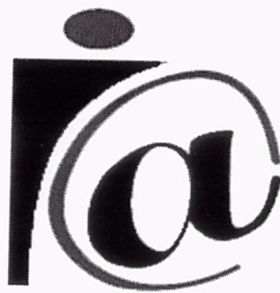# Strategic Planning
And
Deployment Document

(2018-2023)

Late Bhausaheb Hiray S.S. Trust'S Institute of Computer Application

Message

Though a majority of the educational institutions concentrate their efforts in improving their final results, they have to work on the improvement of other skills as well, due to the following reasons. If we analyse the life of the students in detail we will have to come to the conclusion that their life is highly structured from K.G. to P.G. This is because a majority of the parents are very ambitious about the educational performance of their wards and forcibly send their children to various curricular as well as extra-curricular classes. Naturally, we observe that almost all children are preoccupied with various classes, projects and other related activities every day. Virtually they have no free time for playing or interacting with others in a free atmosphere.Hence they are not able to develop a real and meaningful relationship with other students or even with close relatives. It should be remembered that man is a social animal and the denial of development of social skills will definitely affect him mentally and physically.It is important that all the educational Institutions should strive hard to develop the social skills of the students along with academic performance. As far as our Institute is concerned, we have laid out our core policy that our aim is for overall development of the students in all fields such as education, culture and sports. Hence we have made it a point to organise the Tarash Festival as an integral part of our curriculum for all the disciplines every year in a big way. It should be realised that this festival is of the students, by the students and for the students. Therefore, all the students without exception take part in the various activities concerned with this mass festival and they are able to show their skills in planning, organising, communicating and in the various other related activities without much help from the Institution. Naturally this festival gives a great opportunity for developing their social skills in particular, and they are able to fine tune their personality. Again, we have gone one more step ahead by starting the "Save Tiger Movement " so that our concern for wildlife and nature is developed in the early age of the students. We have organised two major rallies i.e. one from Mumbai to Goa(2011) and another from Mumbai to Kolhapur(2012). It is gratifying to note that the students at our college took active part in these rallies, and this adds another feather to their cap in our efforts aimed at the overall development of the students. "Well done! Keep it up".

Managing Trustee

Late Bhausaheb Hiray S.S. Trust'S
Institute of Computer Application

Strategic Planning & Deployment Document (2018-2023)

Preface

For an organization, strategic planning is very essential to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and deployment document (SPDD) is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives.

The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short-term goals. These are defined and guided by the stake holder management, leadership, HODs, faculty, staff, industry, students, alumni and parents. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members. Strategies with action plans were decided toachieve institutional strategic goals.

While formulating the strategic plan and deployment document, care has been taken to involve all stakeholders to help contribute their part which is vital for the success of every organization. Effort has been taken to clearly identify the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for Bhausaheb Hiray S.S. Trust'S Institute of Computer Application to achieve its goal to become an institution of Academic Excellence and providing professional skilled Software and hardware expert who can contribute to the overall development of society to the society.

Vision:

We, at Late Bhausaheb Hiray S.S. Trust'S Institute of Computer Application (LBHSSTICA), a 23-year-old parent body **are** "intend to create high-quality software professionals or Entrepreneurs through teaching, research, Project-Based Learning and innovation to meet the need of industries and society with outstanding facilities."

Mission:

Mission 1: "To empower students to unleash their potential to leverage their computational and research skills through academics and contribute to social progress with their entrepreneurial spirit."

Mission 2: "To provide the technical solution by imparting theoretical, practical background and Project-Based Learning in the field of Computer science and technology."

Mission 3: "To groom the students with moral and ethical values and make them socially responsible through mentoring and to equip them with the necessary skills in communication, teamwork and leadership qualities to meet the needs of the IT-related sectors globally."

Core Values

- In light of vision, we believe in imparting Education and disseminating knowledge among youth, which is one of the best ways of nation building.

- Give due respect to all students and staff members.

- Gender biasness is strictly prohibited.

- Enhance professionalism with good human values.

- Promote team spirit and healthy competition.

- Create a healthy atmosphere for an effective teaching–learning process.

- Promote creativity and innovation in all activities.

- Promote equality, integrity, patriotism, and brotherhood.

- Promote communal harmony and religious tolerance.

- Value individual differences and dignity of labor.

- Sharing of experience, knowledge, and skills.

Strategic Goals

The passionate team of Late Bhausaheb Hiray S.S. Trust'S Institute of Computer Application after several discussion and planning and guided by the Mission and Vision of the Institutes Quality Policy, Core Values, Stakeholder's expectations and SWOC analysis framed the Institutions strategic Goals.
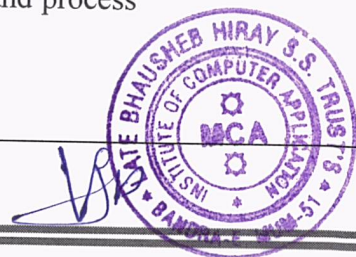
Institution Strategic Goals:

1. Following effective teaching learning process
2. Developing and following leadership and participative management
3. Establishing a continuous Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring student's development and participation
6. Ensuring staff development & welfare
7. Developing financial management
8. Put emphasize on Institute – Industry interaction and partnership
9. Development of entrepreneurship
10. Encouraging research and development work
11. Increasing internal revenue generation
12. Increasing Alumni Interaction and participation and Outreach activities
13. Engagement in Community Services and Activities
14. Developing physical infrastructure
15. Introducing new courses and programs for students' development.
16. Updating the curriculum as per the current trend for students' development.
17. Upgrading the library is a valuable investment that can greatly enhance the learning environment and resources available to students, faculty, and staff.

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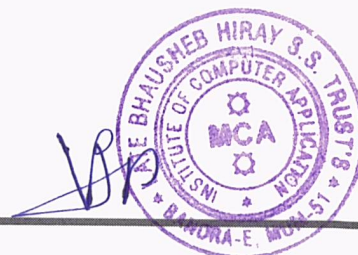|	
Teaching learningprocess	• Academic planning and preparation of Academic Calendar • Development of teaching plan as per ISO • Preparation of Lesson Plan based on CO & PO mapping • Use of more teaching aids and adopt more ICT • Development of e- learning resources • Promote research culture & facilities • Provide mentoring and personal support • Follow a transparent and fair feedback system • Conduct training based on need analysis • Evaluation parameters and benchmarking • Continuous assessment to measure outcomes • Performance development through credit system • Implementation of best practices
Leadership and participative management	• To follow reporting structure • Decentralize the academic, administration and student related authorities & responsibilities • Prescribe duties, responsibilities and accountability • Portfolio assignments • Establishment of functional committees
Internal Quality Assurance System	• Establishment of IQAC done • Framing of Quality Policy & publishing regularly • Formation of Quality Monitoring Committee & functioning • Educating & Training of all employees • Periodic check & guidance for quality improvement • Establishment of audit team and process • Audit for remedial measures • Promoting best practices

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Strategic Planning & Deployment Document (2018-2023)

Good governance	• Vision, Mission development & their articulation in every key position • Inclusion of industrialists & academicians • Evaluation of Institute's performance and benchmarking • Institutional strategic goals setting • Institutional Strategic development plan • Monitoring and Implementing the Quality Management Systems • Following organization structure • Smooth Working of statutory committees • Establishing E governance • Leadership development through decentralization • Establishing internal audit committee • Code of conduct and policy formulation, approval and implementation • Establishing fair and transparent performance appraisal system
Student's development and participation	• Budget allocation for student development programmesand activities • Students Trainings & Placement Activities • Formation of student council • Student's representation in various committee and cell • Participation in competitions • Organizing competitions • Credit transfer & compensation • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities
Staff development & welfare	• Recruitment Policy formation & implementation • Staff performance evaluation system • Staff Training for quality improvement • Best possible work facilities & infrastructure facilities • Code of conduct, service rules & leave rules • Staff welfare policy implementation • Career advancement schemes • Rewards, recognitions and incentives • Deputation for seminars, conferences and workshops etc. • Sponsorship/ Motivation for qualificationimprovement • Support for research, consultancy, innovations

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Financial management	• Budget planning and allocation • Forecasting income & expenditure • Plans for Emergency Fund • Budget formulation & approval through Management • Periodic Audit
Institute – **Industry** **Interaction**	• Formation of industry institute interaction cell • Support for internships, visits, trainings, guestlectures • Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum. • Providing opportunities for Industrybased/sponsored projects • Providing career guidance • Strengthen training & placement
Research and **innovation**	• Collaborations with Government & Private Institutes, Universities and Research Organizations
Alumni **Interaction**	• Formation of Alumni association, participation, andregistration
Community **Servicesand** **Outreach** **Activities**	• Identify community and social development work. • Identify challenges of society for development work

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Physical infrastructure	- Infrastructure building development & modification - Smart Class rooms, Tutorials, Seminar halls - Modernization of Laboratory & equipment - More ICT enabled classrooms - Library infrastructure up gradation - System up gradation - Functional facilities for e-learning - Safety & Security management - Water facility - Medical facility - Plantations - Rain water harvesting - Renewable Energy usage - Hygiene, zero plastic & green campus

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Strategy Implementation and Monitoring

After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Dy. Director along with Academic Council and other team member will be the custodian for strategic plan and its deployment.

Implementation at Institute Level

Governance & Administration	Management, AdministrationOffice
Branding /Expansion	Local Management Committee, PRO team
Students Admissions	Dy. Director, HODs, Admission team
Statutory Compliance	Dy. Director, Core committee, Coordinators
Infrastructure (physical)	Management, Core committee, Infrastructure team
Infrastructure (Academics)	Dy. Director, Core committee
Teaching- Learning	Dy. Director, Core committee, Faculty and Staff
Research& Development	Dy. Director, Research team and Design Cell
Students Development	Dy. Director, Core committee, ISO team
Departmental Activities	Core committee and Faculty
Training &Placement	Dy. Director, Placement cell
Quality Assurance	IQAC team

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