TELANGANA TRIBAL WELFARE RESIDENTIAL DEGREE COLLEGE FOR WOMEN, DEVARAKONDA

Affiliated to Mahatma Gandhi University, Nalgonda

PERSPECTIVE PLAN

2023-28

Prepared and submitted by

IQAC, TGTWRDCW, DEVARAKONDA

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FOREWORD

In light of the evolving landscape in higher education and the strategic targets set by the institution, the Internal Quality Assurance Cell (IQAC) of the college has devised a revised Perspective Plan to ensure the institution is well-prepared for the NAAC accreditation process (first cycle) scheduled for the academic year 2023-24. This revised plan takes into account the recent announcement by the Government of Telangana regarding the implementation of the new National Education Policy (NEP) -2020, which will be effective from the academic session 2023-24.

The Perspective Plan outlines a systematic approach for aligning the college's academic practices, infrastructure, and governance with the objectives of both the NAAC accreditation and the NEP 2020.

The revised Perspective Plan is a strategic response to the changing demands in higher education, the expectations set by NAAC, and the implementation of the NEP 2020. The plan aims to create a robust academic and administrative framework that supports quality education, research excellence, holistic student development, and sustainability. The IQAC will continue to monitor and assess the progress of these initiatives to ensure that the college remains on track to achieve its accreditation goals and adapt to the evolving educational environment.

Through these targeted actions, the college aspires to achieve academic excellence, meet the standards set by NAAC, and align with the vision of NEP 2020 in shaping future-ready students who contribute meaningfully to society.

-Mrs. G. P. Gnaneshwari,

IQAC Co-ordinator, HoD,

Dept. of Commerce.

VISION

To Educate, Enlighten, Emancipate and empower the students from oppressed, suppressed and marginalized communities and transform them into self-dependent, socially responsible women in today's highly competitive modern world.

MISSION

- To divulge adequate knowledge in the subject to the students.
- To make learning process stimulating, thought provoking and joyful.
- To create an environment conducive to excellent teaching-learning process.
- To bring out inventiveness and creativity among the students.
- To outreach and help every girl student outperform in the best possible way and cultivating their dreams of transforming themselves into the future citizens of the nation.

PROPOSED MECHANISM TO DEVELOP PERSPECTIVE PLAN

The process of developing and revising the Perspective Plan of the college has been a structured and collaborative effort, involving multiple stages of preparation, discussion, and refinement.

- ➢ Formation of Core Committee including IQAC committee members
- ➢ Initial Draft and Reframing using the previous plan 2018-23
- ➢ Revision of the Perspective Plan by the IQAC co-ordinator
- ➢ Discussion and Refinement by the IQAC co-ordinator
- ➢ Approval by the Principal and College Development Committee (CDC).
- ➢ Implementation of the Perspective Plan 2023-2028.

THE IQAC TEAM

TELANGANA TRIBAL WELFARE RESIDENTIAL DEGREE COLLEGE (WOMEN)
INTERNAL QUALITY ASSURANCE CELL
HRD campus, DEVARAKONDA, NALGONDA-508248 (College code: 4133)
Recognized by UGC, India; Affiliated to Mahatma Gandhi University, Nalgonda.

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Date: 22-11-2022

CIRCULAR

As per the NAAC guidelines IQAC cell is reorganized to monitor and enhance the quality of teaching and learning methods, ensuring they align with the college's educational objectives.

The organization is reorganized as follows:

Position	Name of the faculty	Designation	Phone number
Chairperson	Dr A Shyamala	Principal (FAC)	9052227457
Member	D Swathi	DL in Telugu	9346628733
Member	T Parameshwari	DL in Botany	9032193825
Member	G Anitha	DL in Telugu	9618612237
Member	N Swetha	DL in Physics	9398017030
Member	K Prasanna Laxmi	DL in English	7981454582
Member	V Louwkhyaa	DL in Chemistry	9618378373
Member	S Bhavana Laxmi	DL in Micro Biology	7396014987
Co-ordinator	G P Gnaneshwari	DL in commerce	9010765025
Administrative officer	A Manga	Junior Assistant	9441992446
Local society member	K Ramsingh	Advocate	9618691932
Industrialist	Manohar Reddy	Chairman, HRD Group of Institutions	984920136
Stakeholder	Ramavath Lalu	Parent of R.Mounika (BZC)	9705081442
Alumni member	K Navya	President of TTRIDWAA	9398327531
Student member	N Shoba	Captain of the student council	8639310440

SWOC ANALYSIS

STRENGTHS:

- High rate of enrolment of girls from tribal communities.
- The institution caters to all the needs of underprivileged women students.
- The college has a conducive academic environment with ample space for a hostel, mess, and playground.
- Student-centric functioning with continuous mentoring and counselling through faculty.
- The college is affiliated with Mahatma Gandhi University, Nalgonda, which has a well-defined curriculum.
- Well-trained, research-oriented, experienced, dedicated, and energetic teaching faculty.
- The college is ISO certified and recognised under UGC, 2f act.
- Students were offered a choice-based credit system for all programs.
- Decentralized administration with delegated authority to various committees for a quick decision-makingprocess.
- High pass percentage in examinations compared to MG University results.
- The Entrepreneurship Development Cell acts as an incubation centre and encourages innovative skills amongstudents.
- Remedial classes for slow learners.
- The Career Guidance Cell motivates and guides students for their higher education, employment.
- Service-oriented NSS unit with selfless volunteers with the motto "Not Me but You."
- NCC cell is established to incorporate values and ethics among the students.
- Noteworthy active collaborations and MoUs with the teaching, research, industrial, government and non-government institutions.
- The active involvement and interest of local MLA and government representatives in developing the college's infrastructure and supporting activities are significant assets for the institution.
- ICT-enabled teaching.

- The PANACEA Health Centre provides care for the sick, managed by qualified nurses.
- Sufficiently equipped infrastructure including library, laboratories, and computer lab.
- A vast, lush-green campus that is meticulously maintained, ensuring a hygienic environment while preserving the diverse flora and fauna.
- A state-of-the-art sports area, a fully equipped gymnasium, and a wide range of recreational spaces, fostering an environment that supports both co-curricular and extra-curricular activities.
- Cultural activities have consistently achieved top positions in both state-level and district-level competitions.
- Internet facility with Wi-fi access.

WEAKNESSES:

- Insufficient funds.
- Inability to introduce new courses due to the college's affiliated status.
- Need for strengthened infrastructure.
- Most students have poor communication skills and lack command of English, as they hail from rural backgrounds.
- Inadequate research and development facilities.
- Weak placement activities by the institution.

OPPORTUNITIES:

- Academic flexibility through continuously updating the curriculum to meet changing global demands.
- Promoting self-employment through skill development and the Entrepreneur Cell.
- Creating awareness among faculty and students about e-content programs like SWAYAM, MOOCs, NPTELetc.
- Strengthening alumni networking for better academic and placement activities.
- Soliciting proposals for grants from government and non-government funding agencies.
- Implementing e-governance for timely responses in the administrative section.

CHALLENGES:

- Creating awareness among students to take up higher education or entrepreneurship.
- Enhancing language and communication skills among the students coming from remote areas.
- To enable students to compete with state and national competitions with available resources as the students have inadequate exposure to real world before graduation.
- Locational disadvantage with refence to placements.
- To motivate faculty and students towards cutting-edge research by applying for research grants.

INSTITUTIONAL PREPAREDNESS FOR NEP – 2020

1. Multidisciplinary/interdisciplinary:

Our institution is committed to a holistic approach to education, integrating diverse subjects to provide a well-rounded learning experience. To enhance this, we have implemented the Choice-Based Credit System (CBCS), which empowers students with the freedom to select courses that align with their interests. This system fosters a connected and flexible learning environment, allowing students to focus on their core subjects while also exploring additional courses from a broad range of disciplines, even those outside their primary field of study.

The Institution offers major UG courses like Arts, Commerce, Physical Sciences including Data Sciences and Life Sciences where Arts stream can select Computer Applications, Life Sciences stream can select Computer Science in view with transformations envisioned by NEP-2020. In addition to their core subjects, students were given the opportunity to choose Skill-Enhanced Courses in their second year and Project in their final semester allowing them to acquire practical skills that complement their academic learning.

2. Academic bank of credits (ABC):

The Mahatma Gandhi University currently monitors students' academic credits; however, the college must register with the Academic Bank of Credits (ABC) to store and manage individual students' credit information. Our institution is yet to registered for ABC as per specific instructions from the affiliated University.To address this, we plan to organize awareness programs to inform students about the benefits of the "multiple entries" and "multiple exits" options available within the ABC framework during their undergraduate studies.

3. Skill development:

The university curriculum includes Ability Enhanced courses and Skill Enhancement Courses for all programs, covering subjects like Basic Computer skills, Environmental Studies, Communication Skills, Life skills, Soft Skills, Basics of Computers and Automation, Public Health and Hygiene, Cyber Security, Verbal Reasoning, Quantitative Aptitude, English Communication Skills, Personality Development, Professional Ethics, Gender, Human Values, and Environmental Sustainability. These courses aim to equip students with knowledge, values, and practical skills for employability. The institution has dedicated cells and clubs aimed at enhancing skills and promoting job-oriented courses. These include the Skill Development Cell, the Entrepreneur Development Cell, the TASK Cell, the Commerce Club, and the IIC/STEMS Club. Each of these initiatives focuses on equipping students with practical skills and fostering entrepreneurial spirit to prepare them for the job market.

4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):

Teachers are encouraged to develop subject materials in the regional language to enhance accessibility and understanding among students. Additionally, faculty members are tasked with delivering video lectures in regional languages to provide a more effective learning experience. Activities organized by the Cultural Club, Literary Club, and Indian Knowledge Club (IKC) are specifically designed to celebrate and promote local culture and language.The *Student Podcast* serves as an online platform dedicated to showcasing regional music and storytelling talents, providing a creative outlet to inspire and nurture the artistic abilities of students.

5. Focus on Outcome based education (OBE):

Outcome-based education involves delivering a curriculum that aligns with students' skill and knowledge needs. The institution strongly focuses on student-centric activities and interactive teaching methods, ensuring an engaging learning experience. Students were encouraged to participate in various Tech-Fests, Science Fairs, different cultural and sports competitions etc. for exploring the practical side of their learning and promoting innovation among students. The Institution has several MoUsto enhance students' career opportunities by providing access to skill development programs, industry exposure, and collaborative learning experiences.

6. Distance education/online education:

All faculty members were instructed to conduct online classes through MS Teams, Google meet, Zoom etcduring the COVID-19 pandemic. Recognizing the need for flexibility, we have implemented a best practice of creating e-content like blogs and YouTube channels. This enables students facing emergency issues and unable to physically reach the college to access educational materials online, ensuring continued learning opportunities.

COURSES/ PROGRAMMES TO BE INTRODUCED/ CURRICULUM ENRICHMENT

- PG in Botany
- Short Term Courses
- Interdisciplinary Bridge Courses

In addition, to enrich and support the current curriculum while promoting value-based education, the following courses and activities will be introduced:

- Curriculum Enrichment courses like Mushroom cultivation, General insurance at the department level to meet specific needs.
- Yoga Education: Promoting physical and mental well-being.
- Communication Skills and Personality Development: Enhancing interpersonal and professional competencies.
- Waste and Disaster Management: Preparing students with essential skills for crisis response.
- Women's Grooming Centre: Empowering women through skill-building and self-development initiatives.

Regular collection and analysis of feedback to ensure relevance and quality.

ENHANCEMENT OF TEACHING, LEARNING & EVALUATION (TLE) PROCESS

To enhance the teaching and learning process, the following initiatives will be implemented:

- Encouraging the Use of ICT: Promoting the integration of ICT in teaching and learning.
- Audio-Visual Tools: Incorporating audio-visual aids to make lessons more engaging and effective.

- Smart Classrooms: Establishing smart classrooms equipped with advanced technology for interactive learning.

- Self-Learning Opportunities: Encouraging self-learning through seminars, field visits, and industry exposure.

- Bridge and Certificate Courses: Introducing bridge courses and short-term certificate programs to strengthen foundational knowledge and skills.

- E-Learning and E-Content Development: Expanding e-learning opportunities and creating high-quality digital content.

- Remedial Coaching: Continuing remedial coaching to support the academic progress of slow learners.

- Learner-Centric Activities: Organizing guest lectures, workshops, and competitions to create an engaging and enriching learning environment.

- The continuous internal assessment, quizzes, seminars will be conducted as per the University and TGTWREIS, Gurukulam and Institutional policies and norms.

RESEARCH & DEVELOPMENT

To enhance research output both quantitatively and qualitatively, the following initiatives will be undertaken:

- Workshops and Conferences: Organizing events to strengthen human resource capabilities.

- Publications and Presentations: Encouraging faculty to publish in top journals and present at national/international conferences.

- Research Projects: Supporting faculty in securing major and minor research projects from UGC and other funding agencies.

- Laboratory Recognition: Seeking recognition from agencies like DST, DBT, and industries.

- Infrastructure Development: Upgrading existing laboratories and creating new facilities for quality research.

- Instrumentation Facility: Enhancing the Central Instrumentation Facility.

- Collaborative Research: Promoting partnerships in research.

- Consultancy Services: Motivating faculty and departments to undertake consultancy projects.

- E-Resources: Encouraging the development of digital learning resources for students.

EXTENSION AND OUTREACH ACTIVITIES

The institution is committed to fostering community engagement and holistic development through various extension and outreach initiatives which aim to strengthen the connection with the community while promoting a sense of responsibility and service among students and faculty.

- Community Service: Organizing health camps, blood donation drives, and awareness programs on social issues.

- Environmental Initiatives: Promoting tree plantation drives, clean-up campaigns, and environmental awareness programs.

- Skill Development Programs: Conducting workshops and training sessions for local communities.

- Collaborations: Partnering with NGOs and local organizations for impactful outreach projects.

- Student Involvement in NCC and NSS Activities: Encouraging active participation of students in NCC and NSS extension activities instilling social responsibility.

- Rural Development Programs: Implementing educational and vocational training initiatives in rural areas.

- Awareness Campaigns: Addressing critical issues such as health, hygiene, literacy, and digital awareness through targeted campaigns.

CAREER GUIDANCE CELL/PLACEMENT CELL

The Career Guidance Cell/Placement Cell plays a pivotal role in shaping students' professional futures by providing comprehensive support and opportunities, including:

- Career Counselling: Offering personalized guidance to help students identify and pursue their career aspirations.

- Placement Drives: Organizing campus recruitment programs in collaboration with reputed companies.

- Skill Development: Conducting more workshops, mock interviews, and resume-building sessions to enhance employability.

- Industry Interaction: Facilitating guest lectures and networking sessions with industry experts to bridge the gap between academia and industry.

- Internship Opportunities: Assisting students in securing internships to gain practical exposure.

- Competitive Exams Preparation: Guiding students for exams like IIT JAM, CAT, APU, CUCET, TG- CPGET, SSC, TSPSC etc through workshops and mocktests.

- Alumni Network: Improving alumni connections to create mentorship and placement opportunities.

INFRASTRUCTURE AUGMENTATION AND ICT-ENABLED TOOLS

The institution will be prioritizing continuous improvement of infrastructure and integration of ICT tools to enhance the teaching and learning experience:

- Smart Classrooms: Upgrading more smart classrooms with smart boards, projectors, and internet connectivity.

- ICT Tools: Providing advanced teaching aids, such as interactive software, e-learning platforms, and multimedia resources.

- Library Digitization: Upgrading the library with e-books, journals, and online databases for easy access to resources.

- Wi-Fi and IT Infrastructure: Strengthening campus-wide connectivity and upgrading IT systems for seamless digital access.

- Digital Learning Platforms: Promoting the use of Learning Management Systems (LMS) and online teaching tools.

ALUMNI RELATIONS

The institution will be emphasizing on building strong and lasting relationships with its alumni through various initiatives:

- Online registration of Alumni Association

- Hosting annual alumni meets and interactive programs to foster connections.

- Involving alumni in mentorship programs, career guidance, and providing job or internship opportunities for students.

- Organizing guest lectures, webinars, and workshops led by alumni to inspire and guide current students.

- Encouraging alumni to contribute forthe college infrastructure development.

- Celebrating the achievements of alumni through awards and featuring them in college newsletter/magazine.

PARTICIPATION IN NAAC ASSESSMENT AND NIRF

The institution is planning to participate in both NAAC assessment and NIRF rankings to ensure quality enhancement and achieve national recognition.

NAAC Assessment:

- Conducting regular internal audits and reviews to comply with NAAC accreditation standards.
- Strengthening academic and administrative processes to improve the quality of education.
- Organizing workshops and orientation sessions to prepare for NAAC accreditation.

NIRF Participation:

- Constituting a dedicated NIRF Committee for data collection, analysis, and compliance with ranking parameters.

BEST AND INNOVATIVE PRACTICES

- Promoting sustainability through waste management, tree plantation drives, energy conservation, and the use of renewable resources.

- Implementing a robust system to gather feedback from stakeholders and use it for continuous improvement.

- Ensuring equitable access to resources and support for all students, including slow learners and advance learners.

- Personalized Mentorship to students, focusing on academic and career growth as well as their physical and mental well-being. This is achieved through dedicated guidance, counselling services, health and wellness programs, skill development workshops, and an inclusive environment that fosters holistic growth and resilience.

- Student self-help groups

- Student podcast/ college radio.

INSTITUTIONAL DEVELOPMENT PLAN (IDP) IN ACCORDANCE WITH NEP 2020

Drivers for Development

The institution shall work on the following to drive towards excellence and holistic development:

- Job-Oriented Education: Offering graduate programs aligned with the demands of the job market.

- Implementation of Engaging and Employable Curriculum: Planning an interesting, advanced, and career-focused curriculum.

- Research and Innovation: Fostering a culture of inquiry, creativity, and groundbreaking research.

- Infrastructure and Green Campus Development: Enhancing facilities while promoting sustainable practices.

- ICT and Smart Classes: CultivatingICT for interactive, modern learning environment.

- Academic-Industry Collaboration: Strengthening ties with industry to bridge the gap between education and employment.

- Social Outreach: Undertaking initiatives that contribute to community development and social responsibility.

SHORT TERM GOALS (0-2 years)

- Curricular Reforms: Implementing phased curriculum updates with a focus on multidisciplinary and holistic education.

- Enhanced Academic Calendar: Refining academic schedules and activities, incorporating regular student feedback for continuous improvement.

- Pedagogical Integration: Blending traditional teaching methods with modern and innovative pedagogical approaches for an enriched learning experience.

- UGC Compliance: Adopting UGC regulations on the Academic Bank of Credits for flexible and student-centric education.

- Seed Grants for Research: Providing initial research funding to newly inducted faculty and encouraging the integration of research with teaching.

- Value and Skill-Based Education: Embedding value-driven and skill-oriented courses into the curriculum of all programs.

- Interdisciplinary Research: Encouraging students to engage in cross-disciplinary and interdisciplinary research beyond their core subjects.

- Experiential Learning: Focusing on pedagogy that makes education more practical, experiential, and holistic.

- Hostel Expansion: Increasing hostel facilities to accommodate growing student needs.

- Global Linkages: Establishing connections with regional, national, and international innovation hubs to foster research and innovation.

LONG TERM GOALS(5-10 years)

- To introduce Integrated Undergraduate, Postgraduate, and Research Programs across all disciplines.
- Introducing additional departments to support multidisciplinary programs and promote diverse learning opportunities.

- Collaborations/tie-ups with national and international universities for student and faculty exchange programs to foster global exposure.
- Establishing a dedicated centre to encourage collaborative learning and research across disciplines.
- Developing digital resources in multiple Indian and foreign languages to address linguistic diversity and inclusivity.
- Creating state-of-the-art centres of excellence to promote cutting-edge research, innovative teaching, and impactful extension activities with measurable outcomes.

ACTION PLAN

This detailed action plan by IQAC outlines initiatives in key areas of institutional development.

The IQAC will:

- Design annual plans including academic and co-curriculum activities.
- Conduct psychometric tests for personalized student support.
- Conduct bridge courses for stream-switching students.
- Organize guest lectures, symposiums and seminars with reputed academic and research faculty.
- Continue subject forums to promote research culture among faculty
- Enforce attendance tracking and improve learning methodologies.
- Regular internal examinations for consistent academic evaluation.
- Initiate library automation and increase e-content availability.
- Launch competitive platforms for innovative ideas through an Innovation Cell/ RDC/EDC
- Introduce value-added courses/short term certificate courses and emphasize social consciousness through NCC and NSS.
- Enhance campus infrastructure to promote an eco-friendly environment.
- Plan training for improved placement performance.

- Organize FDPs and motivate participation in reputed programs.

- Conduct audits (academic, energy, gender, and environmental).

- Offer soft skill programs for non-teaching staff.

The IQAC remains committed to aligning all initiatives with the college's vision and mission for long-term impact.