MARIS STELLA COLLEGE (AUTONOMOUS), VIJAYAWADA, A.P.
A College with Potential for Excellence
NAAC Accredited & ISO 21001:2018 Certified

10-YEAR INSTITUTIONAL DEVELOPMENT PLAN (IDP): 2024-2034

Maris Stella College is committed to providing quality education, fostering holistic development, and promoting research, innovation and societal impact. As the institution embarks on the journey of the next ten years, the institutional development plan focuses on enhancing academic enrichment, excellence, infrastructure development, student support services, research culture, community engagement and ecological consciousness to realize its vision of nurturing empowered and responsible global citizens.

1. INSTITUTION'S VISION & MISSION

Vision: Empower, Enrich, Excel, Transform

To nurture globally competent and socially responsible individuals through inclusive and multidisciplinary quality education, fostering leadership, innovation, sustainability and ethical values in an environment of academic excellence.

Mission: The mission of the college is to empower young women through a transformative education to form intellectually competent, morally upright, socially committed, spiritually inspired and environmentally conscious women imbued with the values of humanism in the service of society.
The mission of the institution is to

M1: Empower young women through a transformative education that fosters intellectual competence.

M2: Instill moral uprightness in students, enabling them to lead lives of integrity.

M3: Nurture humanistic values and a spirit of social commitment among students for the betterment of society.

M4: Foster respect for the environment and sustainable practices.

Maris Stella commits itself to:

- Provide learner-centred, inclusive and value-based higher education.
- Promote academic excellence, critical thinking, creativity and lifelong learning.
- Develop employability, entrepreneurship and professional competencies.
- Foster research, innovation, interdisciplinary learning and knowledge creation.
- Empower students, particularly those from socially and economically disadvantaged sections.
- Promote ethical leadership, social responsibility, gender sensitivity and constitutional values.
- Strengthen industry, community, alumni, national and international partnerships.
- Build a sustainable, digitally enabled and quality-driven institution.

By 2034, Maris Stella aspires to be:

- A strong multidisciplinary autonomous college offering flexible, interdisciplinary and skill-oriented programmes and providing strong experiential and outcome-based learning.
- A research-active institution, having identifiable research thrust areas, generating external research funding and increasing IPR, consultancy and student research.
- An institution having more than 3000 students' strength with strong employability and student progression, and a greater entrepreneurship and innovation culture.
- A college with a strong digital learning ecosystem with faculty having strong pedagogical and digital capabilities.
- A substantially paperless and e-governed campus.
- A socially recognized for inclusive education, women's empowerment, community engagement and social responsibility.
- An environmentally sustainable and green campus.

2. INSTITUTION'S DEVELOPMENT NEEDS & STRATEGIC GOALS (SGs)

To assess institutional development needs, the institution and all departments undertook a SWOC analysis by reviewing institutional records, academic documents, departmental reports, financial statements, statutory compliance records, student feedback, faculty performance, infrastructure records, committee proceedings, and quality-assurance documentation. The committee resolved to implement the identified actions in phases, with clearly defined responsibilities, timelines, and Key Performance Indicators (KPIs). The IQAC shall monitor the progress.

2.1. Major Strengths

Academic:

- Qualified and experienced faculty members.
- Well-structured academic programmes aligned with prescribed curricula.
- Regular academic planning and monitoring.
- Appropriate systems for internal assessment and student evaluation.
- Emphasis on outcome-based teaching-learning practices.
- Availability of academic mentoring, counselling and career guidance.

Student Development:

- Activity-based, experiential teaching-learning mechanisms and student engagement activities.
- Student remedial instruction, mentoring and counselling mechanisms.
- Academic guidance, value-based education and community service orientation.
- Skill development, internships, career guidance and placement support.
- Opportunities for participation in conferences, seminars, workshops, competitions, student clubs, and extension and outreach programmes.
- Support for cocurricular and extracurricular development.
- Mechanisms for receiving and addressing student feedback.

Infrastructure:

- Adequate classrooms and academic facilities.

- Fully automated library equipped with e-resources, books, journals, and magazines supporting teaching-learning.
- ICT-enabled teaching-learning and assessment resources.
- Departmental laboratories, language labs, and practical-learning facilities.
- Campus facilities supporting student welfare.
- Fully automated examination cell.

Governance & Administration:

- Defined institutional administrative structure.
- Functional statutory and non-statutory bodies, various committees, cells and clubs.
- Regular meetings and institutional decision-making processes.
- Established academic and administrative procedures and practices.
- Commitment to transparency and accountability.

Quality Assurance:

- Functional Internal Quality Assurance Cell.
- Periodic academic and administrative audits and reviews.
- Collection and analysis of feedback.
- Documentation of institutional activities.

Community Engagement:

- Service-Learning projects.
- Community service projects.
- NSS and NCC programmes.
- STARS (Stellites to Awake and Reach out to the Society) activities.
- Red Ribbon Club activities.
- Departmental outreach/extension activities.

2.2. Major Weaknesses

- Difficulty in retaining qualified and experienced faculty due to the lack of Government financial aid.
- Low student enrolment in undergraduate programmes.
- No admissions to postgraduate programmes.
- Lack of recognition of research supervisors by the parent university.
- Socio-cultural factors that limit students' willingness to accept employment opportunities and participate in extension activities outside the city.
- Limited consultancy services and inadequate consultancy revenue.
- Limited externally funded research and projects.
- Low research and innovation output.
- Limited international collaborations and student and faculty exchange programmes.
- Inadequate alumni engagement and resource mobilization.

2.3. Major Opportunities

- Greater scope for strengthening industry-academia collaboration.
- Opportunities to explore new avenues for networking, student placements, collaborative research, and consultancy services.
- Scope to strengthen ICT infrastructure and digital learning facilities to enhance the overall teaching and learning experience.
- Scope for increasing quality publications and research output.
- Scope for a broader employer network.
- Scope to expand ERP/MIS and paperless workflows.
- Scope for utilization and maintenance of infrastructure.
- Opportunities to strengthen entrepreneurship and start-up initiatives among students and faculty.
- Opportunities to establish stronger alumni networks and alumni-supported initiatives.

2.4. Major Challenges

- Increasing competition in attracting and retaining quality students.
- Strengthening the admission process and improving student enrolment across programmes.
- Increasing competition from other higher-education institutions.
- Strengthening institutional performance in accreditation and rankings.
- International academic collaborations.
- Catering to diverse student learning paces.

The following are the institution's Strategic Goals (SGs) and commitments, as determined by the analysis and recommendations from the stakeholders:

SG1. Academic and Curriculum Excellence

SG2. Pedagogical Excellence and ICT

SG3. Effective Academic Administration

SG4. Examination Reforms

SG5. Infrastructural Development and Maintenance

SG6. Collaboration with Knowledge Hubs

SG7. Effective Institutional Governance and Quality Assurance

SG8. Stakeholders Involvement

SG9. Effective Administration Management

SG10. Research, Innovation, Entrepreneurship and Consultancy

SG11. Community Engagement and Social Responsibility

SG12. Employment Placements

SG13. Student Support Services and Holistic Development

SG14. Effective Financial Management

SG15. Creating Institutional Ranking

3. SGs, DEVELOPMENT OBJECTIVES & KPIs

To achieve the identified strategic goals, specific objectives and required Key Performance Indicators under each goal are outlined, and a strategic action plan is prepared. The institution intends to implement these objectives and activities to create a robust, future-focused educational environment that enhances the reputation of the institution and student learning, supports faculty development, and fosters community engagement.

3.1. Academic and Curriculum Excellence:

Objective: Ensure high-quality, contemporary, and relevant academic offerings that meet global standards and prepare students for future challenges.

Key Performance Indicators:

3.1.1. Review and update the existing curriculum to align with industry trends, academic developments and emerging technologies, taking input from industry experts, alumni, and academic peers.

3.1.2. Introduce new interdisciplinary and multidisciplinary courses, electives and programmes to cater to diverse student interests and career opportunities and broaden the academic horizon.

3.1.3. Provide faculty development programmes to promote effective and innovative teaching methodologies, research skills and pedagogical advancements for the improvement of the quality of instruction and student learning outcomes.

3.1.4. Strengthen industry-academia strategic collaboration for internships, industry projects, and workshops, providing students with practical exposure and fostering a seamless transition from academia to the workforce.

3.1.5. Incorporate innovative teaching methods such as project-based learning, case studies, and digital learning.

3.1.6. Continuous monitoring of student learning outcomes.

3.2. Pedagogical Excellence and Effective ICT:

Objectives: Foster a learning environment that promotes critical thinking, creativity, and student engagement through effective pedagogical practices. Implement advanced teaching-learning technologies to enhance educational delivery and facilitate effective communication and collaboration within the academic and administrative bodies.

Key Performance Indicators:

3.2.1. Provide continuous professional development to faculty on the integration of technology in pedagogy.

3.2.2. Organize ICT literacy programmes for students and staff to increase comfort and efficiency with digital tools.

3.2.3. Encourage faculty to incorporate research into their teaching.

3.2.4. Upgrade and use the LMS for learner-centred and online course delivery

3.2.5. Integrate AI in teaching-learning and assessment.

3.2.6. Develop digital content such as e-content in four quadrants, e-books, online tutorials, videos, and interactive assignments for online/distant mode of learning.

3.2.7. Strengthen digital forums and social media groups for informal discussions and knowledge sharing.

3.3. Effective Academic Administration:

Objective: Streamline academic administration to ensure smooth, transparent, and efficient academic operations.

Key Performance Indicators:

3.3.1. Implement a centralized academic calendar for better management of academic and administrative activities.

3.3.2. Digitize administrative processes for greater efficiency.

3.3.3. Develop apps for teaching-learning and internships to monitor and track students/interns and their activities.

3.3.4. Train administrative staff in modern educational management practices.

3.3.5. Continuous assessment of workload and performance of teaching staff to ensure optimum resource allocation.

3.3.6. Strengthen academic offerings and introduce new, in-demand courses and programmes to improve admissions.

3.3.7. Conduct annual evaluations of faculty performance based on teaching, research, and community engagement.

3.3.8. Increase awareness of the institution’s programmes, facilities and achievements to improve student admissions and attract prospective students.

3.3.9. Strengthen green campus initiatives

3.4. Examination Reforms:

Objective: Revise examination and evaluation systems to ensure fairness, transparency, and the assessment of higher-order skills.

Key Performance Indicators:

3.4.1. Design an SOP for streamlining the assessment and evaluation method

3.4.2. Develop a system for online and hybrid examinations.

3.4.3. Introduce open-book and case-based exams to evaluate analytical skills and real-world problem-solving.

3.4.4. Set up a robust system for results analysis and feedback to ensure transparency.

3.4.5. Implement alternative assessment methods like project work, presentations, and peer reviews.

3.4.6. Periodic review of evaluation methods to ensure alignment with learning outcomes.

3.5. Infrastructural Development and Maintenance:

Objectives: Develop and maintain state-of-the-art facilities to create an environment conducive to teaching, learning, and holistic development. Promote biodiversity and foster a sense of environmental consciousness among staff and students.

Key Performance Indicators:

3.5.1. Establish state-of-the-art laboratories, research facilities and technology-enabled classrooms to facilitate new courses and programmes and support hands-on learning, experimentation, research and innovation.

3.5.2. Upgrade the library with the latest digital resources, including databases, e-books, and e-journals, ensuring access to a vast repository of knowledge for students and faculty to support research and learning.

3.5.3. Enhance sports facilities and recreational areas to promote student well-being, physical fitness and extracurricular engagement, nurturing a balanced and healthy campus life.

3.5.4. Conduct regular infrastructure audits to identify maintenance needs.

3.5.5. Ensure an environmentally sustainable infrastructure approach, such as green energy solutions and waste management.

3.5.6. Create accessible spaces for students with disabilities and ensure all buildings and facilities are wheelchair-accessible and disabled-friendly.

3.5.7. Upgrade IT infrastructure, including ERP/MIS, internet connectivity, smart classrooms, and digital tools

3.5.8. Transform the garden into an eco-friendly and sustainable space that promotes biodiversity and community well-being.

3.6. Collaboration with Knowledge Hubs:

Objectives: Develop a network of academic and professional expertise to foster a multidisciplinary approach to education and research.

Foster partnerships with industries to enhance academic programmes, provide exposure to real-world applications, and improve employability.

Key Performance Indicators:

3.6.1. Identify leading universities, research centres, and industry bodies aligned with the college's disciplines and select potential partners for collaborative research.

3.6.2. Host webinars, academic conferences, and workshops in collaboration with other institutions to foster knowledge exchange.

3.6.3. Facilitate guest lectures and seminars by experts from knowledge hubs and organize regular industry visits.

3.6.4. Identify key research areas of mutual interest and co-author research papers, reports, or publications.

3.6.5. Apply for joint funding for collaborative research projects.

3.6.6. Implement exchange programmes for faculty and students to increase exposure to global research and educational practices.

3.6.7. Create internship opportunities for students through partnerships with local, national and international companies.

3.6.8. Collaborate with the British Council and NSDC to offer certificate courses for employability.

3.7. Effective Institutional Governance:

Objective: Ensure transparent, accountable, and efficient governance to promote the overall growth and quality of the institution.

Key Performance Indicators:

3.7.1. Improve the quality of the education system through e-governance by providing new ways of communication with all stakeholders, imparting education, and organizing and delivering information and services.

3.7.2. Establish clear roles, responsibilities, and reporting structures within the governance framework.

3.7.3. Establish Key Performance Indicators (KPIs) for both academic and administrative functions aligned with institutional goals.

3.7.4. Regular governance audits and reviews to ensure transparency.

3.7.5. Continuously assess the performance of various academic and administrative activities to ensure quality and accountability.

3.8. Stakeholder Involvement:

Objective: Engage all key stakeholders (students, faculty, parents, alumni, employers and industry) in the educational ecosystem to ensure mutual growth.

Key Performance Indicators:

3.8.1. Regular surveys and feedback mechanisms to collect input from all stakeholders.

3.8.2. Organize stakeholder meetings and forums for shared decision-making and idea exchange.

3.8.3. Improve alumni engagement and network to promote the institution

3.8.4. Promote alumni networks for mentorship and fundraising.

3.8.5. Develop parent-teacher collaboration to foster greater community involvement.

3.8.6. Encourage student representation in academic and administrative committees and cells.

3.9. Effective Administration Management:

Objective: Ensure efficient and responsive administration to support academic and non-academic activities.

Key Performance Indicators:

3.9.1. Streamline administrative processes using management software for records, admissions, and finance.

3.9.2. Conduct regular training programmes for administrative staff to enhance efficiency.

3.9.3. Establish clear timelines and procedures for handling student requests and grievances.

3.9.4. Conduct regular audits of administrative functions to ensure adherence to policies and procedures.

3.9.5. Introduce student-centred approaches to improve administrative support.

3.10. Research, Innovation and Consultancy:

Objective: Promote a research-oriented culture and innovation to enhance academic standing and contribute to societal and economic development.

Key Performance Indicators:

3.10.1. Offer continuous professional development programmes for faculty on research and innovation.

3.10.2. Organize national and international conferences, symposia, seminars, and workshops to facilitate knowledge exchange, collaboration, and networking among researchers, scholars, and industry experts.

3.10.3. Encourage faculty and students to pursue research through resources, grants, incentives, fellowships and collaborative projects fostering a vibrant research culture.

3.10.4. Establish interdisciplinary research centers to address local and global challenges and promote collaborative research across disciplines.

3.10.5. Establish research laboratories with advanced equipment and provide access to research databases and e-resources.

3.10.6. Strengthen incubation centers for innovative ideas and entrepreneurship.

3.10.7. Conduct hackathons and innovation fairs to promote creative thinking.

3.10.8. Promote quality research publications, patents, and innovations through institutional support and recognition.

3.10.9. Provide faculty training on consultancy services, including project management and IPR.

3.10.10. Encourage students to take part in research projects for research-based learning and provide them with research internships.

3.10.11. Develop partnerships with industries, government bodies, and NGOs for consultancy projects.

3.10.12. Increase institutional seed grants.

3.11. Community Engagement:

Objective: Enhance social responsibility through community-based learning and outreach programmes that benefit society.

Key Performance Indicators:

3.11.1. Strengthen outreach programmes to promote social responsibility and community development, leveraging its expertise and resources to address local, national and global challenges.

3.11.2. Strengthen collaborative partnerships with local industries, NGOs, community organizations and government organizations for collaborative projects, initiatives, and community engagement activities.

3.11.3. Conduct awareness campaigns, health camps, blood donation drives, environmental sustainability programmes and skill development programmes for the marginalized sections of society to empower them with knowledge, resources, and opportunities for socio-economic upliftment.

3.11.4. Encourage student volunteering, community development and service-learning projects to instil a sense of civic responsibility, empathy, and leadership engagement.

3.11.5. Encourage student clubs to initiate and manage impactful social outreach programmes.

3.12. Employment Placements:

Objective: Facilitate the employment of students by enhancing industry linkages, career services, and student skill development.

Key Performance Indicators:

3.12.1. Establish and maintain strong relationships with companies for campus recruitment.

3.12.2. Enhance career fairs, workshops, and skill-building sessions to prepare students for job interviews.

3.12.3. Offer internships and industrial training to increase student employability.

3.12.4. Provide one-on-one career counselling to students.

3.12.5. Strengthen alumni network to provide mentorship and job placement opportunities.

3.12.6. Encourage student participation in innovation, incubation, and entrepreneurship.

3.13. Student Support Services:

Objective: Ensure comprehensive support for students' academic, personal, and professional development.

Key Performance Indicators:

3.13.1. Enhance support for academic, extracurricular and career development needs to attract prospective students.

3.13.2. Strengthen comprehensive student counselling and mentoring programmes to address academic, personal, and career-related concerns,

fostering their holistic development and well-being.

3.13.3. Strengthen the career guidance and coaching cell to facilitate coaching and guidance for competitive exams, internships, and skill development workshops, ensuring students are equipped for successful careers.

3.13.4. Enhance student club activities and extracurricular activities to provide students with opportunities for talent development, leadership skills and holistic growth beyond the classroom.

3.13.5. Enhance accessibility and inclusivity for students with disabilities through infrastructure modifications, assistive technologies, and support services, ensuring equal opportunities for all.

3.13.6. Enhance academic tutoring, remedial coaching, and peer support systems.

3.13.7. Provide financial aid and scholarship programmes to support deserving students.

3.13.8. Make the curriculum and the admission process more inclusive for socio-economically disadvantaged groups.

3.14. Effective Financial Management:

Objective: Enhance financial resources and efficient utilization of funds to ensure maximum benefit for academic and administrative development.

Key Performance Indicators:

3.14.1. Identify and develop main sources of revenue and apply for government and private organizations for extra grants.

3.14.2. Encourage contributions and sponsorships from alumni for development projects.

3.14.3. Implement an ERP system for transparent financial transactions and efficient fund management

3.14.4. Conduct regular financial audits to maintain accountability and credibility

3.14.5. Encourage faculty to apply for research grants and consultancy projects to generate funds.

3.14.6. Offer skill-based courses and programmes to generate additional revenue.

3.14.7. Highlight the institution’s achievements, sustainability practices and commitment to excellence to attract sponsorships and donors.

3.15. Creating Institutional Ranking:

Objective: Promote the achievements of institution, student success, and academic excellence in external rankings and evaluations.

Key Performance Indicators:

3.15.1. Improve the institution's academic quality and research output to enhance its ranking.

3.15.2. Identify the key ranking criteria (QS World University Rankings, NIRF, etc.) and align the institution's strategies accordingly (Research output, Student satisfaction, Employability, International collaborations).

3.15.3. Establish a dedicated team to collect, analyze, and report data for rankings, ensuring that the college meets the benchmarks.

3.15.4. Regularly update the institution's website with information on academic achievements, student success stories, research publications, and external partnerships.

3.15.5. Engage in active media relations to promote college milestones, awards, and rankings.

3.15.6. Conduct internal assessments of the strategies being implemented to measure progress towards improving rankings.

4. STRATEGIC PLAN OF IMPLEMENTATION

Through collective efforts and steadfast dedication, Maris Stella aims to emerge as a beacon of learning, transformation, and positive social change in the region and beyond. The strategic plan, to monitor and implement the IDP:

- Establish committees and cells for each strategic objective comprising representatives from faculty, administration, and stakeholders, with clear roles, responsibilities, and timelines to oversee planning, execution, and evaluation.
- Allocate adequate resources, including financial, human, and infrastructural resources, and funds for the implementation of various initiatives, ensuring their effective and timely execution.
- Regular monitoring and evaluation mechanisms to track progress, identify challenges, and make necessary adjustments through feedback.
- Foster a culture of accountability, transparency, and continuous improvement at all levels of the institution, promoting innovation, collaboration, and excellence in every facet of its functioning.

Mapping of the KPIs with the Committee/Nodal Person and Timelines:

Strategic Goal SG1 - 3.1: Academic and Curriculum Excellence

Objective: Ensure high-quality, contemporary, and relevant academic offerings that meet global standards and prepare students for future challenges.

KPI	2024 - 2026	2026 - 2028	2028 - 2030	2030 - 2032	2032 - 2034	Committee / Nodal Person	Monitoring and Evaluation Plan
3.1.1	√	√	√			IQAC, HoDs, Planning & Evaluation Committee, Programme Monitoring Committee	1. Review the curriculum every semester to ensure alignment with emerging industry trends and technologies. – **Annually** 2. Regular evaluation of faculty participation in professional development programmes. – **Annually** 3. Regular analysis of student feedback and academic performance data for curriculum revision or modifications. – **Annually** 4. Provide more options for students, focusing on interdisciplinary learning. - **Annually** 5. Continuous monitoring of student learning outcomes. – **Half-Yearly**
3.1.2	√	√	√				
3.1.3	√	√	√	√			
3.1.4	√	√	√				
3.1.5	√	√	√				
3.1.6	√	√	√	√	√		

Strategic Goal SG2 - 3.2: Pedagogical Excellence and ICT

Objectives: Foster a learning environment that promotes critical thinking, creativity, and student engagement through effective pedagogical practices.
Implement advanced teaching-learning technologies to enhance educational delivery and facilitate effective communication and collaboration within the academic and administrative bodies.

KPI	2024 - 2026	2026 - 2028	2028 - 2030	2030 - 2032	2032 - 2034	Committee / Nodal Person	Monitoring and Evaluation Plan
3.2.1	√	√	√	√		IQAC, HoDs, IT Department	1. Collect and analyze faculty feedback on pedagogical and ICT literacy workshops and modern teaching methodologies and tools to improve digital pedagogical skills. – **Annually** 2. Monitor engagement in classes through interactive teaching techniques, surveys, attendance, and participation metrics. - **Half-Yearly** 3. Evaluate faculty adoption of new teaching methodologies. – **Annually** 4. Oversee the implementation of faculty training programmes on new tools and e-learning techniques. – **Annually** 5. Monitor the use and effectiveness of LMS, digital tools, RBPT, and AI in teaching. - **Half-Yearly** 6. Regularly collect student feedback on teaching methods and use peer reviews to refine pedagogy. – **Half-Yearly**
3.2.2	√	√	√				
3.2.3	√	√	√				
3.2.4	√	√	√				
3.2.5	√	√	√				
3.2.6	√	√	√				
3.2.7	√	√	√				

Strategic Goal SG3 - 3.3: Effective Academic Administration

Objective: Streamline academic administration to ensure smooth, transparent, and efficient academic operations.

KPI	2024 - 2026	2026 - 2028	2028 - 2030	2030 - 2032	2032 - 2034	Committee / Nodal Person	Monitoring and Evaluation Plan
3.3.1	√	√				Vice-Principal, IQAC, Planning & Evaluation Committee	1. Track the efficiency of student-friendly digital administrative processes. – **Annually** 2. Schedule regular audits of faculty workload and resource distribution to ensure balanced allocation. – **Annually** 3. Conduct surveys to assess student satisfaction with administrative processes. – **Annually** 4. Monitor admission processes and administrative functions. – **Annually** 5. Regular meetings with academic departments to review and optimize academic planning. – **Annually** 6. Regular internal audits and assessments to track progress. – **Annually** 7. Monitor and review academic operations for improvement. – **Annually**
3.3.2	√	√	√				
3.3.3	√	√	√				
3.3.4	√	√	√				
3.3.5	√	√	√	√			
3.3.6	√	√	√				
3.3.7	√	√	√	√	√		
3.3.8	√	√	√				
3.3.9	√	√	√				
Strategic Goal SG4 - 3.4: Examination Reforms							
Objective: Revise examination and evaluation systems to ensure fairness, transparency, and the assessment of higher-order skills.							
KPI	**2024 - 2026**	**2026 - 2028**	**2028 - 2030**	**2030 - 2032**	**2032 - 2034**	**Committee / Nodal Person**	**Monitoring and Evaluation Plan**
3.4.1	√	√				Examination Committee, IQAC, Planning & Evaluation Committee	1. Periodic review of exam formats to ensure they reflect real-world problem-solving and critical thinking and align with global best practices. – **Annually** 2. Monitor the transparency of the evaluation process by regularly auditing grading systems and feedback. – **Annually** 3. Regular evaluation of the effectiveness of project-based, peer-reviewed, and open-book assessments. **Half-Yearly** 4. Design and review alternative assessments aligned with desired learning outcomes. – **Annually**
3.4.2	√	√	√				
3.4.3	√	√					
3.4.4	√	√					
3.4.5	√	√					
3.4.6	√	√	√	√	√		
Strategic Goal SG5 - 03.5: Infrastructural Development and Maintenance							
Objectives: Develop and maintain state-of-the-art facilities to create an environment conducive to teaching, learning, and holistic development. Promote biodiversity and foster a sense of environmental consciousness among staff and students.							
KPI	**2024 - 2026**	**2026 - 2028**	**2028 - 2030**	**2030 - 2032**	**2032 - 2034**	**Committee / Nodal Person**	**Monitoring and Evaluation Plan**
3.5.1	√	√	√			IQAC, HoDs, PD, Librarian,	1. Conduct annual audits of existing infrastructure to identify maintenance needs and areas for improvement. – **Annually**
3.5.2	√	√					

3.5.3	√	√				Campus Maintenance Supervisor, Garden in-charge, IT Department	2. Track the usage and effectiveness of labs, classrooms, and other facilities. – **Annually** 3. Measure energy usage, waste management, and overall environmental sustainability of infrastructure. – **Annually** 4. Landscaping, regular monitoring, maintenance and upgrading garden on evaluation results. – **Annually**
3.5.4	√	√	√	√	√		
3.5.5	√	√	√				
3.5.6	√	√	√				
3.5.7	√	√	√				
3.5.8	√	√	√				
Strategic Goal SG6 - 3.6: Collaboration with Knowledge Hubs							
Objectives: Foster partnerships with industries to enhance academic programmes, provide exposure to real-world applications, and improve employability. Foster partnerships with industries to enhance academic programmes, provide exposure to real-world applications, and improve employability.							
KPI	**2024 - 2026**	**2026 - 2028**	**2028 - 2030**	**2030 - 2032**	**2032 - 2034**	**Committee / Nodal Person**	**Monitoring and Evaluation Plan**
3.6.1	√	√	√			IQAC, HoDs, Research & Ethics Committee, Internship Coordinator	1. Track the number and partnership quality of industry collaborations for internships, workshops, projects, and career opportunities. – **Annually** 2. Collect feedback on the effectiveness of internships and student industry engagements in providing real-world skills. – **Annually** 3. Regular tracking of faculty involvement in industry research and consultancy projects. – **Annually** 4. Monitor joint events to promote academic exchanges. – **Annually** 5. Identify and promote common areas of research interest. – **Annually** 6. Ensure clear objectives, roles, and benefits for both parties in formalizing collaboration agreements with partner institutions. – **Annually**
3.6.2	√	√	√	√	√		
3.6.3	√	√	√	√	√		
3.6.4	√	√	√				
3.6.5	√	√	√				
3.6.6	√	√	√	√	√		
3.6.7	√	√	√				
3.6.8	√	√	√				
Strategic Goal SG7 - 3.7: Effective Institutional Governance and Quality Assurance							
Objective: Ensure transparent, accountable, and efficient governance to promote the overall growth and quality of the institution.							
KPI	**2024 - 2026**	**2026 - 2028**	**2028 - 2030**	**2030 - 2032**	**2032 - 2034**	**Committee / Nodal Person**	**Monitoring and Evaluation Plan**
3.7.1	√	√	√			IQAC, Planning & Evaluation Committee, IAAA Committee	1. Conduct annual audits to ensure compliance with institutional policies and transparency in operations. – **Annually** 2. Measure the level of stakeholder (faculty, students, alumni) involvement in decision-making processes and institutional governance. – **Annually**
3.7.2	√	√					
3.7.3	√	√					
3.7.4	√	√	√	√	√		

3.7.5	√	√	√	√	√		3. Regular reviews of leadership development programmes for administrators. – **Annually** 4. Ensure ethical governance and handle grievances and complaints. – **Annually** 5. Review the KPIs for academic and administrative functions. – **Annually**
Strategic Goal SG8 - 3.8: Stakeholders' Involvement							
Objective: Engage all key stakeholders (students, faculty, parents, alumni, employers and industry) in the educational ecosystem to ensure mutual growth.							
KPI	**2024 - 2026**	**2026 - 2028**	**2028 - 2030**	**2030 - 2032**	**2032 - 2034**	**Committee / Nodal Person**	**Monitoring and Evaluation Plan**
3.8.1	√	√	√	√	√	MSAA Coordinator, Student Council, Students' Dean, Vice-Principal, HoDs	1. Regularly analyze surveys and feedback from students, parents, faculty, alumni, and employers. – **Annually** 2. Monitor the frequency and quality of stakeholder forums and meetings. – **Annually** 3. Track the level of alumni involvement in mentoring, career support, and fundraising. – **Annually** 4. Track the level of students' active participation in decision-making processes. – **Annually**
3.8.2	√	√	√	√	√		
3.8.3	√	√	√				
3.8.4	√	√	√				
3.8.5	√	√	√				
3.8.6	√	√					
Strategic Goal SG9 - 3.9: Effective Administration Management							
Objective: Ensure efficient and responsive administration to support academic and non-academic activities							
KPI	**2024 - 2026**	**2026 - 2028**	**2028 - 2030**	**2030 - 2032**	**2032 - 2034**	**Committee / Nodal Person**	**Monitoring and Evaluation Plan**
3.9.1	√	√				IT Department, IQAC, IAAA Committee, Student Welfare Committee	1. Implement management software for records, admissions, and finance. **- Annually** 2. Monitor and review training sessions for staff on software usage, administrative processes, and best practices. – **Half-Yearly** 3. Schedule audits to assess adherence to policies and procedures. **- Annually** 4. Review and update policies to improve student interactions with administration. – **Annually** 5. Implement a structured system of faculty evaluation. – **Annually** 6. Regularly review data, provide feedback and recommend improvements. – **Annually**
3.9.2	√	√	√	√	√		
3.9.3	√	√					
3.9.4	√	√	√	√	√		
3.9.5	√	√					
Strategic Goal SG10 - 3.10: Research, Innovation, Entrepreneurship and Consultancy							
Objective: Promote a research-oriented culture and innovation to enhance academic standing and contribute to societal and economic development.							
KPI	**2024 - 2026**	**2026 - 2028**	**2028 - 2030**	**2030 - 2032**	**2032 - 2034**	**Committee / Nodal Person**	**Monitoring and Evaluation Plan**
3.10.1	√	√	√	√		IQAC, HoDs,	1. Track and review faculty and student research activities such as publications, patents,

3.10.2	√	√	√	√	√	Planning & Evaluation Committee, Research & Ethics Committee, Internships Coordinator	and innovative projects. – **Half-Yearly** 2. Monitor interdisciplinary research activities through project completion rates and publication success. – **Half-Yearly** 3. Evaluate the effectiveness of incubation centers and their contribution to student entrepreneurship. – **Annually** 4. Monitor and provide feedback on student startups and incubation projects. – **Annually** 5. Oversee the generation of funding for research and consultancy projects. – **Half-Yearly** 6. Build a database of patents, publications and consultancy projects undertaken by the institution. – **Annually**
3.10.3	√	√	√				
3.10.4	√	√	√	√			
3.10.5	√	√	√	√			
3.10.6	√	√	√	√			
3.10.7	√	√	√	√	√		
3.10.8	√	√	√				
3.10.9	√	√	√	√			
3.10.10	√	√	√				
3.10.11	√	√	√				
3.10.12	√	√	√				
Strategic Goal SG11 - 3.11: Community Engagement and Social Responsibility							
Objective: Enhance social responsibility through community-based learning and outreach programmes that benefit society.							
KPI	**2024 - 2026**	**2026 - 2028**	**2028 - 2030**	**2030 - 2032**	**2032 - 2034**	**Committee / Nodal Person**	**Monitoring and Evaluation Plan**
3.11.1	√	√	√			Coordinator for extension & outreach activities and NSS, HoDs	1. Evaluate the social impact of community outreach initiatives and programmes. – **Half-Yearly** 2. Monitor student involvement in social responsibility projects and community service activities. – **Half-Yearly** 3. Measure the success of collaborations with local industries, NGOs, and Government bodies. – **Annually**
3.11.2	√	√	√				
3.11.3	√	√	√	√			
3.11.4	√	√	√				
3.11.5	√	√	√				
Strategic Goal SG12 - 3.12: Employment Placements							
Objective: Facilitate the employment of students by enhancing industry linkages, career services, and student skill development.							
KPI	**2024 - 2026**	**2026 - 2028**	**2028 - 2030**	**2030 - 2032**	**2032 - 2034**	**Committee / Nodal Person**	**Monitoring and Evaluation Plan**
3.12.1	√	√	√			Training & Placement Cell, TPO, MSAA Coordinator, HoDs	1. Track the percentage of students placed through campus recruitment programmes and career guidance. – **Annually** 2. Collect feedback from employers on the quality of the students recruited through the institution. – **Annually**
3.12.2	√	√	√				
3.12.3	√	√	√				
3.12.4	√	√	√				
3.12.5	√	√	√				

3.12.6	√	√	√	√			3. Monitor the career progression of alumni to measure the long-term impact of the institution's programmes. – **Annually** 4. Monitor alumni involvement in mentoring and career development programmes. – **Annually**
Strategic Goal SG13 - 3.13: Student Support Services and Holistic Development							
Objective: Ensure comprehensive support for students' academic, personal, and professional development							
KPI	**2024 - 2026**	**2026 - 2028**	**2028 - 2030**	**2030 - 2032**	**2032 - 2034**	**Committee / Nodal Person**	**Monitoring and Evaluation Plan**
3.13.1	√	√	√			Students' Welfare Committee, Students' Dean, Students' Counsellor, HoDs, Students' Mentors.	1. Conduct regular surveys on student satisfaction regarding counselling, mentoring, and academic support services. – **Half-Yearly** 2. Monitor the utilization of tutoring, peer support systems, and remedial coaching. – **Half-Yearly** 3. Regular audits of campus infrastructure and support services for students with disabilities. – **Annually**
3.13.2	√	√	√				
3.13.3	√	√	√				
3.13.4	√	√	√				
3.13.5	√	√	√				
3.13.6	√	√	√				
3.13.7	√	√	√	√	√		
3.13.8	√	√	√				
Strategic Goal SG14 - 3.14: Effective Financial Management							
Objective: Enhance financial resources and efficient utilization of funds to ensure maximum benefit for academic and administrative development.							
KPI	**2024 - 2026**	**2026 - 2028**	**2028 - 2030**	**2030 - 2032**	**2032 - 2034**	**Committee / Nodal Person**	**Monitoring and Evaluation Plan**
3.14.1	√	√	√			IQAC, HoDs, Planning & Evaluation Committee, IAAA	1. Explore new funding opportunities such as grants and alumni contributions. – **Half-Yearly** 2. Support faculty in identifying and applying for grants and consultancy projects. – **Half-Yearly** 3. Manage an ERP system for transparency in transactions. – **Quarterly** 4. Schedule periodic audits to ensure financial transparency. – **Annually** 5. Develop and market skill development programmes for the community. – **Annually** 6. Offer additional programmes and certifications that generate revenue and enhance institutional sustainability. – **Annually**
3.14.2	√	√	√	√			
3.14.3	√	√	√				
3.14.4	√	√	√	√	√		
3.14.5	√	√	√	√			
3.14.6	√	√	√	√			
3.14.7	√	√	√				
Strategic Goal SG15 - 3.15: Creating Institutional Ranking							
Objective: Promote the achievements of institution, student success, and academic excellence in external rankings and evaluations.							

KPI	2024 - 2026	2026 - 2028	2028 - 2030	2030 - 2032	2032 - 2034	Committee / Nodal Person	Monitoring and Evaluation Plan
3.15.1	√	√	√			IQAC, HoDs IT Department, Website Committee, Planning & Evaluation Committee	1. Regularly review ranking parameters (QS, NIRF, etc.) and align strategies. – **Annually** 2. Create a team to gather data and analyze performance for rankings. – **Annually** 3. Implement student satisfaction programmes and support services to improve rankings. – **Annually** 4. Ensure that achievements, research publications, and collaborations are highlighted. – **Annually** 5. Share achievements with the media to increase visibility and reputation. – **Annually** 6. Regularly review the strategies and KPIs related to rankings. – **Annually** 7. Regularly review the KPIs related to academic output, research, faculty quality, and student satisfaction to adjust strategies as needed. – **Annually** 8. Focus on student-centric activities and FDPs that focus on enhancing teaching quality, research capacity, and international recognition. – **Annually**
3.15.2	√	√	√				
3.15.3	√	√					
3.15.4	√	√	√	√	√		
3.15.5	√	√	√				
3.15.6	√	√	√	√			