



NAVAJYOTHI COLLEGE

CHERUPUZHA

(Affiliated to Kannur University)

Strategic Plan

2016-2021

Sl no	Table of contents	Page no
1	EXECUTIVE SUMMARY	1
2	PRINCIPAL'S FORWARD	2
3	STRATEGIC PLAN: VISION AND OVERVIEW	3
4	STRATEGIC PLAN: OBJECTIVES AND METHODOLOGY	4
5	SECTION I: THE PRESENT SCENARIO	5-7
6	SECTION II: VISION 2021	8-9
7	SECTION III: TARGETS 2021	10-13
8	Conclusion	14

EXECUTIVE SUMMARY

The Planning Committee, a newly formed committee made on the instruction of the governing council of the Navajyothi College, has been convened to prepare a strategic plan for the forthcoming years of **Navajyothi College**. Following the instruction of the management of the college, IQAC Cell was formed in June 2016. A unanimous decision was taken to make a strategic plan for the future activities of the college. This body is intended to evaluate and assess the current status of the college and seek ways and means to improve the academic and non-academic performance of the students. It was also resolved to get the college accredited by NAC with an excellent grade. The Management and College were fully aware of the strenuous task required for achieving the goal.

As part of the execution of the proposed plan, the Committee has devised a plan at two levels: short term and long term. The Committee identified core areas of implementation, namely **empower, excellence, and change** which are modeled on the core values of the institution. Being driven by the motto of the college, *Lighted to Enlighten*, the Committee decided to introduce innovative strategies in the academic and co-curricular activities of the college. The report is prepared after having elaborate discussions and interviews with the teachers, stakeholders and the management.

The final draft was submitted to the Principal and the Management on Teachers Day, September 5 2016. The Committee suggested that the plans be included in the report so that the accreditation process would be easy.

The IQAC and the Planning Committee are happy to submit this report to the Principal and the Management for achieving the goals..

By submitting this strategic plan report, we register our gratitude to the planning committee members and the IQAC team for untiringly hatching upon the data and formatting it finally into a report. We look forward to getting the proposal materialized and achieving the goals that are already set.

Mrs Simna Simon

(IQAC Co-coordinator)

Fr. Sibi Eyyalel

(Convener, Planning Committee)

Principal Message

Over the last several decades, the North Malabar region has been considered backward in terms of development. The integral development of a place is based upon the quality of education available in the area, both school education and higher education. Unfortunately, the North Malabar region has a few higher educational institutions available for the poor students. Resorting to a parallel education system, many have failed to materialize the dreams of getting quality education at higher level and getting professionally settled in life.

Therefore, the Management has decided to establish an arts and science college christened as Navajothi **College** in 2010 in Cherupuzha Grama Panchayath. Cherupuzha is an upcoming centre of education and commerce. The establishment of the college helps impart quality education in undergraduate and postgraduate courses. Many students completed their degree courses and got placed so far.

It gives me immense pleasure to find the tremendous efforts being taken unanimously to make the college an excellent institution by means of establishing IQAC with the Strategic Plan 2016-21. I learned that the set goals are to be achieved through the core areas such as **empower, excellence** and **change** as identified by the committee.

I register my overwhelming happiness in finding this committee fruitfully completing the responsibility entrusted to them. I congratulate the IQAC Coordinator and Planning Committee for their hard work in preparing a strategic plan for 2016-21. I wish this report be materialized word by word so as to attain the said goals.

Prof. Lillykutty Chacko

Principal

2016, September 5

1. STRATEGIC PLAN: VISION AND OVERVIEW

The strategic plan of 2016-21 has two nodes: 1) Short Term plan and 2) Long Term plan. These are materialized through three focal areas thrust: Empower, Excellence, and Change. Navajyothi College, by its very mission, is committed to empower and strengthen young men and women to face the challenges of the world. This empowerment eventually turns each student to excel in academics and ensure his/her integral growth. Being excellent both in academics and personal integrity, a person becomes an agent of change in society. The college believes in forming and educating the agents of change in society. Having a short period of tradition compared to other higher education institution with a great tradition, this college believes in preparing a platform for its beneficiaries to excel and become agents of change both in individual life as well as in the social lives of the people. In order to achieve the goals, the committee has formulated certain potential strategies under two levels.

1. Short Term Plan

Priorities of short Term Plan

- Transforming Teaching and Learning Experience on the Campus
- Empowering Academic outcome of the students
- Excelling in integral development
- Academic development of the departments

2. Long Term Plan

Priorities of the Long Term Plan

- Bring out Change in the individual and Social Lives of the stakeholders
- Institutional Accreditation by NAAC
- Employability through Skill Development

These stated goals can be achieved by working together as a unit. It is also necessary to learn the ground realities of the present situation of the college and assess its strengths and weakness.

2. STRATEGIC PLAN: OBJECTIVES AND METHODOLOGY

2.1 Objectives

The strategic plan is to enhance the academic and non-academic environment of the college by being faithful to its motto, *Lighted to Enlighten* and thus become the agent of change in the society. This change can be brought about by attaining academic excellence and the humane values the College upholds. The 2016-21 strategic plan focuses on the following core areas.

- ❖ **Empowering students and staff in the academic pursuit:** The focal point of this plan is to kindle enthusiasm and aptitude among the students for higher goals. This can be achieved by providing more academic exposure by way of conducting extension lectures, training programmes, additional courses, certificate courses, add-on courses etc.
- ❖ **Excelling in academics:** Academic excellence is to be achieved by the constant accompaniment of students by implementing methodologies of attaining high grades.
- ❖ **Become agents of Change:** The students who excel in academic and non-academic activities become agents of change both individually and socially.

2.2 Methodology

The strategic plan is prepared by assessing the past years' academic and non-academic performance of the college. A report is made after consultation with the Management, the staff and the students and also after collecting their feedback and vision about the college. The committee has visited persons of eminence in the academic world for their vision about an HEI. A project report is prepared after reviewing the existing situation, requirements of the college officials, need analysis, the detailed design and estimates, cost-benefit analysis, *etc*

PART 1

The Present Scenario

1.1 Navajyothi College: Status Quo

Navajyothi College, Cherupuzha in Kannur district is an academic initiative of the CST fathers of the Little Flower Congregation, who began their ministry there in the 1990s. They realised the desire of the people for a higher education, and hence an affiliated self-financing college was started in 2010. The first batch of students was admitted to the: three courses B.com (Computer Application), BBA, and BCA in the following year. In 2013 B.Com (Co-operation), BA English Literature with Journalism, and M.Com finance were added to the courses offered by the college.

From the beginning, the students of Navajyothi College were guided and motivated to excel both in academics and co-curricular activities. The College bagged university ranks in various courses since the completion of the course by the first batch of students. The management focuses on the training given the students both in curricular and co-curricular activities. The students of this college bagged many medals in sports and games at university level competitions. The departments conduct national and state-level fests and special events co-ordinating different campuses from across India. Department clubs and associations are very active on the campus giving a proper orientation to the students to become responsible citizens and charismatic leaders. The Management, staff and students work together to make a better, more prosperous and promising future for the posterity and the country.

Total number of students including new admissions in 2016-17: 555

Number of teaching staff: 32

Number of Non-Teaching Staff: 05

Number of Departments: 04

Number of UG Courses: 05

Vision

- Lighted to Enlighten

Mission

- To empower and strengthen young men and women to face the challenges of life.
- To form constructive and responsible citizens.
- To enable young men and women to stand for justice, peace and happiness
- To develop the employability skills of the students
- To excel in academics and to ensure the integral growth of students

Core Values

- Create Men and Women for and with others: We aim not to create just intellectual beings that are self-centred but individuals who care for others and society.
- Cura Personalise: (Care for the individual) Every aspect of an individual is taken care of at Navajyothi College. It includes intellectual, social, physiological, political, spiritual and moral, etc.
- Constitutional Values: Adequate attention is given to impart the constitutional values of the country and teaching them to the students to promote the 'fundamental duties.'
- Forming and Educating Agents of Change: Our ultimate aim is to form individuals for effecting a change in them as well as in society.

1.2. Existing Situation Assessment

The existing infrastructural facilities, buildings and facilities, utilities and other auxiliaries, intake and strength, staff and administration and extra-curricular activities are assessed as below:

- ❖ Affiliated to Kannur University in 2010
- ❖ Recognized by Government of Kerala in 2010
- ❖ Preparation to get NAAC – UGC accredited from 2016 onwards.

1.3 Pre-accreditation Process

2. Training programme for the accreditation process shall be given to staff.

3. New academic initiatives to improve the academic quality shall be introduced.
4. New programmes are to be added to the existing programmes.
5. Workshops, national seminars, training programmes are to be included in the academics.
6. Coaching classes for competitive examinations shall be conducted for the PG and UG courses.
7. Placement services shall be offered, training for interviews etc. shall be conducted.
8. Extension activities, reach-out programmes, department wise academic initiatives shall be done.
9. Green campus project work shall be accelerated
10. Certificate courses and MoUs shall be made.
11. Increase the employability skill among the students
12. Internships are to be encouraged.

1.4 Goals to be achieved

- ❖ Accreditation by NAAC- UGC
- ❖ Attaining new programmes and departments.
- ❖ Empowering students to excel in academic and co-academic activities
- ❖ To help the students become agents of change.

SECTION II: VISION 2021

2.1 Goals to be Achieved

- ❖ **Empower:** The students and staff shall be empowered by the necessary materials and training for their excellence.
- ❖ **Excellence:** By imparting training and other necessary things, each stakeholder shall become excellent in their own domain.
- ❖ **Change:** Those who attain the two goals will be the medium of change in society.

2.2 Academic Goals

1. Accreditation by NAAC in 2021

One of the main objectives of the strategic plan is to achieve accreditation by NAAC. The five-year process leading to NAAC visit is to be carried out by systematic procedures in academic and co-academic activities. The establishment of IQAC is the first step in this process. The functions of each department, both in academics and co-academic, shall be synchronized by the IQAC cell of the college.

2. Increase Employability Skill among the Students by 2021

The college is situated in a village where not much exposure to training and other facilities is available. Hence the younger generation is still unaware of many of the opportunities available in the job market, both in Government and private sector. Training the young generation to enhance the employability skill among them shall be carried out as the duty and social commitment of the college. The infrastructure of the college shall be used for the same. By 2021 the college should be able to place as many students both in the Government and the private sector to change the quality of social lives of the young generation.

3. Provide Maximum exposure via add on courses and certificate courses

One of the finest ways of increasing employability skills among the students is to provide them with quality education. This is the avowed task of the college for the next five years. Each department shall be able to provide basic certificate course more than once in an academic year so as to enrich the academic lives and quality of the students. Apart from the certificate courses, the college provides add on courses of international recognition for the academic and industrial exposure of the students.

4. Infrastructure development

A college is evaluated by the infrastructure facilities available on the campus. The completion of the B block is to be done at the earliest so that each department can function more independently and effectively.

5. Reach out to the local community via outreach programmes.

There is always a question that remains to be asked at the end of the day on what has been done to the society by way of education. This institution shall be responsible for the manifold development of the society around it. Being situated in a backward area of the state, the College

tries to reach out to the people in the local area by offering quality education and thereby uplifting the morale and lifestyle of the people. By way of training the women and children in various sections, the College can be an instrument in the development of the society.

6. Impart training in competitive and eligibility examinations

While being trained in formal education, the stakeholders are also to be trained to excel in competitive and eligibility examinations conducted at the national and state level. The students of this college are from the middle class and lower-middle-class families; they might be financially unsound to attend excellent training centers of their choice. Therefore, the institution has taken its mission to provide quality training for the students to achieve their dream of getting professionally settled.

SECTION III

TARGETS 2021

Navajyothi College is renowned for its diversity in its functioning. Being a self-financing college situated in a village in the north Malabar region, it has to be adaptive to the cultural background of its premises. People of this hilly area are mostly migrated from the south of Kerala, mainly Kottayam. Those migrated people toiled in the land to make a life for themselves and their descendants. By the first few decades of the 20th century, many were able to afford primary and secondary education to their wards. Unfortunately, higher education institutions were significantly inadequate to the aspiring children seeking tertiary level education. For a long time, this need was fulfilled by parallel education. This was the situation when the Little Flower Congregation started a college under self-finance scheme approved by the Government of Kerala and affiliated to Kannur University in 2010. From its very inception, the college has been determined to provide quality education to its aspiring students. The first intake of the students was in 2011. And after five years of its existence in the higher education field, we have identified the strength, weaknesses, opportunities and challenges of the college. It is learned after the analysis of all the aspects that the implementation of the strategic plan for 2021 will lift the college up to a competent institution among the higher educational institutions in Kerala.

The following targets are to be achieved in 2021.

- ✓ Strengthen teaching and academic area
- ✓ Increase employability skills among the students
- ✓ Strengthen operational domain

3.1 Targets General

The broad area of targets shall be numbered as follows;

1. Be accredited by NAAC by 2021.
2. Be the best self-financing college in Kannur University,
3. Establish a comprehensive view of students' development.
4. Admit students from various locales for the cultural convergence
5. Improve employability skills among the students
6. Get as many as students placed in various sectors and MNCs.

3.2. Mission 2021

1. Prepare measures and means for achieving the academic target set by the institution.
2. Provide excellent infrastructure
3. Prepare the campus for the extension of academic activities for students
4. Grow with Green by 2021.
5. Gender Equality

3.3. SWOC Analysis of the Navajyothi College

3.3.1 Institutional Strengths

- ✓ First Higher Educational institute in Cherupuzha Panchayath
- ✓ An institution that caters to needs of the middle and lower middle class people, including all sectors of students irrespective of caste creed and colour.
- ✓ Located in a serene rural area besides many environmental divergences
- ✓ Managed by St. Thomas Province of Little Flower Congregation
- ✓ Management with a progressive vision
- ✓ Qualified and experienced faculty
- ✓ Excellent community –neighbourhood relation
- ✓ Transparent admission procedures maintain social justice and equity
- ✓ Productive extension activities
- ✓ Industrial training
- ✓ Availability of management scholarships and freeships
- ✓ Eco-friendly campus with regular sensitization programmes on environment
- ✓ Highly committed PTA
- ✓ Responsible students' union
- ✓ Excellent academic and cultural activities and festivals
- ✓ Academic and co-curricular training for students
- ✓ Excellent achievements in sports
- ✓ Institutional certificate courses and add on courses
- ✓ Proactive unit of NSS and other department linked clubs

- ✓ Easy access to campus
- ✓ System of collecting and evaluating strong feedback
- ✓ Regular academic audit
- ✓ Choice-based Credit and Semester System for UG and PG
- ✓ PSC, NET, GMAT coaching programme
- ✓ Well furnished computer lab
- ✓ Digitalized library
- ✓ Good sports infrastructure
- ✓ Wifi-enabled campus

3.3.2 Institutional Weakness

- Lack of national students
- College is situated in a rural area, which denies the urban advantages
- Less consultancy and industrial linkage
- Limited to the academic syllabus designed by the university to which it is affiliated
- Less independence in terms of academic curriculum design
- Lack of financial assistance from Government and other recognized bodies
- Lack of organized structure of Alumni
- The infantile disadvantages

3.3.3 Institutional Opportunities

- Opportunities to add new programmes to the existing programmes
- Opportunity for academic linkage with eminent institutions
- Chances to improve the academic and administrative system
- Prospective of developing infrastructures

3.3.4 Institutional Challenges

- ✓ Resource mobilization for finance
- ✓ Attracting students from various districts and states
- ✓ Improving and sustaining a high quality of academic results due to the admission of average students as according to the University admission procedure.
- ✓ Training and motivating the students for higher goals

3.4. Specific Targets

Requirement and demand Analysis

The primary requirement of the college is an augmentation of the infrastructure facilities. Some of them are listed below;

A) Classroom

- ICT Enabled classroom
- Adequate quality furniture

B) Computer Lab

- Restructuring the Computer Lab
- Adding new computers to the lab

C) Faculty Rooms

- Enabling Internet connection and wi-fi
- Computer facilities in the staff room
- Providing teacher furniture, table, cupboard etc.

D) Conference Hall Seminar Hall

- Increase the number of conference hall and seminar hall
- ICT facilitated Halls

E) Library

- Digital Library
- KOHA Enabling

F) Campus

- Green Campus Strive
- Gardening
- Waste management system
- Wi-fi Campus
- Medicinal garden

G) Canteen

- Renovation of Canteen

Conclusion

We, all the stakeholders and well-wishers of Navajyothi College, Cherupuzha feel greatly grateful to the authorities for granting us the opportunity for realizing our collective dream of turning our institution to a Centre of Academic Excellence, enabling us to meaningfully contribute to the holistic development of the region and society we live in. We will strive to realize this dream at the earliest by completing this task entrusted to us with utmost sincerity.