



# GHULAM AHMED COLLEGE OF EDUCATION

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## STRATEGIC PLAN

### 2021-2025

The Strategic plan of the college was drafted by first taking up the SWOC analysis of the college. Then keeping the Vision and Mission statement in mind, the Strategic plan was drafted.

## SWOC ANALYSIS of GACE

The college has:

- Focused Vision & Mission.
- Excellent location, a green campus and well developed infrastructure.
- Qualified and experienced faculty & staff.
- Good Quality students admitted.
- Good academic culture, ambience and working environment leading to high students and faculty satisfaction.
- Stress on development of ICT skills.
- Management supports up gradation of faculty qualifications and good academic practices.
- The administrative and management policies controls are well established and operate effectively. Standard procedures, policies and practices are in place.

### *Strengths*

- Academic oriented supportive management.
- Spacious building with pollution free environment.
- Heterogeneous student population.
- Safe campus and well deserved academic reputation.
- Campus placements are strong and career counseling for students is well organized and structured.

- Students are given awards and rewards for merit achievement.
- Mentoring system with regular monitoring of attendance of students and their performance in examinations.
- Reputation and prestige of the college is rated high by students for its overall training, holistic development and academic results & placements.
- Institute location- easily accessible to all the stake holders.

## *Weaknesses*

- Publications by the faculty in UGC/Scopus journals need to improve.
- Less number of research projects taken up.
- Limited research funding to the faculty from various government agencies.
- No comprehensive MIS in place

## *Opportunities*

- To establish linkages and collaborations with State and National Level academic institutions.
- To utilize facilities available with management for exchange program for teachers and students.
- Quality sustenance and enhancement with available facilities and resources.
- To maintain research culture and professionalism in teacher education system.
- Use of alumni-base for institutional growth.
- More research funding opportunities.
- Availability of plenty of on-line teaching resources to the students & faculty.

## *Challenges*

- To develop formal contingency plans.
- Financial management with deficit budgeting
- Tapping state and central resources for research grant
- Conducting action research to solve the educational management problems of the institution.

# ***STRATEGIC PLAN - 2021-25***

## **Strategy #1: To establish better academic practices and procedures.**

- To adopt learner centered academic practices and procedures to train quality teachers.
- Improving the course delivery to meet learning & assessment as per Bloom's Taxonomy levels.
- Strengthening of Outcome Based Education (OBE).
- Promoting the use of ICT in teaching and learning.
- Revision of examination regulations & procedures

## **Strategy #2: To be a choice for good quality and competent faculty.**

- Encourage staff participation in Refresher Courses organized by reputed institutions
- Organizing workshops and Refresher Courses
- Encouragement for publishing books, research papers in reputed Journals
- Encouragement for participation in Conferences and Seminars
- Encouragement for Qualification Improvement (PG) and all possible help for pursuing Ph. D. programs
- Awards to faculty for overall contribution.
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## **Strategy #3: To produce professionally competent and ethically strong graduates.**

- Strengthening of courses on life skills.
- Encourage students to participate in Games, Sports and cultural activities.
- Strengthening of courses to promote entrepreneurial skills.
- Strengthening of values and inculcating a professional code of ethics in the students..
- Introduction of 'Student Portfolio' to consolidate the work done in 2 years.
- Encourage participation of students in community work and extension activities.

#### **Strategy #4: To encourage Research & Consultancy.**

- Strengthen the R&D Cell
- Encourage Faculty to do Research and apply for Research Grants
- Encourage Students towards innovative research works
- Approach for funding if available without any restrictions
- Institute an award in the area of R&D
- MoUs with Government organizations, NGOs and research institutions for:
- Consultancy
- Research
- Faculty training
- More informative/interactive Website.

#### **Strategy #5: To develop a smart campus.**

- Improve ICT facilities in classrooms and labs.
- Increasing the scope of Campus Surveillance System.
- Enhancement of energy conservation systems.

#### **Strategy #6: To strengthen placement facilities:**

- Energize the Placement Cell and Placement Committee
- Provide latest college brochures and upgrade the presentation materials
- Aim at 100% placement of eligible students
- Training Programs to improve student's skill so that they perform well in Group Discussions and Oral Interviews

#### **Strategy #7: To build a healthy relationship with the alumni:**

- Networking with Alumni Entrepreneurs to improve placements
- Utilizing Alumni contacts for school visits and internship of the student teachers.
- Student project works with the help of alumni.
- Inviting Alumni for delivering of talks to the students and motivating them.