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### **Institutional Perspective/Strategic Plan 2018-2023**

**Response:** The institution emphasizes on skill development and entrepreneurship of its students so that they can excel in this dynamic world full of challenges and opportunities. It's a pro-active centre of learning that promotes academic excellence and values all stakeholders. The vision and mission statement very well conveys the institution's policies. Vidyasagar College for Women formulate strategies and works for its effective implementation. These strategic plans are documented with the participation of President of Governing Body, HOI, IQAC members, experts and member representatives (University and Government Nominees) and Alumni. These strategies are conceived considering the ideas and suggestions from different feedbacks and with the aim of accomplishing the desired goal. Hence, the institution's perspective plan is a reflection that it envisions and the execution of its effective governance and leadership.

1. Introducing new skill based and entrepreneurship promoting courses.
2. Hostel facilities.
3. Making the college campus automobile free zone.
4. Maintaining dynamic webpage highlighting all prospects of the institution.
5. Preparing the institution for National Ranking and different certifications.
6. Regularizing the process of NAAC Accreditation, Academic and Administrative Auditing and Green Auditing as well.
7. Infrastructural advancement like vertical expansion of the college, air-conditioning of corridor and floors for holding mega events.
8. Enhancing security on campus through installation of CCTV cameras at varied places.
9. Modernization and extension of Library facilities.
10. Digitization of day-to-day work at different levels.
11. Proper waste disposal and waste segregation.
12. Emphasizing on women's hygiene and mental health.
13. Social sensitisation through experiential learning and problem-solving methods.
14. Encouraging field visits by different departments, cells and committees.
15. Inculcating the spirit of community services and organizing different programmes.
16. Focus on enhancing the employability of students.



  
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17. Sudden onset of lockdown owing to Covid-19 pandemic strived a revolutionary change in education system. Accordingly, IQAC judiciously planned effective implementation
  - a. Online transformation of curricular, co-curricular and extra-curricular activities.
  - b. Engaging different cells and committees of the institution in promoting mental health.
  - c. Sanitization of the institution
  - d. Arranging Covid-19 vaccination for the students and staff.
  - e. Arranging eco-friendly initiatives virtually and offline (following government regulations).
18. Initiatives for beautification and greenery of the institution.
19. To establish functional MoU and collaborations with different organisations in order to promote exchange of knowledge, skill and increasing the exposure of the stakeholders.
20. Promoting research amongst students and encouraging faculties for quality research.
21. Supporting the weaker students academically.

### Effective Deployment of Strategic Plan

**Response:** The perspective plans are designed taking into consideration the vision and mission of the institution and fulfillment of the objectives. The deployment of strategies typically focuses on the academic excellence and improvement and overall development. However, action plans and budgets are prepared annually and are executed at 3 chief levels –

Departments, cells/clubs/sub-committees → IQAC → Governing Body

#### I. Curricular Aspects:

- a. The curriculum is strict in accordance with the University of Calcutta and are updated routinely and immediately as directed by the University.
- b. Strengthening the bond between teachers and students through mentoring and remedial classes.
- c. Conducting academic and administrative audits regularly.
- d. Betterment of existing courses and introducing additional ones.
- e. Focus on employability and entrepreneurship related courses like Beautician Courses, Baking Courses, Language courses.
- f. Increasing the co-curricular activities like Drama.
- g. Successfully conducting “Dishari jobfairs” and placement programmes by the Placement Cell of the college.
- h. Routinely conducting programmes for Career Counseling.



  
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- i. Lecture series organised by Department of Political Science in collaboration with Rashtrabigyan Charcha Kendra, Kolkata critically emphasized on international relations and several evolving issues of society.
  - j. Collecting the feedback, its analysis and necessary action are taken by IQAC.
- II. Teaching, Learning and Evaluation:
- a. Transparent admission process and well-managed system of coordination with the students through bulk SMS.
  - b. Prioritizing regularity of students and maintaining proper attendance.
  - c. Orientation Meeting addressed by Principal and IQAC coordinator to present vivid idea about the college to the students.
  - d. Holding parent-teacher meeting to share academic progress and collect important feedbacks; an attempt to strengthen the bonding between different stakeholders.
  - e. Regularity in departmental meeting, committee meetings and Teachers' Council meeting to ensure planned coordination and effective development to matters connected there with.
  - f. Seminars/Webinars/Workshop/Extension lectures/Educational Tours on a regular basis to enhance experiential learning and faculty enrichment as well.
  - g. Recognition of merits by holding Prize distribution ceremony annually to motivate the students.
  - h. Regular access to daily newspapers in local vernacular language as well as English language; and providing fast wifi facility. The library facility subscribes additional journals, e-journals, periodicals and webportals and provide internet in the library enabling NPTEL, NLIST. The library houses sufficient reference books, subject related textbooks and PCs with internet access for the students and faculties.
  - i. ICT enabled classroom to ensure innovative teaching and learning strategies.
  - j. Continuous assessment through assignments, university directed internals and tutorials.
  - k. Identifying the advanced and slow learners and accordingly dealing with them.
- III. Research and Development
- a. To encourage young minds, teacher-students' research project are being encouraged from various departments under the leadership of Research Committee.
  - b. Hands-on training of different techniques has been organized to practically implement research programs.
  - c. Encouraging faculties to take up Major Research projects from different funding agencies.
  - d. Encouraging faculties to publish their work.



  
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IV. Infrastructure and Learning Resources

- a. Optimum utilization and maintenance of available infrastructure and learning resources.
- b. Well-equipped science laboratories.
- c. Central Library is fully automated and is equipped with comprehensive library resources and desktops with internet facility.
- d. Clean and pure drinking water facility.
- e. Thoroughly maintained and cleaned campus.
- f. Several drives for green campus are organized by Green Club.
- g. Work in progress for Solar Panel installation.
- h. Installation of ERP software for efficient finance and accounting.
- i. Fully automated administrative office.
- j. Well secured fire extinguisher facility.
- k. Biometric system of attendance for recording the daily arrival and departure of the faculties.
- l. Hygienic and economic canteen facility.
- m. Fully equipped auditorium hall with audio visual facilities.

V. Students' support and progression

- a. Awareness programme on health and hygiene are conducted. The college has sanitary napkin vending machine and it is routinely maintained.
- b. Social sensitisation is a priority. The NSS frequently conducts outreach programmes to neighbouring and faraway places as an attempt to groom the young citizens to be a responsible citizen.
- c. The college has in-house Psychologist and Behavioural Modifier who regularly interacts with students in need. The college priorities mental health.
- d. The complaint management is efficient and different cells – Anti-Ragging Cell, Grievance Cell and Internal Complaint Cell are fully active.
- e. Field visits, frequent counselling sessions, job fairs etc are organised by different departments and committees as an attempt for increasing chances of employability and update the students with different job opportunities.



  
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VI. Governance, Leadership and Management

- a. The vision and mission of the Institution are thoroughly communicated through website, newsletter and prospectus.
- b. Different stake holders work together for progress of the institution.
- c. Feedbacks of the stakeholders are integral to the formation of strategies and effective deployment.
- d. Equitable distribution of work amongst staff through formation of statutory and non-statutory cells and committees annually.
- e. Extensive representation of staff and students in decision making and policy execution.
- f. Empowerment of faculties and staff through continuous encouragement for participation in faculty development programmes/professional development programmes/trainings/refresher courses.
- g. An integrated framework for resource mobilization and financial management.
- h. Consistent effort for grants from different sources.
- i. Maintaining good rapport with University and Higher Education Department of West Bengal.
- j. Several collaborations, MoUs and Exchange Programs were organised between different organisations.

- Students's exchange programme between Vidyasagar College for Women and THK Jain College Kolkata involved participation of 3 separate departments and was highly enriching and benefitting.
- Collaborative work of Department of Economics with R.A. Poddar College of Commerce and Economics, Mumbai was an immensely benefitting opportunity for students to experience survey in rural area.
- The IQAC held national and state level conferences in collaboration with NAAC office, Bangalore. The conferences highlighted the different aspects of existing educational system and preparatory lessons for NAAC assessment & accreditation. All procedures were duly followed for obtaining Quality Audits like ISO certification.

VII. Innovations and Best Practices

- a. The institution has active Personal Counselling Cell that renders safe environment of confidentiality. The students freely share the concerns and challenges they face. The College counsellors have one-on-one personal counselling sessions, to deal with issues related to grief, peer-pressure, anxiety, etc.
- b. Arts and Science Fairs are annually organized to sparkle curiosity, innovations



  
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and creativity.

- c. Remembering the mentor is integral and in this regard Vidyasagar Memorial Lectures are organized.
- d. Drama Club of the institution is an exemplary platform that promotes amongst students self-confidence, imagination and endorses communication skills.
- e. Book Fairs are organized with the aim to develop reading and comprehension skills amongst students and faculties. Inviting the publishers to the college campus acts as a strong platform for young minds to realize the wide world beyond classroom and Library.
- f. The Department of Philosophy, Vidyasagar College for Women has Collaborations with ICPR (Indian Council for Philosophical Research). The blueprint to hold periodical lecture series are ready and soon the institution will be celebrating "The Philosophy Day".



  
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