St. Mira's College for Girls, Pune

Autonomous Affiliated to Savitribai Phule Pune University

Institutional Strategic Plan (2017-2022)

St. Mira's College for Girls aims to scale heights through its inclusive strategic plan. The strategic plan is worked out by IQAC in consultation with different departments and committees. The strategic plan aligns to the mission and vision of the institution.

Mission & Vision

Core Values

- Empowerment of women through a triple training of the head, the hand, and the heart.
- To produce graduates capable of independent lifelong learning.
- To ensure a triple education that is academic, skill oriented and value based.
- To provide an environment in which staff and students can achieve their full potential.
- To foster a strong sense of belonging to the institution.

St. Mira's College has chosen to focus on six areas as part of its Strategic Plan for the five years starting from June 2017.

These include:

1. Student Development
2. Cultivating Mental Wellness on Campus
3. StrengtheningCommunity Outreach
4. Industry – Academia Interface
5. Effective Institutional Governance
6. Enhancing Research culture of the institution

FIVEYEAR DEVELOPMENT PLAN

1. **Student Development**

   To give our stakeholders a better teaching-learning experience as well as to keep up with the times, the college finds it necessary to improve the student learning outcomes .The following will enable this goal.

- To enhance theoretical understanding and *build on subject specific skills*

- Revision of the Curriculum will be rolled out starting from 2019, with a focus on Program outcomes and course based outcomes. Inclusion of more specific skill building courses to be included in the core courses for the program. Utilizing innovative teaching tools and new pedagogies to engage our students more effectively ICT, MOOC etc.Also increasing the number of credit courses, Certificate and Diploma courses with a specific focus on skill based learning .

- To offer opportunities of *global interaction and learning* to the students

- To *improve pass percentage* in the subject

- By offering flexible Assessments patterns to cater to diverse capabilities ,increase remedial Coaching to Slow Learners and to strengthen the Buddy system of learning .

- To *Build capacity in staff* to effectively meet individual student learning needs by encouraging faculty to attend Orientation programmes, refresher courses, participation in conferences, in-house training sessions and workshops.

- To develop a comprehensive system of *student mentoring and student support*

- To develop a Monthly forum of faculty student mentoring sessions, so as to help students with improving their learning outcome .

- To enhance *employability&entrepreneurial skills* and non-subject related skills (generic)

- To expand the scope of the Centre for Women Entrepreneurship in order to encourage students to explore self-employment opportunities , increase the number of Skill based credit courses, ,encourage industrial visits and field visits, establish the Civil Services Guidance cell , to continue ongoing employment generating courses with tie ups with other collaborating agencies.

- To create an *awareness of physical activities and sports for* healthy lifestyle, by including Sports and Physical fitness activities as a mandatory program requirement .

- To familiarise students with the ethos and mission and vision of the college and consequently improve their learning outcomes , a *detailed SIP program* will be conducted for all new entrants into the college .

2. **Cultivating Mental wellness on campus**

Young adulthood is time of growth, learning, and exploration—a time to start building a life. Yet for some of our college students, this transition isa time of significant change and intense challenge to their emotional health and well-being. Students face stress due to various events some ofwhich include academics, career-related issues, social relationships, parental conflict, emotional abuse and addiction. Hence, *the college will setup a Mental Wellness program and consequently a mental wellness centre .*

This program will aim at building preventive measures which would develop support system amongst the peers andhelp in directing students to counsellors for group and individual therapy services.

Structure of the Program:

There will be three major arms to our mental wellbeing program: Promotion, Prevention and Intervention. There is growing evidence that mentalwellbeing must incorporate promotion, prevention and early intervention.

- *Mental health promotion* is any action taken to maximise mental health and wellbeing among students. All the college platforms like daily sanctuary, notice boards and classroom discussions etc, will be used to promote the need and importance of mental wellbeing. It focuses onimproving college environment that affect mental health by enhancing the coping capacities of students.

- *Prevention* refers to interventions that occur before the initial onset of a disorder to prevent the development of the disorder. Our focused group therapy sessions and awareness sessions aim at identifying risk factors for student's mental health and enhancing protective factors like peersupport, sense of trust etc, that promote mental well-being.

- *Early intervention* comprises interventions that are appropriate for and specifically target people displaying the early signs and symptoms of a mental health problem or mental disorder, and people developing or experiencing a first episode of mental disorder.

The centre will be handled by a full time appointed Mental Well Being Coordinator and part time therapists .

3. **Initiating and Strengthening Community Outreach Programs**

   - Widening the social outreach activities of St Mira's by *collaborating with national and local community agencies.*

   - Focusing on providing *Internship to Students with local NGOs.*

   - *Formalising long term MOU's* with community agencies involved in social outreach activities

4. **Improving Industry – Academia Interface**

- Participating in Government recognized initiative's like *Institution Innovation Council, (IIC), Rural Entrepreneurship Development Cell(REDC)*
- Formalising MOU's for *the incubation centre to* facilitate start up projects by the students
- Reaching out to *alumni placed in the industry* and engaging them through active involvement in curriculum development, internship opportunities and knowledge sharing.

5. **Strenghtening Effective Institutional Governance**

- To *formalise the policies* on Financial Support to faculty, Staff Welfare, Fund/ Loan, E Governance, Research Policy, IPR Policy, Consultancy Policy, IT Policy, Sports Policy, Library Policy, Laboratory Policy, Maintenance Policy.
- To *initiate examination reforms* for increased security of the marksheets .
- *Upgradation of classroom infrastructure* – to ensure that the students get a better teaching learning experience it was decided to upgrade the infrastructure in the classrooms to make them AV enabled .To Purchase smart boards for atleast 3-4 classrooms .

6. **Enhancing Research Culture of the institution**

- To encourage faculty to *apply for various Minor/ Major research projects* , to collaborate with funding Agencies and Industry Sponsored projects.
- To provide *financial support for faculty* from the self financing courses to complete their doctoral degree
- To increase the *number of Student Research Projects ,Paper Presentations, Publications* in reputed peer reviewed journals
- To *organise State/National /International Level Seminars* and publishing the proceedings of the same.
- To constitute a *Research Committee* and institutionalise the research policy
- To apply for a *Research centre*
- To provide *financial support to faculty to attend research seminars / conferences*

Principal
St. Mira's College for Girls, Poona