STRATEGIC PLAN AND DEPLOYMENT DOCUMENT

Considering the vision and mission, the strategic plan of the Institution is constituted. However, the Institution decided to introduce PG courses and some skill oriented programmes for the students. The Institution was established in 2015 with four degree programmes in B Com, BA English and BA Economics. From the skeleton of a junior College, we are moving to higher levels or targets with the introduction of a post-graduation course in M Com (Finance) in July 2020. We hope that we may be able to start a PG programme in English within a short span of time. When we examine or observe the growth of our Institution in the last five years we are so happy to say that from a humble beginning the Institution has moved to a fully equipped post graduate College.

The passionate team of Mar Ivanios College of Arts and Science under the IQAC, after several discussions and planning, guided by the mission and vision of the College, quality Policy, SWOC analysis; framed the Institutions strategic goals as follows:

- To follow ICT enabled teaching learning methods
- To develop and follow professional leadership and participative management
- To establish a continuous Internal Quality Assurance System
- To ensure Good governance
- To develop Sound Financial Management
- To develop Entrepreneurial Skill among Students
- To promote internal revenue generation
- To encourage Alumni Interaction and participation and investment Out Reach activities
- To undertake Community Service and community oriented activities.
- To Develop Physical infrastructure, green campus, alternative energy resources and effective waste disposal; and rain water harvesting and well recharging measures.

Strategic Planning (2019-2024)

Teaching learning process	✓ Academic Planning and preparation of Academic Calendar ✓ Development of Teaching Plan ✓ Preparation of Lesson Plan ✓ Use of more teaching aid and adopt more ICT ✓ Development of e-learning resources ✓ provide mentoring and personal support ✓ follow a transparent and fair feedback system ✓ Evaluation based on the SWOC analysis of Departments ✓ Continuous Assessments implementation of best practices
Leadership and participative management	✓ Decentralize the academic, administration and student related authorities and responsibilities. ✓ Prescribe duties, responsibilities and accountability ✓ establishment of functional committees
Internal Quality Assurance System	✓ Establishment of IQAC done ✓ Framing of Quality Policy ✓ Formation of Quality Monitoring Committee and Functioning ✓ Educating and Training of all employees ✓ Establishment of audit team and process ✓ Audit for remedial measures ✓ Promoting best practices ✓ Annual report preparation and submission
Good governance	✓ Vision, mission development and their articulation in every key position ✓ Evaluation of industrial performance ✓ Institutional Strategic Goals setting ✓ Monitoring and Implementation of Quality Management System ✓ Smooth working of Statutory ✓ Leadership development through decentralization ✓ Code of conduct and policy formulation, approval and implementation ✓ Establishing fair and transparent performance appraisal system.
Student's development and participation	✓ Students training and Placement Activities ✓ Student's representation in various committees and cell ✓ Participation in competitions ✓ Organizing competitions ✓ Rewards and recognitions of achievers ✓ Participation in extracurricular activities ✓ Participating in social and welfare activities
Staff Development and	✓ Staff performance evaluation

Welfare	✓ Staff training for quality improvement ✓ Best possible work facilities and infrastructure facilities ✓ Staff welfare policy implementation ✓ Rewards, recognition and incentives
Financial Management	✓ Implementation of resource mobilization policy ✓ Periodic auidit
Entrepreneurship	✓ Effective functioning of Entrepreneurship Development Cell ✓ Bringing more experts of the field for seminar, lecture, workshop for entrepreneurship development
Research and Innovation	✓ Apply for Government/Non government industry
Internal Revenue Generation	✓ Successful implementation of Resource mobilization policy ✓ Advertising and marketing
Alumni Interaction	✓ Formation of Alumni association, participation and registration ✓ Data base creation, regular interactions with alumni and networking ✓ Sponsorships/scholarships/fund generation
Community Service and Outreach Activities	✓ Identify community and social development work ✓ Effective implementation of Palliative Care Unit
Physical Infrastructure	✓ Infrastructure building development and modification ✓ Smart class rooms, Tutorials, Seminar halls ✓ More ICT enabled class rooms ✓ Library infrastructure up gradation ✓ Safety and security management ✓ Pure drinking water facility and well recharging ✓ Developing sports facilities (Indoor/outdoor stadium) ✓ Rain water harvesting ✓ Fish pond ✓ Renewable energy resources (Solar panel installation) ✓ Hygiene, zero plastic and green campus

IQAC Coordinator

Principal