



**CHILDREN WELFARE CENTRE**  
**Clara's College of Commerce**

(Affiliated to University of Mumbai and NAAC Accredited )

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## **6.2.1**

# **Strategy Development & Deployment**

## **Five Years Institutional Perspective Plan**

## Perspective Planning for Academic Year 2018-19

Sr. No	Strategic Areas	Details
1	<b>Library, ICT and Physical Infrastructure</b>	<ul style="list-style-type: none"><li>• To seek budget for maintenance of physical infrastructure</li><li>• To maintain the present ICT infrastructure</li><li>• To add new textbooks, reference books &amp; Educational CD's to the college library</li></ul>
2	<b>Curriculum Development</b>	<ul style="list-style-type: none"><li>• To conduct sessions / motivational talks on varied subjects like Entrepreneurship, self-development, financial planning, social media / online laws.</li><li>• To Conduct short term courses for all round development of students</li><li>• To focus on extension activities for sensitizing the students with social issues</li></ul>
3	<b>Teaching and Learning</b>	<ul style="list-style-type: none"><li>• To conduct workshop for faculty members for improving their teaching and learning process.</li><li>• To ensure academic planning in accordance to Mumbai university guidelines.</li><li>• To identify slow and advanced learners.</li><li>• To seek guidance from subject experts for students appearing in graduation examination.</li><li>• To seek student's feedback on Teachers and curriculum delivery</li><li>• To focus on Mentoring of students based on their requirements.</li><li>• To conduct Remedial Classes for students.</li></ul>



4	<b>Examination and Evaluation</b>	<ul style="list-style-type: none"> <li>• To conduct examination as per University guidelines.</li> <li>• To ensure University Guidelines for evaluation process is followed.</li> <li>• To focus on continuous Evaluation of students learning through class test, assignments &amp; projects.</li> <li>• To declare results of all examination within the stipulated period.</li> </ul>
5	<b>Research and Development</b>	<ul style="list-style-type: none"> <li>• To organize International conference</li> <li>• To encourage teachers to undertake minor research projects</li> <li>• To encourage teachers to publish their research papers in UGC recognized Journals</li> <li>• To encourage teachers to publish textbooks/ reference books</li> <li>• To encourage students to participate in Avishkar – Research competition</li> </ul>
6	<b>Human Resource Management</b>	<ul style="list-style-type: none"> <li>• To conduct workshop on personal and academic development of teachers</li> <li>• To fund teachers for attending seminars / workshops / FDP's</li> <li>• To encourage teachers to attend refresher &amp; orientation courses</li> </ul>
7	<b>Industry Interaction / Collaboration</b>	<ul style="list-style-type: none"> <li>• To actively engage with Alumni members and seek their help in organizing college functions</li> <li>• To seek internship for students in various organization</li> </ul>
8	<b>Cultural &amp; Sports Activities</b>	<ul style="list-style-type: none"> <li>• To organize various cultural activities in college.</li> <li>• To conduct indoor and outdoor activities for faculties and students.</li> </ul>



  
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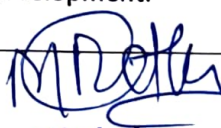
## Perspective Planning for Academic- Year 2019-20

Sr. No	Strategic Areas	Details
1	<b>Library, ICT and Physical Infrastructure</b>	<ul style="list-style-type: none"> <li>• To encourage teachers to use ICT during regular lectures</li> <li>• To Fund infrastructure based on requirements.</li> <li>• To provide additional classes with LCD facilities</li> <li>• To provide additional textbooks / reference books to the library</li> <li>• To ensure regular upkeep of Infrastructure</li> </ul>
2	<b>Curriculum Development</b>	<ul style="list-style-type: none"> <li>• To follow Academic Calendar and ensure completion of prescribed curriculum</li> <li>• To follow Academic Calendar</li> <li>• To conduct short term courses in Research, self-defense and courses to make the students ready for corporate world</li> <li>• To focus on workshops / seminars / sessions/ Industrial visits for holistic learning</li> <li>• To seek feedback from stakeholders on curriculum development</li> </ul>
3	<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• To ensure Academic Planning is done through teaching plans and monitoring is done through log books</li> <li>• To identify slow learners &amp; advance learners</li> <li>• To provide material to students in the form of notes and reference material.</li> <li>• To focus on Triple Bottom Concept of Social Equity, Environment &amp; Economics</li> <li>• To conduct Academic &amp; Administrative Audit.</li> <li>• To provide mentoring on case to case basis.</li> <li>• To provide remedial Classes wherever sought</li> </ul>
4	<b>Examination and Evaluation</b>	<ul style="list-style-type: none"> <li>• To follow &amp; Implement University Guidelines for conducting centralized external exams for FY/ SY &amp; TY classes.</li> <li>• To evaluate students learning through class test, assignments &amp; projects.</li> <li>• To ensure complete adherence to University guidelines about exams, evaluation and results</li> </ul>



5	<b>Research and Development</b>	<ul style="list-style-type: none"> <li>To participate in Avishkar (research competition for students)</li> <li>To encourage both teachers and students to participate in national &amp; international conferences</li> <li>To encourage teachers to publish textbooks / reference books &amp; research papers in UGC recognized Journals.</li> <li>To keep guidance lectures / sessions for teachers and students for encouraging them to take up research.</li> </ul>
6	<b>Human Resource Management</b>	<ul style="list-style-type: none"> <li>To seek Student Feedback to improve teacher's curriculum delivery</li> <li>To ensure all academic positions are filled</li> <li>To conduct FDP's in areas of innovative teaching, communication skills, using online resources, etc.</li> <li>To provide funds to teachers to attend workshops and seminars</li> <li>To conduct regular Performance Appraisal of teachers and office staff.</li> </ul>
	<b>Industry Interaction / Collaboration</b>	<ul style="list-style-type: none"> <li>To ensure active functioning of the placement Cell.</li> <li>To conduct Industrial Visits</li> <li>To tie up with organizations who provide career oriented courses and placements.</li> </ul>
8	<b>Cultural Activities</b>	<ul style="list-style-type: none"> <li>To organize various cultural activities at college level.</li> <li>To encourage students to participate in cultural activities organized by other colleges &amp; Mumbai University.</li> </ul>
9	<b>Sports Activities</b>	<ul style="list-style-type: none"> <li>To exchange students to participate in different sports activities for their personality development.</li> </ul>



  
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## Perspective Planning for Academic – Year 2020-21

Sr. No	Strategic Areas	Details
1	<b>Library, ICT and Physical Infrastructure</b>	<ul style="list-style-type: none"> <li>• To focus on adding e-resources in library.</li> <li>• To ensure maintenance of all physical infrastructure</li> <li>• To ensure renewal of ISO 9001: 2015 certificate at organizational level</li> <li>• To conduct audits (Energy Audit, Green Audit, Environmental Audit, Gender Audit)</li> <li>• To conduct Academic &amp; Administrative Audit.</li> </ul>
	<b>Curriculum Development</b>	<ul style="list-style-type: none"> <li>• To ensure follow of University curriculum</li> <li>• To focus on personality development of students through participation in debates/ cultural activities</li> <li>• To use of extension activities for making the students more socially aware</li> <li>• To Conduct short term courses for students for all round development.</li> </ul>
3	<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• To ensure academic planning and its implementation through proper workload distribution, teaching plan, etc.</li> <li>• To encourage use of ICT to improve teaching Learning Process</li> <li>• To focus on Identification of Advance and slow learners and provide remedial lectures for slow learners</li> <li>• To encourage teachers to prepare e-resources for engaging online lectures.</li> <li>• To conduct workshop and seminars to make students socially sensitive</li> </ul>
4	<b>Examination and Evaluation</b>	<ul style="list-style-type: none"> <li>• To ensure University Guidelines in regards to online examination (screen proctoring &amp; Camera Proctoring)</li> <li>• To conduct mock test to ensure student familiarity with the online examination software.</li> <li>• To conduct additional exams, in case of students facing online glitch / network issues</li> <li>• To follow continuous evaluation process through class test, quiz, assignment, internal exams and external exams.</li> </ul>



5	<b>Research and Development</b>	<ul style="list-style-type: none"> <li>• To organize Multi-disciplinary national / international conference.</li> <li>• To encourage teachers for taking minor research projects.</li> <li>• To encourage teachers to publish papers in UGC recognized journals.</li> <li>• To encourage teachers to publish text books / reference books.</li> </ul>
6	<b>Human Resource Management</b>	<ul style="list-style-type: none"> <li>• To conduct FDP's to develop online teaching abilities</li> <li>• To provide funds' for teacher's participation in workshops / seminars/ refresher courses / short term courses</li> <li>• To provide regular feedback to teachers for improvement.</li> <li>• To encourage teachers for doing their Ph.D.'s</li> </ul>
	<b>Industry Interaction / Collaboration</b>	<ul style="list-style-type: none"> <li>• To Sign MOU's with other organizations / NGO's / Corporate for improving teaching –learning / all-round development of students and faculties alike</li> <li>• To seek internship for students in different organizations</li> <li>• To seek alumni, help in organizing of various events in the college and conduct guest lectures about latest trends in the industry.</li> </ul>
8	<b>Sports Activities</b>	<ul style="list-style-type: none"> <li>• To focus on personality development of students though participation indoor and outdoor sports activities.</li> </ul>
9	<b>Cultural Activities</b>	<ul style="list-style-type: none"> <li>• To encourage students to participate in cultural activities at college, inter collegiate &amp; university level.</li> </ul>



  
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## Perspective Planning for Academic Year 2021-22

<b>Sr. No</b>	<b>Strategic Areas</b>	<b>Details</b>
1	<b>Library, ICT and Physical Infrastructure</b>	<p>The focus would be on subscribing new of magazines and journals. The library committee will plan to organize a program for increasing the usage of online resources for both students and the faculties. Focus would also be on seeking books on donations through contact of faculties and management. The library would also ensure to keep the library operations updated (Classification/ Barcoding), which may have been hampered by the pandemic</p>
2	<b>Curriculum Development</b>	<p>The college is affiliated to Mumbai University and needs to follow the curriculum set by it. In the next academic aim would be to focus on developing student participation in research and to improve the quality of research done under the curriculum subjects (Project Work for BAF, BMS &amp; MCOM Students). Planning would be to conduct more SDP for improving the students research aptitude. Also SDP / short term courses would be organized for preparing the students for Corporate World. This short term course would include discussion topics generally not covered under curriculum such as Writing skills, Stress Management , Professionalism, Creative thinking etc.</p>
	<b>Teaching and Learning</b>	<p>Teaching and Learning can be improved by seeking student's feedback about Teachers, Syllabus and College facilities and also through Student satisfaction survey. This feedback would be used to improve the teaching and delivery mechanism. Teachers would be encouraged to improve their delivery skills for teaching online for which FDP's would be conducted.</p>





4	<b>Examination and Evaluation</b>	To ensure effectiveness of online teaching, teachers would be encouraged to conduct quizzes and tests in the class. For internal and external examination the college would continue use of photo proctored online examination
5	<b>Research and Development</b>	The planning is to continue to focus on improving the research environment among faculties and students. The focus would be to conduct more webinars / seminars both at national and college level for overall upgradation. Webinars and FDP's / SDP would be organized on topics such research analysis, Research Methodology, hypothesis, data Collection techniques, questionnaire preparation, etc.
6	<b>Human Resource Management</b>	For continuous development of faculties programs would be organized for both professional and personal development. The management would encourage faculties to take research and necessary resources would be allocated to them. For all future faculty recruitment the focus would be to recruitment of qualified teachers as per UGC norms
7	<b>Industry Interaction / Collaboration</b>	The focus would be to get into MOU's with other institutions / corporates for faculty exchange / student exchange. Focus would also be on improvement on the number of students getting internships and placements. Collaboration with alumni's for conduct of programs and placement



  
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## Perspective Planning for Academic Year 2022-23

Sr. No	Strategic Areas	Details
1	<b>Library, ICT and Physical Infrastructure</b>	Library would focus on increasing the usage of the library. Library to also conduct Elocution, debate and Group Discussion on Contemporary topics. To increase the use of ICT FDP to be conducted for increasing the usage of digital resources. The college will look for starting one more elevator in the empty shaft.
2	<b>Curriculum Development</b>	<p>The college would plan to conduct specific workshop / expert talks for students of media &amp; marketing which should include the following topics</p> <ul style="list-style-type: none"> <li>• Short film making</li> <li>• Workshop on Theatre</li> <li>• Opportunities in Media profession</li> <li>• Digital Learning</li> </ul> <p>For Finance students</p> <ul style="list-style-type: none"> <li>• Stock Market Orientation</li> <li>• Commodities &amp; Derivative Markets</li> <li>• Short term courses on GST</li> </ul> <p>For General Awareness</p> <ul style="list-style-type: none"> <li>• Personality Development</li> <li>• Self Defense sessions for girl students</li> <li>• To conduct a session on preparation for Competitive exams</li> </ul>
3	<b>Teaching and Learning</b>	Monthly verbal feedback for each teacher class wise would taken. The key issues would be informed to the teacher for improvement. Teachers would be encouraged to attend workshop on professional and self-improvement areas. The college would also conduct FDP's for improving the



		curriculum delivery of the teachers.
4	<b>Examination and Evaluation</b>	To ensure effectiveness of online teaching, teachers would be encouraged to conduct quizzes and tests in the class. For internal and external examination the college would continue use of photo proctored online examination
5	<b>Research and Development</b>	To conduct a national / International Level conference for teachers and students. To conduct short term course on Research paper writing.
6	<b>Human Resource Management</b>	To conduct FDP Soft Skills for teachers which in necessary for them to interact with all stakeholders. Also conduct FDP on usage of Digital resources for better lecture delivery. To encourage teachers to take up research.
7	<b>Industry Interaction / Collaboration</b>	To plan for conducting a job fair for students and inviting top corporates. To conduct workshop for students for preparing them for Job Interviews, Group Discussion.
8	<b>Cultural &amp; Sports Activities</b>	<ul style="list-style-type: none"> <li>• To organize various cultural activities in college.</li> <li>• To conduct indoor and outdoor activities for faculties and students.</li> </ul>



  
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