



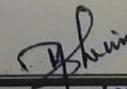
STRATEGIC PLAN

VIDYASAGAR TEACHERS' TRAINING COLLEGE

Midnapore, Paschim Medinipur-721101

2018-2022




Principal
Vidyasagar Teachers Training College
Paschim Medinipur

STRATEGIC PLAN

Vidyasagar Teachers' Training College is founded on a distinctive ethos that places our trainee teachers at the centre. We provide an environment of academic excellence, discovery and development for the next generation of professionals and world leaders. The exceptional quality of our trainee teachers' experience has always been a hallmark of our college. We are committed to teaching excellence, deep engagement between academics, and the personal and transformative development of our students. We have built a vibrant, supportive and dynamic culture that welcomes every student and gives them the opportunity to join a connected, passionate and close-knit cohort. The independent nature of our institution is an essential part of our framework and environment. Our students are encouraged to develop their own sense of identity and an ability for critical thought and self-analysis. Our community is imbued with the spirit of free enterprise and innovation. Our distinctive approach to teaching, which focuses on holistic development of the individual and our accelerated academic calendar, has always attracted energetic students and academics who are committed to independent thought and action. We have an outstanding campus equipped with modern teaching facilities, high-quality sporting facilities, and active student, each of which contribute to the strong collegiate spirit. We believe in the importance of cross-disciplinary experience and the development of broad and transferable professional skills, including focus to our students' discipline-specific knowledge. We focus on critical thinking, communication, leadership and ethical thought and action to help our students develop the skills and attributes that prepare them for success professionally and personally. Employability skills for our trainee teachers are deeply embedded within our curricula and we work with every budding teacher to map out personal pathways for realizing his or her career goals.

This Strategic Plan provides a map to guide our collective action over the coming five-year period and signals our priorities for new development. Importantly, this plan builds upon our existing strengths without diminishing our commitment to the mission that has underpinned our success.

Mission

As a premier institute of Paschim Medinipur, Vidyasagar Teachers' Training College seeks to be recognised regionally and nationally as a leading teachers' training college and institution par excellence, imbuing values with a spirit to inculcate a commitment to influence and dedicate to inspire tomorrow's teaching professionals who will be willing to share a personalised and transformational learning experience.



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Our Context

The nature of teaching and learning is changing. As we plan our future, we are constantly challenged to respond to updated technologies, educational trends, changing student expectations, new requirements of our employers, and the broad influence of legislative reform. In the years ahead we expect to face increasing competition in the global higher education market, and adapt to innovations in practice that will change the shape of our sector. Technology has forced change in every activity we undertake, influence curriculum design and delivery, research, services for students and academics, recruitment, engagement and the promotion of institutional reputation and profile. The market for teacher education continues to grow rapidly and it will contest more aggressive competition from established private institutions. In addition, there will be new providers catering for the growing number of students who will choose to study in a private institution.

The institution ranking will continue to influence the decisions of stakeholders, including prospective students, government scholarship and research funding bodies, industry partners, and academic collaborators. As our environment becomes more complex, more will be demanded from our workforce, requiring greater agility and flexibility, more specialized knowledge, and higher levels of professionalism, achieved through the continual development of skills in current roles and the acquisition of new expertise especially in technology.

As we plan our strategy for the future, we must recognize our distinctive place in the education sector and understand its dynamic structure. We must continue to differentiate ourselves on the basis of quality, and by the experience and outcomes that we provide for our students.

The strategic plan for 2018-2022 continues the efforts of the previous plan through its focus on scientific discovery in the areas of learning, instruction, human development, and engagement. We will generate and strengthen interdisciplinary signature areas, such as science, technology, and mathematics (STEM) education, and diversity/social justice. Through high quality educational programs, we attempt to develop intellectual leaders and exemplary professionals. We intend our work to be responsive, synergistic, and transformative and to impact a diverse set of individuals in numerous disciplines and contexts.



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Priorities and Key Actions

Priority 1: Good Governance

Objectives:

- To facilitate a well administered institution and lead to its recognition to build up confidence in the stakeholders.
- To develop a coherent strategy and a sustainable growth development path.

Recommendations	Action Plans to be Initiated
To make the institution more professional and focused on quality	Effective IQAC with external and internal members to initiate audit process.
To strengthen the existing systems and procedures for conflict resolution and redressal of grievances	Enhance the requisite processes and mechanisms for handling grievances covering all sections-students, staff and women.

Priority 2: Curricular Aspects and Teaching Learning

Objectives:

- To formulate and implement quality teaching methodologies to ensure student centred teaching learning processes.
- To emerge as a recognized centre of excellence in the fields of education by research

Recommendations	Action Plans to be Initiated
Effective Curriculum Planning and Implementation	Develop e-content Use of LMS to support students
Upgrading faculty and staff competence	Conduct need analysis before initiating training Allow faculty and staff for competence development Train faculty to use LMS effectively Define outcomes for teaching learning initiative
Knowledge Delivery and Outcome Based Education	Continuous assessment and evaluation to measure outcomes Access to online learning Mentoring on academic, career and higher educational opportunities
Evaluation and Assessment	Create proper feedback system Continuous progress assessment

Priority 3: Infrastructure development and Learning Resources

Objectives:

- To develop state of the art facilities
- To ensure effective utilization and maintenance of infrastructure



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- To benchmark institutional infrastructure and performance periodically

Recommendations	Action Plans to be Initiated
Green Campus	Plantation, Rain Water Harvesting and Green Cover Hygiene, Solid waste management Reuse of Waste Efficient use of recycled waste water
Academic Infrastructure	Aesthetic classrooms, Seminar Halls, Smart Classrooms Multi media and support equipment in the classrooms E-Learning facilities
Library	Library infrastructure upgradation Increase access for e-resources Digitization of Library Resources
Sports, Hostel and Canteen	Effective utilization of Sports (indoor/outdoor facilities) Add more recreational facilities in hostel Upgrade canteen
Laboratory	Upgradation of laboratories

Priority 4: Faculty and Staff Empowerment Strategies

Objectives:

- To become a favoured workplace for faculty members
- To follow effective performance appraisal system

Recommendations	Action Plans to be Initiated
Rewards and Recognitions	Rewards-recognitions and incentives Welfare policy formulation and implementation
Conducive work environment	Best work facilities and infrastructure Role and responsibilities clarity and empowerment
Career growth and development	Sponsorship to participate in national/international conferences Encouraged to do research and publications in reputed journals

Priority 5: Financial Management and Resource Mobilisation

Objectives:

- To develop and implement effective financial system to directly support the fundamental functions of education, research and service to enhance the effectiveness of using the financial resources.



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Recommendations	Action Plans to be Initiated
Budgeting	Forecast and estimation of revenue Forecast and estimation of expenditure Emergency Plans
Financial Governance	Planned expenditure management

Priority 6: Alumni engagements and interactions

Objectives:

- To build mutually beneficial relations with its alumni so that a range of modes of engagement can be explored.
- To create more opportunities/activities for alumni to spend time on campus and engage with students and faculty.
- To increase and promote alumni contributions

Recommendations	Action Plans to be Initiated
Alumni Association	Strengthen Alumni association and engagement Enhance alumni association office on campus, engage students active participation Increase activities through alumni association
Relationships	Regular interactions/invitations Recognise successful alumni
Endowments	Increase and promote contributions Scholarships through alumni association

Priority 7: Effective role of Internal Quality Assurance System

Objectives:

- To achieve excellence in Teacher Education

Recommendations	Action Plans to be Initiated
Establishing Quality Systems	Setting up benchmarks and system flow Quality Monitoring Committee Publishing quality system design and culture
Accreditations and Certifications	Internalise the process based on accreditation /certification agency Audit and certifications



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Audit Internal Controls	Establish audit process and audit teams Train internal auditor teams Remedial measures based on reports of Internal Audit
Continual improvement, rewards and recognitions	Effective functioning of quality assurance cell Identifying achievements and best practices

Strategy implementation and Monitoring

Strategic development plan once approved by the Governing Body is to be communicated to the members of the institution for implementation. Strategy when being implemented, the progress shall be measured from time to time through IQAC.

Implementation roles at Institutional Level

Target	Roles
Good Governance	Governing Body Principal and Teaching Staff
Curricular Aspects and Teaching Learning	Governing Body and the Principal
Infrastructure development and Learning Resources	Teachers' Council
Faculty and staff empowerment strategies	Governing Body and the Principal
Financial Management and Resource Mobilisation	Alumni Cell
Alumni engagements and interactions	Placement Cell
Placements	IQAC
Quality Assurance	



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