



# ST. ALOYSIUS COLLEGE

## EDATHUA



*Strategic Plan*  
2021-2026

# **IQAC STRATEGIC PLAN TEAM 2021-2026**

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## **ST ALOYSIUS COLLEGE, EDATHUA**

### **STRATEGIC PLAN FOR 2021-2026**

#### **1. INTRODUCTION**

St. Aloysius College, Edathua is a first-grade college which has completed five decades of glorious service to the cause of higher education. Now, it is a well-established NAAC re-accredited (3 third phase) – A Grade centre of learning offering a variety of UG, PG and PhD Programmes.

The college is situated in the Edathua Panchayat of the Kuttanad Taluk in the lake district of Alappuzha. It is the only temple of higher learning of the kind in the entire region of the one-time granary of Kerala, Kuttanad. Standing atop the main building of the college, there is a panoramic view of the paddy fields, clothed in the richest green. The luxuriant greenery, meandering rivulets and placid tranquillity altogether provide a congenial atmosphere for learning and development.

St. Aloysius College was founded in 1965 by St. George Forane Church, Edathua. It was the realization of the vision and far-sightedness of the late Very Rev. Fr. Zacharias Punnappadom (the first Manager) and Dr. P. T. Joseph (the first Principal) under the patronage of Servant of God Mar Mathew Kavukattu. The great visionaries had in their mind the noble task of imparting quality higher education in the backward agrarian region of Kuttanad which lacked any facility for higher education. The college, though run by the catholic minority community, admits students of all castes and creeds with due respect to different faiths and religious denominations.

The College had a very humble beginning. It started functioning in St. Aloysius High School as a junior college affiliated to the University of Kerala with 189 students, 9 teachers and 7 non-teaching staff. In 1966, the college was shifted to the present site. The institution owes an immense debt of gratitude to the late Very Rev. Fr. Cyriac Kottayil who in his capacity as the manager was instrumental in erecting the main building of the college. In 1983, following the bifurcation of Kerala University, the college came under the jurisdiction of the newly established Mahatma Gandhi University.

To meet the ever-growing demand for higher education in the region, the college was upgraded in 1977 by introducing an undergraduate program in Economics. A postgraduate program was introduced in 1984. The College has now grown into a premier educational institution and it has now to its credit 9 UG and 6 PG programs and 2 PhD programmes.

## **2. VISION**

Formation of global citizens with academic excellence and integrity of character.

## **3. MISSION**

To mould our students into skilled, worthy, global citizens who can uphold the core value of the College.

## **4. QUALITY POLICY**

The Sanskrit saying at the foot of the emblem: “Let thy divine light shine miraculously” reminds the students of their role to be beacons of light in the society as they have received enlightenment from this centre of higher learning. St. Aloysius College is committed to the pursuit of excellence in the field of education to ensure students’ holistic development and transformation required for India’s human resource development. We endeavour to achieve this by constantly improving our quality management through:

- Providing creative enriching learning experiences.
- Conductive Learning Ambience and Holistic Education.
- Adoption of Innovative teaching methods.
- Student-centric activities.
- Staff development programmes.

## **5. SWOC ANALYSIS**

The Internal Quality Assurance Cell, SAC has invested a lot of time and effort to conduct a SWOC Analysis - a detailed analysis of its internal strengths and weaknesses as well as external opportunities and challenges. The SWOC analysis invites the attention of the institution for positively reshaping the planning processes in the college, the College’s strengths, weaknesses, opportunities, and challenges.

### **❖ INSTITUTIONAL STRENGTHS**

- ◆ The college has in mind the noble task of imparting quality higher education in the backward agrarian region of Kuttanad which lacked any facility for higher education. The institution admits students of all castes and creeds with due respect to different faiths and religious denominations.
- ◆ Management with a clear-cut vision and leadership capabilities gives freedom to its employees and trusts them
- ◆ The administration of the college is highly transparent and UG/PG admission invariably follows government rules
- ◆ The college has excellent library facilities: well-stocked, automated and spacious

- ◆ The college has effective and well-advanced IT labs and internet facilities capable of conducting online webinars and conferences.
- ◆ The college has illustrious and high-profile alumni occupying top positions in society, politics, culture and administration.
- ◆ The college has capable and well-qualified faculty members and committed staff
- ◆ Effective and healthy student mentoring and career guidance takes place in the college
- ◆ The college has a well-rounded infrastructure: Wi-Fi Campus, purpose-built classrooms, labs, library, canteen, conference halls, sports and recreation facilities
- ◆ The college has a well-maintained, clean and green campus
- ◆ The college has Active and supportive Alumni and Parent Teacher Association
- ◆ The college gives remedial support to weak students
- ◆ Research departments of the college engage in vigorous research in the field of Physics, Mathematics and Commerce.
- ◆ Service-oriented and technically qualified supporting staff Important Medium Culture to adopt new technologies
- ◆ The college provides great support to Arts and Culture activities
- ◆ The college has a Long-term Eco-friendly Campus with the vision of sustainable development in all its activities and a proper waste management system and alternate energy resources sufficient to meet all energy requirements of the campus

#### ❖ **INSTITUTIONAL WEAKNESS**

- ◆ A major fraction of students from a poor background find difficulty in enrolling to skill enhancing courses
- ◆ Lack of advanced research instrumentation facilities
- ◆ Lack of advanced facilities for the differently abled students
- ◆ The students are not proficient in English.
- ◆ Poor Project Design
- ◆ A biometric attendance system is absent to bring punctuality with proper monitoring.
- ◆ Following e-governance initiatives should be given the highest priority - Computerized student help centres should be opened in all the colleges to reach students and provide them hassle-free e-support services.

## ❖ INSTITUTIONAL OPPORTUNITIES

- ◆ The biggest opportunity is to bring full e-governance at all levels of University functioning.
- ◆ Alumni resources need to be tapped as an opportunity for generating endowments etc.
- ◆ Conduct awareness programs in the form of workshops, seminars and group discussions about the implementation of quality needs
- ◆ Opportunities are waiting for innovation in teaching and learning through subject-based education research with a focus on learning outcomes, objectives and goals.
- ◆ Opportunity to have at least one smart classroom in each department/institute connected to the National Knowledge Network for video conferencing, webinars, discussion meetings, online case studies and bearing of lectures to stakeholders regularly
- ◆ Possibility to attain autonomy in the operation of the college
- ◆ Great opportunity for start-ups and building a start-up culture
- ◆ Self-sufficiency in terms of academic as well as physical functioning in terms of energy requirement and food procurement
- ◆ Emerging priority to research and innovation
- ◆ A positive approach from state and central governments towards educational reforms
- ◆ The college can foster leadership qualities among its rural-tribal youth through its various curricular and co- and extra-curricular activities.

## ❖ INSTITUTIONAL CHALLENGES

- ◆ Filing for patents and producing high-impact research publications
- ◆ Ensuring holistic education for all
- ◆ Making ‘teaching-learning-research’ a joyful experience
- ◆ Enhancing interest towards application of learnt topics outside academics
- ◆ Encouraging more projects eligible for funding and implementation in the real world
- ◆ Unexpected holidays due to natural calamities like floods and pandemics.
- ◆ Lack of enough industries in the surroundings for placement and internship

- ◆ Due to the non-availability of financial assistance for starting new programmes, the institution is unable to reap the full benefits of academics.
- ◆ The staff pattern of the college remains the same as before. Though there is a favourable teacher-student ratio, the current staff strength is not adequate for the smooth conduct of the additional functions of the college.
- ◆ The absence of some courses at the Under-Graduate level is threatening some PG departments with closure because of the non-availability of quality intake.

## ❖ **CRITERIA-WISE STRATEGIC GOALS**

### **1. Curricular Aspects**

- ✓ Planning and implementation of Outcome Based Education
- ✓ Additional classrooms and digitalization of the existing classrooms
- ✓ Increase the number of computers and accessories in the Language lab and install software for the language lab to train in languages
- ✓ Equip with modular furniture and advanced instruments in the science lab.
- ✓ Mobile Application
- ✓ Soft skill up-gradation of students and staff should be implemented
- ✓ Extra credit courses enable the students to get to know different branches of knowledge and enhance their employability
- ✓ Involvement in academic and non-academic extension activities
- ✓ The current pass percentage is around 50%. It should be enhanced to 75% or above in UG programs
- ✓ To enhance the employability of the students, special training in preparation of resume and interview techniques will be given along with training in spoken English and computer skill
- ✓ Ensure effective feedback mechanism through the participation of all stakeholders.

### **2. Teaching Learning Evaluation**

- ✓ Research-oriented faculty will be persuaded and supported to pursue post-doctoral studies in various universities with which academic linkages are established. It is aimed to increase the number of PhD degree holders

- ✓ At least 50% of the PhD holders should become recognised research guides of the university
- ✓ Put in place creative and consistent measures to help our staff to balance competing demands on their time, both within their roles and between their working and home lives, including developing our childcare provision and flexible working policies, and enabling academic staff to vary their duties throughout their career
- ✓ At least one international seminar should be conducted each academic year by PG departments
- ✓ Use ICT extensively with timely upgradations in the teaching-learning processes.
- ✓ To attract, recruit and retain the highly qualified and committed staff
- ✓ Teachers will be motivated to publish scholarly articles in peer-reviewed international journals and UGC-approved journals
- ✓ Improve existing teaching and learning plan by upgrading the existing Learning Management System
- ✓ Encourage teachers to incorporate new methods of teaching and learning into the curriculum by attending Faculty Development Programs
- ✓ Enhance technology-based education system
- ✓ Quality maintenance Policy in staff recruitment

### **3. Research, Innovation and Extension**

- ✓ Enhance the opportunities and support for early-career researchers
- ✓ Promotion and support for IPR-related activities
- ✓ Enhance the output in Research and Consultancy
- ✓ Establishment of Centres of Excellence
- ✓ Give importance to placement activities by conducting job fairs and hosting Recruitment drives



#### **4. College Infrastructure**

- ✓ Technological up gradation of the campus with centralized Wi-Fi, ICT-enabled classrooms, modernisation of computer labs and fully automated library
- ✓ Establish facilities like a guest house, health club, medical Centre, convention centre, faculty hostel, a campus radio
- ✓ Installation and up gradation of solar panels, wastewater treatment plants, and chemical waste treatment plants
- ✓ Upgradation of college canteen facilities
- ✓ Homestead vegetable production: kitchen garden, rooftop garden
- ✓ Implementation of hi-tech irrigation system, nursery and rainwater harvesting
- ✓ Refinement of the botanical garden, herbarium, greenhouse and nursery
- ✓ Enhance energy management by the installation of solar panels and the use of LED bulbs
- ✓ To limit the use of paper in office Administration
- ✓ Development of adequate hostel facilities for girls
- ✓ Construction of new parking area with a roof for vehicles of staff, students and visitors.
- ✓ Construction of new sports complex with all required facilities.
- ✓ New academic block for self-financing courses

#### **5. Student support**

- ✓ Coaching centre for Kerala PSC, UPSC, IELTS, MOH etc.
- ✓ Promoting competitiveness and research aptitude among undergraduate and postgraduate students
- ✓ Ensure more Scholarships for students
- ✓ Offer Bridge courses for easier entry to specialized courses
- ✓ Continue lecture series
- ✓ More students from the college should get enrolled in pursuing programmes at top institutes of eminence
- ✓ The planning and Evaluation Committee will work for providing space for students to practice co-curricular and extra-curricular activities

- ✓ To make induction programs for students mandatory
- ✓ Development of an all-inclusive policy toward promoting a student-friendly and student-owned campus
- ✓ Enhance student participation and developmental aspects
- ✓ Engagement of alumni in developmental activities

## **6. Governance, Management and Leadership**

- ✓ Creation of pathway towards good governance and leadership
- ✓ Preparation and deployment of the perspective plan
- ✓ A performance audit of the departments
- ✓ Monitoring expenses as per budget planning
- ✓ Training program for teaching and non-teaching faculty
- ✓ The digitalisation of old important documents
- ✓ Empowerment of teaching and administrative staff through professional development activities.

## **7. Best Practices**

- ✓ Sensitization of students and staff for gender and social equality
- ✓ Promote awareness of environmental consciousness and sustainability
- ✓ Conduction of green audit every year
- ✓ Sensitization of students for human values and professional ethics
- ✓ Promoting a culture of excellence among students and faculty.

## 6. CONCLUSION

The Strategic Development Plan is an outcome of management commitment, institution's leadership and detailed deliberations with all the stakeholders. The collective wisdom will ensure participation and ownership of the plan among all stakeholders. The execution and implementation will be monitored by rigorous evaluation standards. The strategic plan is a dynamic process and it shall be modified as per the changing environmental requirements. The achieving of the stated goals is possible when the entire college works as a unit, with the vision for sustainable excellence and a practical understanding of the ground realities.

Place: Edathua

Date: 23/04/2021

  
IQAC Coordinator  
Principal