



Government Bilasa Girls P. G. College Bilaspur (C. G.)

6.2.1. The institutional Strategic / Perspective plan is effectively deployed. The college is a government institution; hence it follows government policies laid down by the Department of Higher Education, Government of Chhattisgarh. Still a perspective plan is in force in the college which takes into consideration the following aspects –

Strategic Planning

1. Teaching – Learning Procedure

Academic planning and preparation of Academic Calendar

- Preparation of teaching plan.
- Constant assessment to measure outcomes
- Use of e- learning resources
- Promote research culture & facilities
- Provide mentoring and individual support
- Follow a transparent feedback system
- Performance enhancement through workshops and seminars.
- Implementation of best practices for students
- Evaluation parameters and benchmarking

2. Effective Leadership and Participative Management

Following reporting structure of faculties

- Decentralization of the academic, administration and student related authorities & responsibilities
- All the Heads of the Departments conduct faculty meetings.
- The minutes of the meetings are communicated to the Principal, who in turn consolidates all the suggestions and submits them to the Governing Body/Janbhagidari Samiti for approval & reference.

3. Constant Internal Quality Assurance System

Establishment of IQAC done

- Develop, maintain and regularly update the document of all the processes involved in the academic and administrative activities and the forms to implement the processes.
- All the departments, with the teaching and non-teaching faculty carry out the activities as per the Processes and forms.
- Feedback analysis by collecting feedbacks from students, parents, alumni and industry and actions are taken to ensure that the college satisfies all its stakeholders.
- Internal Audit - Regular internal audits are conducted at planned intervals to check the effectiveness of the implementation, maintenance and improvement.
- External Audit.
- Release of Annual report preparation & submission

4. Effective Governance

To review the smooth running of the administrative activities of the college, discussing approval of new programs.

- To review the examination results (Internal as well as External) of all programs; result analysis and their improvement strategies.
- To approve the up gradation & maintenance of the Infrastructure of the Institute.
- To review the budget allocated for different purposes and their expenditure etc.
- Promotion of various faculty career advancement programs, Approval for posts, Study leaves etc.
- Reviewing the Performance appraisal of faculty backed with the discussion. & suggestions given by Faculty for improvements in the college.
- To provide support for conducting all kinds of activities: - Cocurricular and Extra-curricular.
- To review the awards and scholarships for students based on the performance in co-curricular and Extra-curricular activities etc.
- Evaluation of Institute's performance and benchmarking
- Institutional strategic goals setting
- Institutional Strategic Planning
- Monitoring and Implementing the Quality Management Systems

- Establishing E-Governance
- Leadership development through decentralization
- Establishing internal audit committee
- Code of conduct and policy formulation, approval and implementation
- Establishing fair and effective performance appraisal system.

5. Students' Overall Development through Participation

The Student Representatives have the responsibility towards students to be available to listen to student views and concerns and actively represent them in an objective and accurate manner.

- Budget framing and allotment for student development programs and activities
- Formation of student council
- Student's representation in various committee and cell
- Participation in competitions, Organizing competitions
- Rewards & recognitions of achievers
- Participation in extracurricular activities
- Participating in social and welfare activities

6. Employees Advancement and Welfare

Recruitment Policy development & implementation -

- Employees performance evaluation system
- Healthy and supportive working environment & infrastructure.
- Proper established Code of conduct, service rules & leave rules to be followed by all.
- Staff welfare policy implementation
- Career advancement schemes
- Deputation for seminars, conferences and workshops etc.

7. Proper Discipline

Recommends Installation of CCTV Cameras at desired places and other measures to maintain the discipline. Responsible for the entry of the students only with I-cards.

8. Women/Student/Faculty Grievance Redressal

The grievance committee functions with the following purposes;

- To make women, students, faculties & staff members aware about their rights.
- To help them in knowing the importance of good health and nutrition and facilities available for them.
- To help them in developing decision making abilities and be self-dependent.
- To help them in raising voice against all kinds of discrimination in a proper manner.
- To help them in changing their mind setup.
- To assist them in overall development of their personality.

9. Financial Planning and Management

Framing of financial budget according to multiple areas.

- Department wise Budgeting
- Effective purchasing through this committee
- Contingency Fund allocation every year
- Budget formulation & approval through Budget Committee
- Periodic Audit

10. Alumnae Interaction and Outreached Activities

Configuration of Alumni association to increase their participation

- Invitation for guest lecturers/internship/placement/training/entrepreneurship
- Exploring Contributions
- Recognition of successful alumnae for appreciation and felicitation

11. Mounting Physical Infrastructure

Infrastructure building development & modification

- Functional facilities for e-learning
- Safety & Security management
- Water facility
- Hygiene, zero plastic & green campus
- Recycling of water
- Smart Class rooms, Tutorials, Seminar halls

- Modernization of Laboratory & equipment
- Library infrastructure up gradation
- Development of sports (indoor/outdoor) facilities
- Plantations

Strategy Implementation and Monitoring

Once the planning part has been done the next step is its implementation. This stage is among the most imperative part and has to be implemented with proper supervision and cooperation.

Deployment

The college takes initiatives in these regards by planning and formulating course of action for better utilization of available human resources and infrastructure. Students' academic excellence, their empowerment and welfare are of prime importance. The department heads or the committee plan the various activities keeping all these aspects in mind. The plans articulated by the Governing Body, Academic Council, Janbhagidari, and the Principal are communicated to the faculty, students, staff and other stakeholders through meetings, mails and other forms of communication.