action plans based on suggestions from the stakeholders.
- To compile and submit data for AQAR, SSR, NIRF, AISHE adhering to the framework prescribed by NAAC and other assessing bodies.
- To conduct internal and external audits regularly.

VUCA analysis was used to devise the strategic plan and deployment action for the enrichment of educational proficiency.

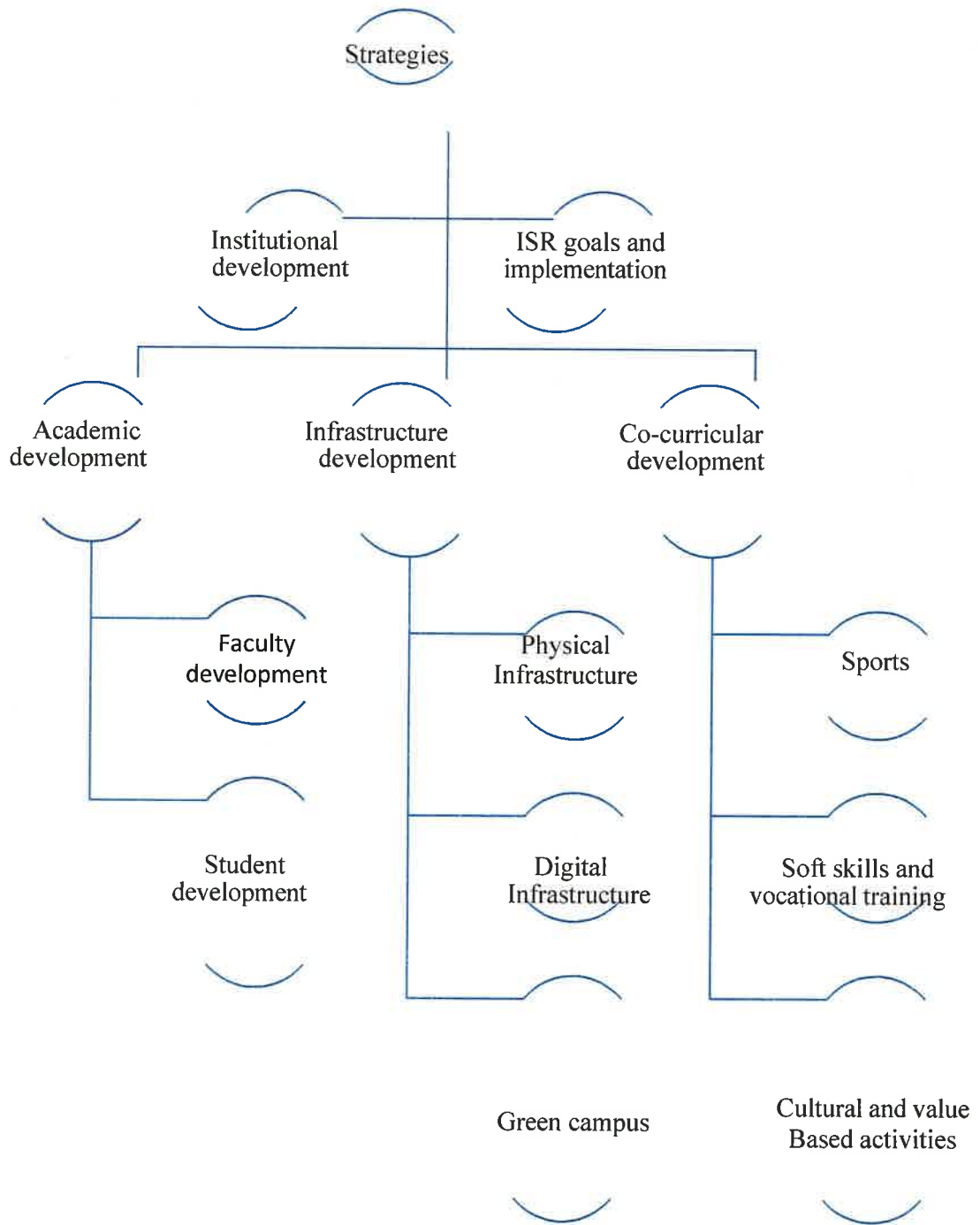
VUCA analysis



Outline sketch of the strategic plan framing process



Strategic planning 2022-2027



GOAL - INSTITUTIONAL DEVELOPMENT

Targets	Deployment action	Timeline
To be awarded with A++ grade by NAAC	Secure the highest possible CGPA	Five years
To come under top 50 NIRF ranking (currently at 100 – 150 band)	Improve overall performance	Five years
Introduce new industry-demanding courses and research programmes	Adding new courses and research programmes	Three years
Increase the number of university ranks	Extra coaching, bridge courses, Scholar support programmes Walk the scholar programmes, Peer teaching & Special classes for bloomers	One year

GOALS - ISR IMPLEMENTATIONS

Targets	Deployment action	Timeline
Improve students' enrollment in clubs/cells	Give credit points as appreciation for active Participation	One year
Develop more financial aid programmes for students in need	Increase the number of scholarships, endowment funds	One year
Provide assistance to Government/ Corporation school students	Conduct awareness programmes and Career guidance programmes for Government/ Corporation school students	One year
Enhance and improve the environmental club, Red ribbon club, fine arts club, book club, business line club, entrepreneurial development (ICC), NSS and youth red cross club	Conduct more volunteering activities and awareness programmes	One year

ACADEMIC DEVELOPMENT

A. GOAL - FACULTY DEVELOPMENT

Targets	Deployment action	Timeline
Knowledge management programmes	Knowledge management software (unified database for faculty, self service portal) Peer teaching system and outsourced training.	Two years
Increase the number of academic journals	Conducting frequent international conferences	Two years
Increase the number of publications	Enhance the portal for receiving invitations from other institutions. Fix a minimum number of publications as mandatory for staff	Two years
HR gap analysis and reviews	Conduct regular meetings and training programmes	Three years
Adopt UGC refresher Courses	Enroll staff for the programmes	Three years

B. GOAL - STUDENTS DEVELOPMENT

Targets	Deployment actions	Timeline
Create practical learning platforms	Presentations and hands-on training (business modeling, mock crafts) Experimental learning	Two years
Increasing the number of internships	Compulsory summer Internship for second-year students	One year
Advancement in library facilities	Library assignments	One year
Adopting new assessment Methods	Online assessments through MCQ and Quizzes	Two years
Guest lectures by Industry experts	Arranging guest lectures	One year
Organising industrial Visits	Subject wise Industrial visits.	One year
Communication development	Introducing special modules to prepare for competitive exams like IELTS, TOEFL	One year
Interdisciplinary Courses	Inter department exchange Programmes	One year
Help crack competitive exams	Civil services and aptitude training (Adarsh IAS academy)	One year
National education policy 2020	Alignment of all Program outcomes, Program specific outcomes and Course outcomes in line with NEP 2020	Two years

INFRASTRUCTURE DEVELOPMENTS

A. GOAL - PHYSICAL INFRASTRUCTURE

Targets	Deployment action	Timeline
Advanced laboratories	Install highly advanced equipment and facilities.	Two years
Expand libraries and study halls	Purchase more books, e-books and journals. Allot rooms to serve as study halls.	Three years
Develop campus lawns	Lay down pavements and cement roads.	One year
Airconditioned staff rooms	Install air conditioners in staff rooms	Five years
Student union and clubs	Allot specific rooms for student council and clubs (NSS, NCC and Placement)	One year

B. DIGITAL INFRASTRUCTURE

Targets	Deployment action	Time line
Wifi enabled campus	Provide internet for all the students Install smart boards in classrooms	Three years
Allot student swipe cards	Create student biometric system in the library	Three years
Effective Browsing facility to enhance research activities	Install computers in Research and Development cell	One year
Create student and parent dash-boards	Develop a software for accessing student details with separate student and parent ID.	Two years

C. GREEN CAMPUS

Targets	Deployment action	Timeline
Issuing e-circulars and certificates	Create student portal	Two years
Paper and water recycling	Recycling support system	Two years
Use solar energy	Activation of solar energy	Two years
Improve waste management systems	Create a composite pit for waste management	Three years
Planting new trees in the campus & create awareness on environmental protection	Plant herbal and oxygen-rich plants. Green day & Plastic Free day	One year

CO-CURRICULAR DEVELOPMENTS

A. SPORTS AND FITNESS

Targets	Deployment action	Timeline
Develop physical talents in various sports activities to their maximum potential	Increase coaching time and recruit qualified coaches	One year
Conduct interdepartmental events every semester for staff and students	Competitive games and recreational activities.	One year
Mandatory physical check-ups	Faculty and students fitness checkups	One year
Build in - house gym facilities	Gym facilities and physical training	Three years
Introduce yoga sessions	Yoga day for every department. Introducing certificate course in yoga	Two years
Introduce self-defence classes for students & staff	Self-defence classes by experts every month	One year

B. SOFT SKILLS AND VOCATIONAL TRAININGS

Targets	Deployment action	Timeline
Advanced personality development classes	Improve personality development classes, do computerised personality analysis for every candidate.	Two years
Skill and development courses in association with government institutions	MOU with government institutes like MSME for skill enhancement	Three years
Mock aptitude tests prior to placements	Give aptitude test practice for final year students	One year
Out bound training sessions	Take students camping and conduct management game sessions & hands-on practice	Three years
Entrepreneurship development	Create centers for entrepreneurship and Institution Innovation Centre	Two years

c. CULTURAL AND VALUE BASED ACTIVITES

Targets	Deployment action	Timeline
Encouraging performing arts	Introduce liberal arts department	Five years
Strengthen the mentor ward system	Organise periodical mentor ward counselling sessions	Two years
Impart value-based ethical education through maintaining a moral atmosphere	Value education session and credits for the same	Two years

R. J. Senthil

PRINCIPAL

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For THE PUNJAB ASSOCIATION (REGD)

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