



STRATEGIC DEVELOPMENT PLAN

Narajole Raj College

Abstract

Five year strategic plan developed in the context of current learning environment. Contains analysis of internal resources, risk factors and their mitigation

*Prepared by – Planning & Development Committee & Governing Body
Narajole Raj College*

STRATEGIC DEVELOPMENT PLAN

Objective

The plan has a horizon of five years and is intended to develop students as competent members of the workforce by:

- Developing their skills and knowledge in their preferred area
- Making them adaptive to current social and technological trends

Strategic goals:

- Upliftment of learning and learning activities
- Deeper penetration in the community through outreach
- Funding generation in support of the above

Analysis of learning environment

Advancement of learning has to take place in the fast-changing environment driven by social, technological and human factors.

Students enrolled in various programmes are now seeking an educational pathway that will help them evolve as competent members of the workforce. As a result, the teaching process has to extend beyond the classroom and include internships in their chosen industry, building behavioural skills of: collaboration, negotiation and teamwork and learning new technological tools.

Requirement of internal resources and capabilities to meet strategic goals

In order to meet the abovementioned goals, the following changes will be made with respect to internal resources and capabilities:

- **Faculty:** new hires should have behavioural competencies in the areas of collaboration, negotiation and team work. Since they need to impart such skills to students, it is imperative to have expertise in these areas
- **Community engagement:** representatives of the institution will be inserted as independent members in policy meetings of local bodies and social organizations. This will help our institution ascertain the needs of the local community and help develop programmes to meet these challenges

- **Financial resources:** an outreach campaign will be launched to Alumni, requesting for donations and voluntary gifts. With a strong endowment fund, more scholarships will be made available to support students from the economically weaker sections of society
- **Technology:** UGC needs to develop a comprehensive policy with respect to software (e.g. Learning Management Systems) and internal operations (e.g. Student Information Systems)
- **Faculty peer to peer support:** a learning platform will be developed so that faculty members in each discipline can share their teaching experience and learn best practices with co workers in similar institutions.

Risk factors and mitigation

- **Reduction in budgetary support from government:** with both central and state governments facing a budgetary deficit, cuts may occur. This may negatively impact adoption of new technological tools and hiring of new faculty.
- **Government policy changes** may warrant introduction of new programmes which are beyond the skills and scope of existing faculty
- The main mitigating factor to hedge against such risks is to take an adaptive approach. In doing so financial resources will be allocated incrementally in response to the external environment and programmes will remain relevant.

Summary

The challenge going forward is for education to remain relevant and in doing so it has to step out of its traditional domain and recognize the social, technological and human factors in effect. Our strategic plan does exactly that. It recognizes those forces, sets goals, evaluates the internal resources and capabilities, determines their fit thereby positioning the Institution for success in these challenging times.