



ST. THOMAS COLLEGE

RUABANDHA, BHILAI – 490 006, DURG (DIST.) CHHATTISGARH
(A Post Graduate College, Affiliated to Hemchand Yadav Vishwavidyalaya, Durg)

NAAC Reaccredited with B++ Grade

email ID : stthomascollege_bhilai@rediffmail.com

☎ 0788-2275970

Website : www.stthomascollegebhilai.in

Criterion - 6 : Governance, Leadership and Management

6.2 : Strategy Development and Deployment

6.2.1 : The Institutional Strategic / Perspective Plan is effectively deployed

Supporting Document

- *Strategic Plan and Deployment Document*



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Strategic Plan - 2017-2022

Vision 2022

St.Thomas College has grown extensively in terms of academic and infrastructure in the last 38 years. The college envisions transforming society for the betterment of human kind, a society, where inclusive and collaborative research and learning is a constant process and which benefits humanity on a local, national and global level. The College reiterates its objective to reach greater heights in the field of education as manifested in its vision and mission.

The earnest endeavour of the college to strive for excellence is advocated by the Management, Principal, Staff and IQAC of the college. With direction, vision and vigour, the college has the potentiality of scaling new heights and achieving excellence in coming years. Keeping in view the strength and weakness of the college and stake holders feedback, the Management and IQAC of the college laid down master plan for future development. A five year Strategic Plan was framed in the year 2017, based on the recommendation by NAAC peer team in the last three cycles. The Strategic Plan seeks to leverage the traditional strengths of college and to acquire or develop new strengths. A road map and action plan defined for realizing the objectives, with details of new academic programs, improvement of physical infrastructure, deployment of financial and human resources and optimal utilization of these resources, was presented to the Governing Body for approval.

The thrust areas of strategic plan include:

- 1. Curricular Aspects**
- 2. Teaching and Learning Process**
- 3. Research, Consultancy and Extension**
- 4. Infrastructure and Learning Resources**
- 5. Student Support and Progression**
- 6. Governance, Leadership and Management**
- 7. Innovations and Best Practices**



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1. Curricular Aspects

• **Recruitment of Qualified Staff**

The college will appoint well qualified and experienced teachers. The teachers would be selected as per the selection rules laid by the affiliated university.

Introduction to New Programmes

- The institution will make efforts to introduce new programmes at UG and PG level which is much in demand and will give employability to the youth.
- Increase the seat capacity of various programmes at UG level.

Strengthen Feedback Mechanism

- The college will strengthen the mechanism of collecting feedback from students to identify the strength and weakness of Faculty.

MoU with reputed institutions

- To exchange expertise for mutual benefit and growth.
- Student Exchange Programme.
- Collaborative activities.

Introduce Add on courses / certificate programme

- To train students in specific area and enhance their career opportunities.
- To give expertise in their area of interest.

2. Teaching-Learning Process

Catering to Diverse Needs of Students

- The college will strengthen to evolve the system of categorization of student on the basis of their performance and related aspects into slow and advanced learners.
- Special assistance classes for weaker students would be continued.
- Advanced Learners are oriented for research activities and higher studies aspirations.



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ICT in teaching and learning

- Utilization of information and communication technologies would be enhanced in teaching and learning processes.
- ICT training and workshop for staff will be conducted.

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, state University etc.
- Motivate staff to register as Research Guide.
- To open more number of research centres.
- IQAC will organize workshops/ seminars / training programmes for preparation of proposals for minor and major research projects.
- Basic infrastructure facilities such as laboratories, instrumentation, ICT facility, and library would be augmented to support higher levels of research.
- The college would encourage faculty members to go for Faculty Development Programmes.

Extension Activities

- The college proposes to strengthen the NSS and NCC units in the coming years.
- Scope of the outreach programmes by different departments would be broadened.

4. Infrastructure and Learning Resources

- The infrastructure will be improved on basis of the requirement.
- Learning resources will be enhanced.
- Classrooms will be upgraded with LCD projectors and smart classes.
- Central Library facilities would be upgraded every year with increased user friendly services.
- The college will motivate faculty members to develop e learning content.
- Drinking water facilities with coolers would be expanded.



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5. Student Support and Progression

- Enhance student support in all curricular and extracurricular activities.
- The college will continue to extend student support through various cells and committees.
- The college will engage more departments to take Coaching classes for competitive examination.

6. Governance, Leadership and Management

- The college will draft well stated policies associated with governance.
- Vision and mission of the institution will be communicated effectively to all stake holders.
- The college will ensure a democratic and participative functioning involving all members of the staff in decision making.
- Provision for staff development programmes.

7. Innovations and Best Practices

- The college will ensure to take measure to conserve energy and sustain green environment.
- The college will initiate a proper Solid Waste Management Systems and E Waste Management.
- Renovation of Rain Water Harvest System or rain pits.
- To initiate disabled friendly campus.
- The college will organize more programmes to empower women.



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Deployment of the Strategic Plan –Vision 2022

S.No	Strategic Plan	Action Taken (2017-22)
1.	Curricular Aspects	<ol style="list-style-type: none">1. PG in Psychology introduced in 2017-18.2. PG in Zoology introduced in 2018-19.3. PG in Physics introduced in 2020-21.4. Additional Subject (Sociology) introduced in BA.5. Seat increase in BBA and BA.6. The college entered into MoU with reputed institutes.7. Most of the department are offering Certificate / Add on programmes.8. Student exchange programme with MoU partner in the year 2019-20, 2020-21
2.	Teaching – Learning Process	<ol style="list-style-type: none">1. ICT training for all staff members.2. Mentors support to students enhanced. Special remedial class for slow learners and assistance given to the advanced learners to crack competitive exams and procure good marks in academic exams
3.	Research, Consultancy and Extension	<ol style="list-style-type: none">1. Increase in number of registered Research Guides.2. Research centre opened in the PG Department of Biotechnology and Chemistry.3. Programmes organized on Research Methodology4. Faculty enrichment programme for teaching and non teaching organized by IQAC .5. Training programme on use of ICT tools organized for the staff.



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4.	Infrastructure and Learning Resources	<ol style="list-style-type: none">1. Classrooms upgraded with LCD projectors and Smart class.2. More water coolers installed.3. Registration in N list of Inffibnet by Faculty members and students to access online books and journals increased..4. E Content developed by Faculty Members and uploaded for students of the college.
5.	Student Support and Progression	<ol style="list-style-type: none">1. Department are offering coaching class for the students to prepare for competitive exams.2. Guidance and Counselling support is given to the students .
6.	Governance, Leadership and Management	<ol style="list-style-type: none">1. The college has well defined policies for the governance of the college.2. The college promotes staff participation in all important decision making of the college .3. Academic audit is regularly done to upgrade the departments.
7.	Innovations and Best Practices	<ol style="list-style-type: none">1. Solar panel installed in the college to conserve energy2. Green audit done regularly.3. E waste management introduced.4. Construction of toilet for Differently Abled persons.




PRINCIPAL
ST. THOMAS COLLEGE, BHILAI
RUABANDHA, BHILAI (C.G.)