

Strategic Planning And Deployment Document

(2021-2025)



RAJASTHAN SHIKSHAK PRASHIKSHAN VIDYAPEETH
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Message

Rajasthan Shikshak Prashikshan Vidyapeeth has been set up to promote technological and professional education of high standards. With the help of dedicated and experienced faculty members with modern teaching and research facilities, the institution offers innovative, career-oriented degree, post graduate and diploma programs matching the requirements of the industry and society at large.

The institute was established in 1967 and so many batches of B.Ed., B.A.B.Ed. & Shiksha Shastri has already passed out successfully and another batch is on the verge of outgoing. This is the right time that the institute should embark its journey of success in the coming years. The preparation of '**Strategic Planning & Deployment Document**' is the first step towards this direction. The enthusiastic faculty members under the leadership of Principal, HOD's brought out the best possible detailed strategies and its deployment plan. I am confident that this team will implement the strategic plan in its total spirit.

I congratulate the Principal, HODs, Faculty members, staffs and students and extend my best wishes for their future journey towards placing the institute / College to a new height.

Secretary

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Preface

For an organization, strategic planning is very essential to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and Deployment Document (SPDD) is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives.

The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short term goals. These are defined and guided by the (management, HODs, faculty, staff, students, alumni and parents) through SWOT analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members. The strategies with action plans were decided to achieve institutional strategic goals.

While formulating the strategic plan and deployment document, care has been taken to involve all the members and contribute their part which is vital for the success of every organization. Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for RSPV to achieve its goal to become an institution of Academic Excellence and providing professional & skillful young Teachers to the society.


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Vision

To produce quality teacher for playing their significant role in the society for educational reconstruction tending to result in total reconstruction of the nation by adhering to the statement– “TEACHERS ARE NATION BUILDERS”

Mission

To prepare future teachers for General and Sanskrit education as per the laid down norms of regulatory bodies like NCTE, UGC, State Government and Affiliating Universities”.

Core Values

- Integrity
- Commitment
- Discipline
- Research& Innovations
- Progressive Learning values


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RSPV Analysis

Strengths

1. Good reputation for high quality teaching & laboratory based practical skills & knowledge development
2. Equal emphasis on co-curricular and value - based programs
3. Eco-friendly and amicable ambience for working
4. To make the students ready for the present global scenario beyond the curriculum
5. Constant encouragement of faculty for pursuing Ph.D., research, advancement of qualification etc.
6. Constant mentoring, monitoring, and a strong feedback system of students
7. Training and Grooming of students to make them industry ready and enhancing their Employability skills by imparting Teacher training, Soft skill, GD & Aptitude classes etc.
8. Good faculty retention due to peaceful work environment
9. Various activity clubs viz. Education, Cultural club, Sports club etc., for Innovation & all round development and extracurricular activities
10. Academic achievements of student in University examination and other platforms
11. Achievements in placement by students in various reputed organizations and reputed companies
12. Strong Alumni base that helps for the job generation and referral drive of junior students. They also appraise the college about any known students still jobless, who are given opportunity for new jobs through job fair

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Weaknesses

1. There is scarcity of well qualified i.e. Ph.D. and senior professors mainly in core Teaching fields. However, there is continuous effort made by the management to recruit senior level faculty members.
2. There is a dearth of faculty members with Net, Ph.D. qualification even after continuous search and advertisement.
3. Shortage of ample opportunity for Research Activities due to funding problem by Govt., Non Govt. & External agencies.

Opportunities

1. Collaboration with Schools, Colleges and University's Institutes of repute and other recognitions.
2. Faculty – student exchange program with reputed College and Universities.
3. Focus on Research activities & collaboration with institutes.
4. Involving more faculty members in research oriented programs.
5. External funding for research, project and innovative programs.
6. Preparing students in Soft Skill, Aptitude, GD, and Other examinations.
7. Enrollment of Students in Internship programs in different Schools.

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Challenges

1. Students come with various vernacular and ethnic backgrounds and training of these Rajasthani /Regional and Hindi speaking students in English and Sanskrit language and developing their communication skills is really a challenging job.
2. Keeping pace with continuous modification of technological and Educational advancement
3. To motivate faculty for /Research/ and other Educational / Innovation Degree etc.
4. To attract eminent Professors, Ph.D. Holders and Researchers in Campus to share their knowledge and experience with students
5. Lack of interest among students for Sanskrit education

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Strategic Goals

The passionate team of RSPV after several discussion and planning and guided by the Mission and Vision of the Institutes Management/All Members at College Quality Policy, Core Values, analysis framed the Institutions strategic Goals.

Institutional Strategic Goals:

1. Following effective teaching learning process
2. Developing and following leadership and participative management
3. Establishing a continuous Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring student's development and participation
6. Ensuring staff development & welfare
7. Encouraging research and development work
8. Increasing internal revenue generation
9. Increasing Alumni Interaction and participation and Outreach activities
10. Engagement in Community Services and Activities
11. Developing physical infrastructure
12. Getting memberships of professional bodies, Local chapters, student's chapter etc.

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Strategic Planning (2021-2025)

Teaching learning process	<ul style="list-style-type: none"> • Academic planning and preparation of Academic Calendar • Development of teaching plan. • Preparation of Lesson Plan • Use of more teaching aids and adopt more ICT • Development of e- learning resources • Promote research culture & facilities • Provide mentoring and personal support • Follow a transparent and fair feedback system • Conduct training based on need analysis • Evaluation parameters and benchmarking • Continuous assessment to measure outcomes • Performance development through credit system • Implementation of best practices
Leadership and participative management	<ul style="list-style-type: none"> • To follow reporting structure • Decentralize the academic, administration and student related authorities & responsibilities • Prescribe duties, responsibilities and accountability • Portfolio assignments • Establishment of functional committees
Internal Quality Assurance System	<ul style="list-style-type: none"> • Establishment of IQAC done • Framing of Quality Policy & publishing regularly • Formation of Quality Monitoring Committee & functioning • Educating & Training of all employees • Periodic check & guidance for quality improvement • Establishment of audit team and process • Audit for remedial measures • Promoting best practices • Annual report preparation & submission

Good Governance	<ul style="list-style-type: none"> • Vision, Mission development & their articulation in every key position • Inclusion of academicians. • Evaluation of Institute's performance and benchmarking • Institutional strategic goals setting • Institutional Strategic development plan • Monitoring and Implementing the Quality Management Systems • Following organization structure • Smooth Working of statutory committees • Establishing E governance • Leadership development through decentralization • Establishing internal audit committee • Code of conduct and policy formulation, approval and implementation • Establishing fair and transparent performance appraisal system
Student's Development and Participation	<ul style="list-style-type: none"> • Budget allocation for student development programmes and activities • Students Trainings • 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
Staff Development & Welfare	<ul style="list-style-type: none"> • Recruitment Policy formation & implementation • Staff performance evaluation system • Staff Training for quality improvement • Best possible work facilities & infrastructure facilities • Code of conduct, service rules & leave rules • Staff welfare policy implementation • Career advancement schemes • Rewards, recognitions and incentives • Deputation for seminars, conferences and workshops etc. • Motivation for qualification improvement • Support for research, consultancy, innovations

Financial Management	<ul style="list-style-type: none"> • Framing & implementation of Purchase and Financial policies • Department wise Budget planning and allocation • Forecasting income & expenditure • Effective functioning of purchase committee • Plans for Emergency Fund • Budget formulation & approval through Finance Committee • Periodic Audit
Institute – Interaction	<ul style="list-style-type: none"> • Formation of institute interaction cell • Colleges • Support for internships, visits, trainings, guestlectures • Identifications of Social needs and advice on Curriculum for extra courses apart from curriculum. • Providing opportunities for Education based/sponsored projects • Providing career guidance • Strengthen training
Research and Innovation	<ul style="list-style-type: none"> • Dedicated R &D facilitation center • Establish and develop Lab with moreresearch facility • Through Project proposals • Apply for Government/Non Government • Collaborations with Government & Private Institutes, Universities and Research Organizations • Applying for patent

Alumni Interaction	<ul style="list-style-type: none"> • Formation of Alumni association, participation and registration • Data base creation, Regular interactions with alumni and networking • Recognition of successful alumni • Leverage for guest lecturers/internships /training • Exploring Contributions • scholarships
Community Services and Outreach Activities	<ul style="list-style-type: none"> • Budget from institution resources/Faculty/students/other donors • Identify community and social development work • Identify challenges of society for development work • Educational support to village people • Conducting awareness camps
Physical infrastructure	<ul style="list-style-type: none"> • Infrastructure building development & modification • Smart Class rooms, Tutorials, Seminar halls • Modernization of Lab & equipment • More ICT enabled classrooms • Library infrastructure up gradation • System up gradation • Functional facilities for e-learning • Safety & Security management • Water facility • Medical facility • Developing sports (indoor/outdoor) facilities • Plantations • Rain water harvesting • Renewable Energy usage • Hygiene, zero plastic & green campus • Recycling of water

Conclusion

The SPDD is an effort for paving a pathway towards accomplishment of goals RSPV dreams to achieve. Just formulating the strategic plan doesn't ensure success, but it provides a guiding framework which is a collective effort delivered by the process of participative brainstorming of stakeholders. The proper implementation of strategies through teamwork with good spirit leads to success and sustainability over a longer time through a dynamic process. It needs continuous evolution to incorporate the lessons learnt during the implementation and emphasizes the role of IQAC in ensuring the quality of implementation.