



NABA BALLYGUNGE MAHAVIDYALAYA

Strategic Planning and Deployment Document (SPDD)

Backdrop

Strategic planning is of immense significance for a Higher Education Institution (HEI) to materialize its Vision and Mission. Hence, Naba Ballygunge Mahavidyalaya has developed a **Strategic Planning and Deployment Document** to determine its direction in the right trajectory from all perspectives to achieve its mission and vision in the short and the long run respectively. Strategic Planning is a continuous process that draws in the participation of all stakeholders who contribute to the success of the institution. The institution endeavours to monitor continuously the implementation of the planning in line with the goals and the objectives and take necessary action for any deviation or for further improvement in order to achieve the desired outcomes.

Vision

To become an educational institution of eminence with a strong emphasis on outcome-based superior teaching-learning framework, research-oriented outlook, value-driven mindset and collaborative approach, in order to develop globally aware and socially responsible citizens for the future.

Mission

The mission of Naba Ballygunge Mahavidyalaya as a higher education institution typically focuses on several key areas viz.:

- **Providing Quality Education:** Delivering high-quality education and fostering a positive teaching-learning environment that encourages academic excellence and critical thinking for one and all.

- **Research and Innovation:** Encouraging research activities and innovative thinking among students and faculty members to contribute to the academic and overall societal advancement.
- **Holistic Development:** Focusing on the all-round development of students by promoting not only academic knowledge and insights but also co-curricular activities, extracurricular activities and the like.
- **Value-driven Learning:** Emphasizing imparting ethical values and social responsibility among one and all.
- **Skill Development:** Equipping students with necessary skills and competencies to enhance their employability and prepare them for successful careers in various domains.
- **Inclusivity:** Ensuring education is accessible to all segments of society, promoting diversity and providing equal opportunities for all students and staff members.

Quality Policy

Our quality policy in short: *In the continuous pursuit of excellence.*

The Quality Policy of the college sets out the programme by which the college assures its stakeholders of the quality of its teaching-learning framework, research activities, governance, overall institutional culture, and academic and non-academic functions and outcomes. The Quality Policy supports the achievement of the Mission and Vision of the college. The college has an active Internal Quality Assurance Cell (IQAC) to continuously improve quality from all perspectives. The College is committed to the development of an institutional culture which recognizes the importance of quality initiatives and quality assurance on a continuous basis in all domains and for all stakeholders.

Key Quality Initiatives:

- Introduction of market/job oriented add-on-courses and value-added courses for students, aiming at furthering employability.
- Career counselling/awareness sessions and coaching for competitive examinations for the students on a regular basis.
- Focus on ICT enabled and innovative teaching-learning tools/techniques.
- Remedial classes for the students in need.
- MoUs with various colleges/entities to collaboratively take up significant initiatives for the development of one and all.
- Award of scholarships to meritorious and needy candidates as per stated rules and provisions aiming at encouraging them to pursue higher education.
- Counselling of students to help them deal with stress or any psychological crisis.
- Encouraging faculty members to pursue Ph.D programmes, publish research in reputed journals and books, pursue research projects awarded to them by eminent organisations/entities.

- Motivating faculty members to participate in seminars, conferences, professional development programmes.
- Encouraging non-teaching staff to participate in professional development programmes.
- Technology upgradation throughout the campus to facilitate operations and functions in line with the needs of the contemporary scenario.
- Continuous community support and engagement through various activities.
- Organizing seminars/workshops to deal effectively with the new pedagogical framework and contemporary scenario.
- Infrastructural development and expansion initiatives on a continuous basis.
- Focus on eco-friendly and inclusive campus.
- Effective feedback mechanism in place to seek inputs from stakeholders from various perspectives to improve the teaching-learning framework and overall functional system.
- Active committees in place for redressal of grievances.
- Welfare measures for students and staff.

The Core Values of the institution in delivering quality include:

Excellence

There is an urge from all sections to pursue excellence relentlessly. The college emphasizes on creating a milieu where everyone is motivated to put in their best to achieve their personal aspirations and the objectives of the college as well.

Inclusivity

The institution boasts of an inclusive campus and a congenial work environment where diversity in all forms is valued and promoted through various endeavours.

Integrity

The college is committed to conduct all activities related to its stakeholders and the society as a whole in an ethical manner with a focus on fairness, transparency and honesty.

Determination

The college possesses a strong determination to achieve its mission and vision by taking significant initiatives to move ahead in the right trajectory in a fair and transparent manner for the benefit of one and all.

Strategic Objectives

Strategic Planning is a continuous process and at Naba Ballygunge Mahavidyalaya it encompasses the following facets. The deployment status of various plans is checked and monitored on a regular basis and actions taken accordingly for quality enhancement.

Governance & Leadership

- Vision and Mission articulated appropriately through every action/initiative.
- Institutional Strategic Planning & Deployment Document drafted and reflected on the Website.
- Emphasis on E-governance.
- Smooth functioning of all statutory and non-statutory committees and cells.
- Decentralization and Participative Management with a focus on hearing the voices from one and all.
- Effective conduct of Internal Audit and External Audit.
- Conduct of Gender Audit, Academic Audit and Green Audit programmes appropriately.
- Proper allocation of duties, responsibilities and accountability to one and all.

Internal Quality Assurance Framework

- Reconstitution of IQAC as per norms.
- Framing of Quality Policy.
- Periodic monitoring to assess current quality status from all aspects and consider measures for improvement.
- Annual report preparation and submission.

Teaching-Learning Framework

- Academic planning and preparation of Academic Calendar.
- Equitable and efficacious course distribution among faculty members.
- Focus on outcome-based approach and continuous evaluation.
- Use of ICT enabled and innovative tools and techniques for effective dissemination of knowledge and expertise.
- Development of e-learning resources.
- Empowerment of students through career counseling, psychological counseling, add-on courses, value added courses, coaching for competitive examinations, insightful seminars/workshops.
- Promotion of fair and transparent feedback mechanism for improvement.
- Scholarships for meritorious and needy students.
- Encouraging faculty members to upgrade themselves on a continuous basis through participation in workshops, seminars, conferences, FDPs, FIPs, refresher courses and the like.
- Fostering collaborations with various entities aiming at constructive activities for one and all.
- Implementation of best practices.

Research & Innovation

- Motivation and Encouragement to conduct research in different domains.
- Funding for participation in seminars/conferences.
- Encouragement to move ahead with field work-based research.
- Encouragement to publish articles in journals of repute, books, magazines, newspapers and the like.

- To encourage all to pursue Ph.D. programme and to felicitate achievers.
- To encourage faculty members to take up and conduct research projects awarded by eminent organizations/entities.
- Fostering collaborations for meaningful research.
- Development of an entrepreneurial ecosystem in and beyond the campus.

Students' Development & Participation

- Fund allocation for student-centric events and activities.
- Fund allocation for student development programmes.
- Organizing competitions and encouraging participation in college level, state level, national level competitions.
- Empowerment of students through career counseling, psychological counseling, add-on courses, value-added courses, coaching for competitive examinations, insightful seminars/workshops, placement activities.
- Emphasis on holistic development through participation in various co-curricular, extra-curricular, cultural, community engagement, social welfare, health awareness, gender sensitization and environment-focused activities as well as special observances.
- Rewards and Recognitions for achievers.
- Scholarships for meritorious and underprivileged deserving candidates.
- Financial assistance to the needy and deserving students.

Community Engagement & Social Outreach

- Developing social and environmental awareness through various endeavours by NSS unit, students' and college committees.
- Undertaking meaningful initiatives in community and social development.
- Budget allocation for the aforementioned initiatives.

Infrastructural Resources

- Building extension & renovation.
- More Smart and Virtual Classrooms.
- State-of-the-art auditorium in place.
- Digital library in place.
- More ICT enabled classrooms.
- E-governance portal.
- Safety & Security Management and Measures in place.
- Provision for Safe Drinking Water and Cold-Water facility at all times.
- Provision for common rooms.
- Gymnasium with modern amenities.
- Canteen facilities.
- Various greening and other key environmental initiatives.
- Hygienic, zero plastic & green campus.
- Inclusive campus in real sense.

Financial Management

- Financial planning and analysis.
- Budget planning and allocation.
- Effective utilization of funds.
- Effective functioning of purchase and finance committees.
- Effective conduct of audit programmes.
- Financial support for various initiatives/activities like seminars, workshops, social outreach programmes, cultural and sports events, research, special observances, educational tours and more.

Staff Development & Welfare

- Staff recruitment in various positions as per norms.
- Monetary aid in need as per stated norms or provisions.
- Staff feedback for better work culture and milieu.
- Performance evaluation system at regular intervals.
- Encouragement for professional development programmes or training for quality improvement.
- Provision for best possible job & infrastructure facilities.
- Service rules & leave rules appropriately in place.
- Staff welfare policy, Career Advancement Schemes properly in place.
- Rewards and Recognitions for achievers.
- Financial assistance for seminars, conferences, workshops and meaningful research.
- Organizing seminars, conferences and workshops.
- Motivation for improving qualification and skillsets.

The implementation of strategic plans is monitored from time to time by the Principal, IQAC, various sub-committees/cells through periodic review. This SPDD is an effort of the college for achieving the goals and objectives as aligned with its vision and mission. The strategic plan just provides a guiding framework for a collective effort of the participating stakeholders. It is the actual implementation which matters and ensures success and sustainability of the plans in the days to come. Proper execution of strategies needs wholehearted cooperation from all and a good spirit. The system of implementation should evolve through time in a dynamic manner thereby incorporating the lessons learnt and in this context the role of the IQAC is crucial in ensuring the quality and success of the implementation process.