



SREE NARAYANA COLLEGE

Sivagiri, Varkala, Thiruvananthapuram-695145

(Affiliated to the University of Kerala, NAAC Re-accredited with
B++ grade, RUSA funded, DBT STAR status)

AQAR 2023-2024

CRITERION VI: GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed



STRATEGIC PLAN 2016-2025

S. N. COLLEGE, SIVAGIRI, VARKALA

Team members

1. Smt. K. Susy, Principal
2. Sri Aji SRM, Management representative
3. Ms. Jubilie. S.V, IQAC Co- Ordinator
4. Dr. Leji J, Department of Zoology
5. Ms. Preethi S, Department of Zoology
6. Ms.Megha Radhakrishnan, Research Department of Economics
7. Dr. Sidhu Kumar. N, PTA Secretary
8. Mr. Santhosh, Head Accountant
9. Mr. Biju, Chairman, Varkala Municipality
10. Ms. Aleena S Kumar, Student Representative

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VISION

Sree Narayana College, Sivagiri, Varkala was established in 1964 and stands for the realization of its Vision "Liberation through Education" as envisaged by Sree Narayana Guru, the guiding light of our college. The Kerala society has evolved through several social transformations. The teachings of Sree Narayana Guru had a major role in this social transformation of the Kerala society towards modernization. Considerable emphasis has been given to education, which is a means of social liberation. The society is still in the bondage of ignorance and slow pace of modernization. Our College is located in a socially and economically backward area. Our College plays a leading role for the liberation and enlighten of the young generation

MISSION

The mission of our College is to impart quality education and exposure to the students and equip them to cope with the latest requirements, through innovative techniques and practices. We are convinced that proper education is the best resort to uplift the youth in the rural area, and we are committed to facilitate meaningful education for our students

THE PRESENT

Sree Narayana College Varkala is a Pioneer institution in the rural area of Trivandrum District Kerala offering educational opportunities to the socially and economically backward students. The mission of our college is to impart quality education by integrating traditional and innovative practices. Taking into consideration of the NAAC recommendations for the quality enhancement of the institution the college council has decided to constitute a committee by IQAC. In the light of this, IQAC constituted a committee and formulated future strategic plans. The committee constituted on 27-07-2016 initiated its works. Through discussion with all the stakeholders of our institution the committee identifies the key areas for improvement. Committee realizes the opportunities for making our limitations as our strength. The committee prioritised the following three prime areas of development under Strategic Plan 2016-2025.

- Strengthening the basic physical facilities
- Improving the teaching/learning
- strengthening the research and extension

The draft was submitted to the Principal and the College council on 05-01-2017. The priority and implementation of work were approved by the Council and several of them have been implemented in the campus. The IQAC is happy to see that a strategic plan for the next 9 years is prepared so that at the end of this we could self critically assesses how far we have progressed. The draft of perspective plan has been discussed, reviewed and approved by the College Council and the Regional Development Council.

OUR PRIORITIES

In the next 10 years, the College will:

- Develop, grow, sustain, and evaluate new and on-going strategic initiatives that Serve College and university missions and advance the college's vision.
- Teach, create, conduct research, and serve the college and university in spaces that support and enhance exemplary work and multidisciplinary community.
- Provide the best preparation, the greatest scholastic challenge, the most academically satisfying opportunities, and the highest quality experience, to an increasing number of students.
- Re-envision our research enterprise and the future of graduate education so as to provide infrastructure, support, and resources that advance our vision to be a national and international prime mover of discovery, innovation, and creativity.
- Foster the kind of community that attracts the attention of scholars, teachers, researchers, and staff from across the globe and that supports our current members as they develop, thrive, and work to achieve college and university missions.

Strategic Plan 2016-2025

VISION 2025

1. Curricular Aspects

▪ Appointment of Qualified Teachers

- The college will appoint well qualified and experienced teachers. The teachers would be selected the basis of a rigorous interview and demo lectures before the appointment.

▪ Conduct of Academic Audit

- The college will conduct academic audit of the college about the performance in academic, curricular, co-curricular, extra-curricular, research and extension, augmentation of academic infrastructure, student progression and innovative practices by inviting peer team of expert educationalists and action will be initiated on their recommendations.

▪ Introduction of New Programmes

- The institution will make efforts to introduce the following new programmes

Undergraduate Degree Programmes

- B.A (English)
- B A (Psychology)

Postgraduate Degree Programmes

- MA Malayalam
- M.Sc. (Zoology)
- M. Com

Research Degree Programmes

- Ph. D in Chemistry, Geology, Physics
- **Curriculum Feedback and Update**
 - The college will strengthen the mechanism of curriculum feedback by broad basing the questionnaires and making the collection of the feedback more frequent. It will try to increase the representation of the faculty in various academic bodies of the University thus ensuring a greater level of participation in curriculum update process of the University.

2. Teaching-Learning Process

- **Catering to Diverse Needs of Students**
 - The college will strengthen to evolve the system of categorization of students on the basis of their performance and related aspects into slow, medium and advanced learners.

- Remedial classes for weaker students would be continued. The college would seek support for such schemes from UGC once again in this regard, IQAC will analyse the efficacy of the schemes periodically.

- **Self-Appraisal of Teachers**

- It is proposed to restructure the self-appraisal system of teachers so as to enable them to gauge their academic standards and optimize their academic performance.

- **Rescheduling of college timings**

The college will reschedule the teaching and learning timings to 9.00 AM-4.00 AM.

- **Organization of Seminars / Conferences/ Workshops**

- The college will continue the efforts in organizing seminars / conferences/ workshops collaborating with UGC, KSCSTE, and other bodies to expose teachers and students to advanced levels of knowledge.

- **Deputation to Seminars / Workshops / Faculty Development Programmes**

- The college will continue the policy to depute faculty for seminars / workshops /faculty development programmes organized by other institutions at different levels.

- **ICT in teaching and learning**

- Utilization of information and communication technologies would be enhanced in teaching and learning processes.

3. Research, Consultancy and Extension

▪ Research

- Research Committee of the college will try to identify the research potential of individual faculty members, and help them to prepare the research proposals for submission to funding agencies such as UGC, KSCSTE, DST, University etc.
- IQAC will continue to organize the workshops/ seminars / training programmes for preparation of proposals for minor and major research projects.
- Basic infrastructure such as laboratories, instrumentation, ICT facility, and library would be augmented to support higher levels of research.
- Department of Chemistry would be upgraded to a Research Centre.
- The college intends to avail greater level of funding for student projects from agencies like KSCSTE.
- The college would encourage faculty members to enter into collaborations with researchers and faculty of institutions in India and abroad.
- The college would encourage faculty members to go for Faculty Development Programmes.

▪ Consultancy

- The college will organize expert lectures to promote consultancy aspect.
- The college will share the fund realized from consultancy with faculty.

- We will continue to appreciate and to recognize the faculty who provide consultancy services.
- **Extension**
 - The college proposes to strengthen the NSS and NCC units in the coming years.
 - Sports facilities will be extended to the students of the nearby schools.
 - Yoga training programme would be offered to the children of the nearby schools
 - Scope of the outreach programmes by different departments would be broadened.
 - Blood Donors' directory shall be prepared by the NSS units.
 - It is planned to start training programmes students on the nearby schools by the Department of English

4. Infrastructure and Learning Resources

- Policies and strategies with respect to Infrastructure and Learning Resources could be stated as follows
 - Continuous improvement of infrastructure and learning resource
 - Development of additional infrastructure and learning resources.
 - Optimum utilization of available infrastructure and learning resources.

- Maintenance of infrastructure and learning resources.
- Continuous efforts to obtain grants for infrastructure development.
- Sufficient number of class rooms well equipped laboratories.
- Central Library facilities would be upgraded every year with increasing holdings and adopting user friendly services.
- Upgrading of Seminar hall with modern furnishing and facilities.
- Drinking water facilities with coolers and water purifiers would be expanded.
- Adequate number of toilet blocks for girl and boy students and staff.
- Well-furnished and fully computerized Administrative Office.
- Spacious, well furnished, and hygienic Canteen.
- Boys and Girls Common Rooms.
- Greater number of class rooms with LCD projectors and smart boards.
- Modernization of Computer Centre.
- Augmentation of sports facilities.
- Standby power generation systems are to be upgraded.
- Well maintained gardens.

5. Student Support and Progression

- The college would attempt to enlist more students to the various scholarships available in the college.
- Remedial classes for weak students from all social categories would be continued. The college would seek financial assistance for this from agencies like UGC and the Government.
- *Walk with a Scholar* (WWS) and *Scholar Support Programme* (SSP) would be expanded to accommodate more students.
- Expansion of the Midday meal programme (FSA supported) and Student Aid Fund Scheme (Government and College sponsored).
- Coaching classes for competitive examinations by the Career Guidance Cell will continue in the coming years.
- The college proposes to streamline the activities of Grievance Redress Cell, Anti-ragging cell, Counselling Cell, Human Rights Forum.

6. Governance, Leadership and Management

- The principles, policies and methods associated with governance and leadership that would be followed by the institute in the next five years are outlined below.
- Vision and mission of the institution will be communicated effectively to all stake holders.
- The college will ensure a democratic, participative and transparent style of functioning involving all members of the staff.

- Allocation of responsibilities will be equitable.
- Timely filling up of vacancies with qualified faculty and staff.
- Provision for staff development programmes.
- Congenial work environment and staff welfare schemes.
- Yearly budgetary preparation and timely statutory audit of the accounts.
- Continuous efforts to obtain development grants from funding agencies such as UGC, KSCSTE, University etc

7. Innovations and Best Practices

- The college plans to double (he solar power generation by installing twenty additional solar panels to the existing 4.9 Kw system. The new system would be capable of meeting 40 % of the total power requirements of the college.
- Efforts to make campus more eco-friendly by proper waste management, planting more trees, energy conservation measures would continue.

The Strategic Plan 2016-2025 observes **three** prime areas of development:

- **Strengthening the basic physical facilities**
- **Improving the teaching/learning**
- **strengthening the research and extension**

REVISED ACTION PLAN

1. Curricular Aspects

GOALS	ACTION PLAN
1. Collaborations with institutions of national and international reputation	<ul style="list-style-type: none">• MOUs with eminent institutions namely• Apply for DBT, DST and fund from other national and international agencies
2. Strengthening Practical	<ul style="list-style-type: none">• well-equipped and maintained laboratories• experimental learning through projects
3. Library	<ul style="list-style-type: none">• Fully automation• Open-source software installation• Purchase of new books, journals• INFLIBNET e journals• Digitalised previous question papers repository• Enable Wi fi facility• e journals, e books• N list• Library ID cards to students• Organise seminars and workshops• Organise orientation class to new students• Integrated <i>Library Management System (ILMS)</i>

<p>4. organising seminars, workshops and industrial visits, field trips</p>	<ul style="list-style-type: none"> • All departments have to organise the same regularly
<p>5.Academic Activities</p>	<ul style="list-style-type: none"> • academic cum activity calendar • department level a time table • regular meetings of DLMC, CLMC • research committee, ethics committee to organise classes on methodology and ethics and plagiarism • Training programmes on ICT usage in classrooms to be regularly organized within the campus on a need basis. • Publish biannual research journal Research Essence
<p>6.To start Add on courses and certificate courses</p>	<ul style="list-style-type: none"> • application to be submitted for courses • application for new elective course
<p>7.Strengthening of Feedback system</p>	<ul style="list-style-type: none"> • Regular Student feedback, parent feedback, Alumni feedback and institutional feedback and analysis • Remedial measures
<p>8.Strengthening the tutorial system and mentor system</p>	<ul style="list-style-type: none"> • Wws • Tutorial • Mentoring • Feedback

	<ul style="list-style-type: none"> • Counselling • SSP
9. Improving results	<ul style="list-style-type: none"> • Result analysis • the faculty members shall adopt various methods of pedagogy, question answer sessions in the classroom, • analysis of the academic performance of the previous years, • personal interaction with the students, • conducting of in-house quiz competitions, debate, group discussions and PTA meetings • To identify the slow and the advanced learners. • remedial class and special class • WWS, SSP

2. Teaching- Learning & Evaluation Process

GOALS	ACTION PLAN
1.Excellent Evaluation mechanism (EEM)	<ul style="list-style-type: none"> • internal evaluation • attendance registers • ESE • Feedback • Grievance redressal
2.Strengthening outcome-based education (SOBE)	<ul style="list-style-type: none"> • Comprehensive student feedback in prescribed formats • Random feedback from students

	<ul style="list-style-type: none"> • Seminar presentations and class room debates • Surprise tests • Continuous assessment • External examination results (university exam) • Involvement in curricular and extracurricular activities as grace marks has been offered by the university • Involvement in doing UG and PG Project • Performance in practical sessions and field trips • Details of student progression • Performance in mock viva • Paper presentations of PG students, and Research Scholars (Economics) in National and International Seminars • Participation of students in exhibitions conducted in the college • Remedial teaching for weak students in different subjects • Classes for improvement of communication and soft skills. • Infrastructural support like INFLIBNET, virtual lab, language lab etc. shall be provided. • Library need to be fully digitalised
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	<ul style="list-style-type: none"> • Learning Management System SOFT • Innovative e learning platforms YouTube, podcast
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3. Research, Innovations and Extension

GOALS	ACTION PLAN
1.WISDOM 2025	<ul style="list-style-type: none"> • Motivate them for getting doctoral degree • Encourage to register for PhD degree • all faculty to get research guide ships • register students under guideship • provide research facilities • to get minor /major research projects • mobilising funds from DST, DBT and other agencies • workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship
2.INNOVATIVE LEARNING MANAGEMENT SYSTEM	<ul style="list-style-type: none"> • Organise Trendz Seminar Series • Innovative Research Projects for Teachers And Students • Presentation and publication in UGC listed journals and books • Exhibitions and field trips • Industrial visits • Learning Management System SOFTWARE

	<ul style="list-style-type: none"> • Innovative e learning platforms YouTube, podcast • All dept shall get Functional MoUs • Media Centre
3.COMMUNITY OUT REACH PROGRAMME (COP)	<ul style="list-style-type: none"> • Extension Activities • Snehasanthwanam • Sahapadikoru veedu • Health survey • Nakshathravanam, • Thannerkudam • Swach Bharath Abhiyan • Health Camps • Green Protocol Campaign • Collaborative Student Exchange and Faculty Exchange • NSS activities • NCC activities • Non mandatory club activities

4.Infrastructure and Learning Resources

GOALS	ACTION PLAN
1.INFRARED (Infrastructure Rejuvenation and Development)	<ul style="list-style-type: none"> • Revamping of labs • Construction of a symbol of spiritual and social harmony • Construction of toilets for students

	<ul style="list-style-type: none"> • New building for library • Beautification of college campus • Modernization of seminar and conference hall • Renovation of classrooms • Tress work in the existing building • Provision for boys’ rest room
2.IT Infrastructure	<ul style="list-style-type: none"> • ICT enabled classroom • Purchase of new computers and peripherals • Purchase of smart boards • Solar inverters • Increase the student computer ratio • Mobilise funds from RUSA,DBT, DST and FIST • Mobilize funds from Alumni& donation from philanthropists
3.Library management system	<ul style="list-style-type: none"> • New building for central library • Digitalisation and installation of Library Management Software
4.Strengthening sports facilities	<ul style="list-style-type: none"> • the Department of Physical Education shall keenly observe the performance of students in sports • Kho-Kho ground • New boxing ring

	<ul style="list-style-type: none"> • Kabaddi ground • Host athletic meets
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5. Student support & Progression

GOALS	ACTION PLAN
1.Scholarships and free ships	Promote students to apply for the same
2.Student Quality assurance Programme	<ul style="list-style-type: none"> • WWS • SSP • Remedial class • Special class • Financial assistance for needy students • Home for homeless students
3.Ensure Placement	<ul style="list-style-type: none"> • Career counselling • Coaching for competitive exams • Collaboration with industries • Collaboration with reputed institution
4.Student friendly campus	<ul style="list-style-type: none"> • redressal of student grievances including sexual harassment and ragging cases • support for co-curricular activities • support for sports activities • celebrations • youth festivals

	<ul style="list-style-type: none"> • competitions • counselling cell • career guidance
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6. Governance, Leadership & Management

GOALS	ACTION PLAN
1.WELFARE MEASURES FOR STAFF	<ul style="list-style-type: none"> • Free Wi-Fi • Implementation of wisdom 2025 • E governance • active co-operative society • New parking area for vehicles • Maintenance of toilets • First Aid • Well maintained sick room
2.FACULTY EMPOWERMENT	<ul style="list-style-type: none"> • Training to administrative staff • Training to faculty • Promotion, Placement • FDP • Refresher courses & Orientation courses • Training on ICT enabled teaching • Computer awareness class for Administrative staff
3.RESOURCE MOBILISATION	<ul style="list-style-type: none"> • Apply for the funds from various agencies such as • DBT

	<ul style="list-style-type: none"> • DST • RUSA • HEDC • UGC • KSCSTE • GOVT • ALUMNI • PTA • MANAGEMENT • RDC • PHILANTROPISTS • CONSULTANCY SERVICES • DATA ANALYSIS SERVICES
4.AUDITS	<ul style="list-style-type: none"> • AAA • GREEN AUDIT • GENDER AUDIT
5.RANKING	<p>Initiatives for</p> <ul style="list-style-type: none"> • NIRF ranking • Quality audit certificate • ISO certificate • NAAC Accreditation

7. Innovations and Best Practices

GOALS	ACTION PLAN
1.ENERGY CONSERVATION	<ul style="list-style-type: none"> • Purchase of More Solar Panels • Promote Led Bulb and tubes • Extension Activities • Energy conservation awareness campaign (Urjakiran)
2.GENERATE LESS -RECYCLE MORE	<ul style="list-style-type: none"> • Solid Waste Management Systems • E Waste Management Initiatives • Waste water Recycling Systems
3.WATER CONSERVATION	<ul style="list-style-type: none"> • Construction and Maintenance of Tanks • Recharge of Well • Renovation Of Rain Water Harvest System • Rain pits
4.GREEN CAMPUS INITIATIVES	<ul style="list-style-type: none"> • Green Audit • Star Plant Scheme • Ban of Plastics • Land Scaling and New Garden • Vehicle Parking Areas • Organic Farming • Extension Activities • Herbal Garden • Butterfly garden • Teak Garden • Nature club activity

	<ul style="list-style-type: none"> • Flora and Fauna Audit
5.DISABLED FRIENDLY CAMPUS	<ul style="list-style-type: none"> • Ramps at All Entry Points • Ramps at Toilets • Disabled Friendly Washrooms • Braille Soft Ware • Scribe Facility
6. NATIONAL INTEGRATION ACTIVITIES	<ul style="list-style-type: none"> • To Observe and To Organise Programme on All Important Days of Constitutional Importance
7. SOCIALLY RESPONSIBLE CAMPUS	<ul style="list-style-type: none"> • COMMUNITY OUTREACH PROGRAMMES • CAMPS • SNEHASANTHWANAM • GURUKSHETHRAM • EXTENSION ACTIVITIES • MID DAY MEAL
8. SPIRITUAL AND PHILOSOPHICAL CAMPUS	<ul style="list-style-type: none"> • Sree Narayana Study Centre • Gandhian Study Centre • Gurukshethram, A Symbol of Social Harmony • Value Education
9. WOMEN EMPOERMENT INITIATIVES	<ul style="list-style-type: none"> • Awareness programme on self-employment and self defence • Skill acquisition training programme • Health care programmes

	<ul style="list-style-type: none"> • Legal awareness class on women right • Seminars • New toilets for girls • Napkin vending machines • Maintenance of rest room • incinerators
<p>10.HEALTHY CAMPUS</p>	<ul style="list-style-type: none"> • Awareness Classes • Conduct Medical Camps • Seminars, Workshops • Issue Health Cards • Yoga Centre • Gym • Strengthening Medical Counselling Cell • Strengthening Health Clubs

SWOC

STRENGTH

- A noble vision clearly stated mission and well-defined educational policy,
- The College is blessed with a calm and peaceful campus, ideal for scholarly pursuit and artistic endeavor
- The College has highly qualified, committed and inspiring teaching faculty with a perfect blend of experience and energy
- Disciplined, enthusiastic, motivated and career-oriented students who are eager to complete their courses of study.
- Spacious, well-furnished sufficient number of classrooms for engaging classes, and laboratories
- Very supportive and caring management, RDC, PTA, and College Administrative Office.
- Faculty representation in most of the University decision making bodies like Board of Studies, Academic Council, Senate and Syndicate.
- Institutionalized feedback, teacher evaluation and remedial and tutorial system.

WEAKNESS

- Time constraint in the newly implemented CBCSS at UG level which seriously affects the richness of campus life, dissuading students from taking part in co-curricular and cultural activities.
- Limited access to industries, research institutions and places of interest for
- Socio-economic constraints.

OPPORTUNITIES

- Consultation services to be institutionalized and developed into an income generating source
- Collaboration with other organizations to be intensified.

- More PG Departments are to be upgraded as research centres.
- Attract students from other districts and states to step up student diversity
- Initiate Best Practices that integrates the Alumni.
- Proximity to the international tourist centre, the Varkala beach, offers ample opportunities for career advancements,

CHALLENGES

- Mushrooming of professional colleges impinge on the quality of students joining basic Science programmes.
- Time constraints have a bearing on the realization of research culture
- Paucity of funds for the prompt maintenance and repair of infrastructure.

FUTURE

- **NIRF RANKING**
- **AUTONOMOUS STATUS**
- **ALL PG DEPARTMENTS SHALL BE UPGRADED TO RESEARCH DEPARTMENT**
- **ALL UG DEPARTMENT SHALL BE UPGRADE TO PG DEPARTMENT**
- **ESTABLISHMENT OF STUDY CENTRE FOR ONLINE COURSE**
- **NEW BLOCK FOR RESEARCH WING**
- **SKILL DEVELOPMENT INCUBATION CENTRE AT COLLEGE**