



Perspective Plan of St.Francis de Sales College (2017-2022)

Institutional Perspective Plan - The Process:

The IQAC has prepared a Perspective Plan for the period of five years commencing from academic year 2017-2018 to 2021-2022. The framing of the perspective plan started in the month of December 2016 as the IQAC came to understand that the previous perspective plan needed improvement and new strategic plan need to be framed for the development of the college.

The IQAC team as the first step analysed the previous perspective plan which was framed from 2012-2017. The previous plan included the key elements for the growth of the institution. But with the changing times and new developments, the plan needed more clarity and need for the inclusion of new developments in the field of education.

The IQAC decided to have a series of meetings with all the stakeholders to discuss on the strategic planning for the institution. The first level of meeting was with the Principal and the Vice Principal and the IQAC explained the need to have a new perspective plan. Both of them agreed and gave many suggestions for drafting the plans. They expressed that the main objective of the plan can be to focus on research and development of the institution.

The IQAC planned meetings with the staff, students, parents, alumni, employers, industry experts and other professionals from few other institutions to get inputs on the perspective plan during the month of January and February of 2017. After getting the inputs, suggestions and recommendations from various sources, the IQAC team started drafting the plan for the institution.

The IQAC Coordinator was the chief-editor in framing the plan. The first draft of the plan was presented before the Management on 8th March 2017. The Management comprised of the Manager, Principal, Vice Principal and the Finance Administrator. After reviewing the plan, the management gave few suggestions to improvise the plan.

The second round of review happened on 23rd March 2017 with the staff, parents and the industry experts. The plan was presented before them for review. They wanted to enrich the curriculum by adding more certificate courses and have courses which will make the students to be industry ready. The parents suggested that the mentoring of the students' needs to be given more importance.

With the suggestions taken from the stakeholders, the final draft was prepared by the IQAC

Coordinator and presented before the Management. The Management accepted the perspective plan and congratulated the IQAC for taking up the initiative in framing a worthwhile plan for the institution's development. The Perspective Plan was submitted before the Governing Body for approval and it was unanimously approved by the members during the Governing Body meeting on 6th June 2017.

PERSPECTIVE PLAN
(2017-18 TO 21-22)

The key objectives of the Perspective Plan are:

1. Improving the quality of education in the institution.
2. Facilitating Research opportunities
3. Human Resource Development
4. Infrastructure Development
5. Curriculum Enrichment
6. Academic Excellence
7. Student Progression

1. Improving the quality of education in the Institution:

The college has been empowering the rural youth by introducing UG as well as PG courses. To add to the choices available for the students, the college will add more UG and PG programs to the list of courses.

The management will initiate steps to introduce science courses in the UG courses and add more programs to the PG courses. The management will also take steps to start professional courses at PG level like MBA and MCA.

For the next five years, the institution will support and promote research and research publications among the students and the faculty. The management will lay out a plan and the research cell will have a major boost with respect to finance and infra structure.

With all these facilities introduced in the college, the next major step will be to establish a research centre in the college. PhD programs will be introduced and the management will promote patenting and provide the required support for the same.

2. Facilitating Research Opportunities:

The college already has a Research and Intellectual Property Rights Cell and the management will initiate steps to convert the same into an Intellectual Property Rights Centre. This will help the research aspirants to convert their research into profitable ideas. This platform will be of great benefit to the research aspirants in the college.

The Research and IP Cell will encourage the innovative research practices and also support the faculty as well as the students in the patent process of their ideas and innovation.

As part of the research initiative, the college will conduct various National and International

seminars/conferences/invited talks to instill the spirit of learning among the students and teachers. The students will be encouraged to participate and present papers in the college as well as outside in the seminars/conferences. The management will bear the expenses of their registration fee. For the student research papers which are selected in the International Journals to be published, the college will bear the expenses of their publication. The papers which receive accolades will be awarded to encourage the student fraternity into research.

The Research Cell will take up all the mentioned initiatives and will play a crucial role in facilitating research opportunities for the students.

For the staff, the management will encourage them to pursue research by providing Seed money for minor research. The management will bear the registration fee for attending seminars/conference/workshop. The college will follow the Research policy to support research that is in place since 2014.

The staff will be encouraged to publish original research papers in reputed journals and participate in various research programs. The management will also guide and support them in publishing books and in collaborative research activities.

3. Human Resource Development

The college will recruit highly qualified professionals to create a quality culture in the institution. Preference for the appointment will be for the PhD qualified candidates.

The staff who are working in the institution will be encouraged to pursue their PhD and special leave facility will be available for them to attend their PhD classes.

The management will conduct FDP programs for the teaching as well as non-teaching staff to equip them with the developing trends in education and management.

They will be encouraged to attend research related programs and orientation programs to enhance their teaching skills. They will also be encouraged to undergo online programs and encourage the students also pursue MOOC and such courses.

The staff will be encouraged to participate in the University programs and participate in the curriculum development and evaluation process of the Bangalore University.

For the academic and administrative staff orientation programs will be conducted and the management will support them to pursue higher studies.

Welfare measures like bus facility, laptop loan, medical facilities, annual increments based on appraisals will be made available.

4. Infrastructure Development

The management will invest in the development of the infrastructure as the number of courses will

be increasing in the upcoming years.

A science block will be constructed and will be dedicated to the science courses with high class lab facilities.

New seminar hall and conference hall with world class facilities will be constructed. A big auditorium will also be constructed to accommodate all the students for various programs organised by the college.

A new PG block will be constructed to cater to the needs of the requirements of the PG courses. The PG block will also have a large auditorium that will serve for the various requirements of the college.

An audio-visual room will be constructed for the high quality recording purposes.

Every classroom will be upgraded with ICT equipments for the development of the teaching-learning process.

The college will aim at achieving 100% in introducing ICT facilities, thereby providing the best possible educational experience to the students.

Internet facility will be made available for the staff as well as students. Every faculty will be given a cabin with power sockets and internet facility to facilitate their teaching process.

More number of computers will be bought by the management, so that all the students can have access to computers and the internet.

CCTV cameras will be placed around the campus for more security.

NEWS area will be introduced with TV telecasting NEWS channels and important notifications.

The infrastructure will be modified to suit the needs of the differently abled. Elevators will be placed and ramps will be constructed to make the campus differently abled friendly.

5. Curriculum Enrichment

As part of curriculum enrichment, more certificate courses will be introduced to have a holistic development for the students.

Internal Exams will be conducted to ensure the gradual learning process of the students.

Capacity enrichment programs will be conducted to make the students' industry ready.

Modernisation of the library will take place and more number of books will be bought to satisfy the knowledge thirst of the students.

Digitalisation of library will be achieved through installing educational softwares and more online sources will be roped in for enriching the learning resources.

Projects and Internships will be encouraged so that the students will have experiential learning inside and outside the campus.

6. Academic Excellence:

As the college is making its way toward research, the management will apply for 2b and 12f status to encourage procuring funds from government agencies.

The college will also encourage collaborations with various industries and institutions to collaborate on various activities and promote funding for activities.

The college will promote faculty exchange and student exchange programs with various institutions for the exchange of information and learning.

The college will also sign MOU's with foreign institutions as part of providing global learning experience.

The college has already registered itself for AISHE. It will also apply for various accreditation bodies like NIRF and the like to participate in the evaluation process of the institution. It will also go for ISO certification in the future.

As part of the decentralisation process, the college will find an upgraded ERP partner for better functioning of the institution.

Feedback from the stakeholders will be of prime importance in the upcoming years and their inputs will be considered for the development of the college.

The appraisal system will be in place for the staff and it will be a motivation for them to excel in teaching and enhancing themselves with new skills and competencies.

ICT developments will also be a prime concern for the college for its academic excellence.

The campus will be made environmentally friendly and the flora and fauna will be maintained to create a good ambience in the learning process.

Bus facilities will be made available for the students as well as the teaching and non-teaching staff for convenient transportation.

Various scholarships will be made available for the deserving students to encourage them to continue their education.

Various audit initiatives will be taken as to improve the quality of the institution.

7. Student Progression

The institution will place prime importance on increasing the intake of students. As the students are the key to any institutions development, the college will take special measures in advertising and promoting the programmes at the college.

The college will support the students in the best way possible and for the same, different cells like Placement cell, grievance cell, International student forum, Counselling Centre and such cells will be strengthened.

Various Clubs and Associations will be actively engaging the students and their participation will be

highly encouraged.

NSS/NCC/Red Cross and KCD will function in full swing and they will provide various opportunities for the students to participate at various levels.

More extension activities and social awareness programs will be introduced along with the curriculum in the upcoming years for the overall development of the students.

The Placement Cell will also be strengthened by appointing a placement officer and the officer will be delegated for taking care of the appointment opportunities for the students. The college will aim at 100% placements for the students and work hard to achieve it.

The Alumni Association will be registered as per the recommendation of the NAAC peer team. This Alumni Association meeting will be held regularly and the college will also work hard to strengthen the association and utilize them as resources at various capacities.

The Perspective Plan of the institution for the years 2017-2022 was approved in the Governing Body meeting of St. Francis de Sales Educational and Charitable trust on 06.06.2017.

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Place: Electronic City, Bangalore – 560100



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