



# C. P. & BERAR EDUCATION SOCIETY'S COLLEGE, NAGPUR

Re-Accredited with Grade B++ by NAAC Bangalore



**AQAR 2023-24**

**Criterion - VI**

**GOVERNANCE, LEADERSHIP AND MANAGEMENT**

**6.2 - Strategy Development and Deployment**

**6.2.1 - The institutional Strategic/ perspective  
plan is effectively deployed.**

## DECLARATION



“न हि ज्ञानेन सदृशं पवित्रमिह विद्यते”  
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REF. No.-0/13/CPBC/025

Date:8/01/2025

## DECLARATION

The Information, report, true copies of the supporting documents, numerical data etc. furnished in this file is verified by IQAC and found correct.

Hence this Certificate

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**6.2.1. The institutional Strategic/ perspective plan is effectively deployed**

**Prospective Plan 2023-24**

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## INTRODUCTION

The Perspective Plan for the period of five years commencing from academic year 2017-18 to academic year 2021-2022 has been prepared by the IQAC of the College by taking into consideration the quality indicators of seven criteria envisaged by NAAC as also the vision, mission and objectives of the institute. While making the perspective plan, efforts are made by the IQAC for enhancing the quality of various processes and mechanisms. Care is taken to weave institutional policy into the plan, thus bringing the expectations and requirements of NAAC and the conduct of the institute on the same page. The inputs from all stakeholders including Students, Alumni and Employers, their expectations, management policies and goals and objectives of the college helped to develop the perspective plan.



<h2>VISION</h2> <p>WE ENVISAGE A GENERATION OF YOUTH SOUNDS OF KNOWLEDGE, COMPETENT IN THEIR CHOSEN PROFESSION, AND CONFIDENT OF THEIR ABILITY TO STEER SOCIETY TOWARDS EVER BETTER VALUES.</p>		<h2>MISSION</h2> <p>WE AT C.P. &amp; BERAR E.S. COLLEGE STRIVE FOR A CONTINUOUS IMPROVEMENT OF ALL PROCESSES AND FOR PROVIDING AN ENVIRONMENT CONDUCTIVE TO THE PURSUIT OF KNOWLEDGE AND OVERALL PERSONAL GROWTH. WE AIM AT GROOMING FUTURE CITIZENS WITH GOOD EMPLOYABILITY SKILLS AND SOUND VALUES THAT KNIT THE FABRIC OF SOCIETY.</p>	<h2>MISSION</h2>

<h2>OBJECTIVES</h2> <ul style="list-style-type: none"> <li>•Empowering the weaker section of society through higher education</li> <li>•To utilise the power of the youth for positive and constructive work for the nation</li> <li>•To develop a strong work ethic among the youth</li> <li>•To impart value education</li> <li>•To impress upon youth the concept of dignity of labour</li> <li>•To utilise our human resources for the betterment of the neighbourhood</li> <li>•To help students become competent through training in information technology</li> </ul> <p>To make students self-reliant and empowered through short term and practical courses</p>	
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## POLICY STATEMENTS RELEVANT TO PERSPECTIVE PLAN (MAINTAINING AND UTILISING PHYSICAL, ACADEMIC AND SPORTS FACILITIES):

College has established systems and procedures for maintaining and utilizing Physical, Academic and support facilities. College has regular maintenance and periodic replenishment of essential facilities. College policy is to have effective mechanism for the upkeep of the infrastructure and other facilities as to have optimum utilization of the facilities in order to have effective college functioning.

### Library

- The Library Advisory Committee with the Principal as the Chairperson and librarian as member secretary along with two senior faculties tackle all issues relating to the smooth and efficient functioning of the library. At the time of admission students are issued library cards which help in procurement of books and avail facilities in the library. Internet facility is provided in the library and students can access the facility for availing e-resources and other web based information. Photostat facility is also available in the library at nominal rates. The library is under CCTV surveillance. Requirements of books which are duly

approved by the Principal. The Library Committee meets periodically to review the needs of the library is mandatory for students before such as weeding out of old titles, schedule of issue/ return of books etc. are chalked out / resolved by the Library Committee.

## Laboratories

- A record of Maintenance of instruments and equipment is maintained by lab attendant and supervised by HODs of the concerned department. Equipment used for experiments are annually cleaned and maintained by the concerned departments and record of maintenance is maintained. The Stock entries are updated annually. There are three laboratories in the College.
- The Computer laboratory Annual Maintenance is done by an outside expert as and when required.
- The Psychology laboratory is maintained by Psychology department. The lab is used as part of the under graduate programme. The laboratory attendants help in the maintenance of the laboratory. Maintain the stock register by physically verifying the items round the year. Annual stock verification is done by concerned Head of the Department.
- Home-Economics Laboratory This laboratory is maintained by Home-Economics department. The lab is used as part of the under graduate programme. The laboratory attendants help in the maintenance of the laboratory and the various equipment. Maintain the stock register by physically verifying the items round the year. Annual stock verification is done by concerned Head of the Department.

## Classrooms

- The college development fund is utilized for maintenance and minor repair of furniture and other electrical equipment. Students are sensitized regarding cleanliness and motivated for energy conservation by careful use of electricity in classrooms. The maintenance and the cleaning of the classrooms and the laboratories are done with the efforts of the cleaning staff.

## Diwan Kaksha

This is a smart classroom, well equipped with all the audio visual aids, LCD projectors, Smart Television with an interactive seating arrangement.

## Programme Hall (Sabhagruh)

This is a spacious well ventilated hall with a capacity to accommodate 200 Students at a time.

- Sports Facilities (Indoor and Outdoor): The College has its own sports ground comprising of the kho kho ground and kabbaddi court is maintained and upgraded regularly with the help of ground staff and other agencies by the Physical Education Department. Ball badminton is also practiced. Carrom, chess and indoor games are also available in the sports department. Gymnasium and Indoor facility is maintained by the Physical Education Department. A trainer is also hired for Gymnasium and Yoga. The College also has a tie-up with the Nagpur District Handball Association for outdoor sports activities Handball. The sports committee of the College is in-charge of the sports complex and equipment. Fee waivers, sports kit and sports equipment are provided to the sportspersons of the college.



## Water Cooler

- Water cooler machine with RO is installed on the college and safe drinking water is available in the college campus for everyone. AMC is given for the maintenance and upkeep.

## Additional Maintenance Heads

- Regular cleaning of water tanks, proper garbage disposal, pest control, Solar System is done as and when required.
- College campus maintenance is monitored through regular inspection. Outsourcing is done for the maintenance of wooden furniture, electrification, and plumbing.
- To maintain internet connectivity and CCTV security system, network and system administration team is appointed. LCD projectors, EPBX system, Biometrics are maintained with the help of external agencies. Security staff including two security guards works round the hour.

## POLICY STATEMENTS RELEVANT TO PERSPECTIVE PLAN (STUDENTS AND STAFF):

### **Divyangjan**

The institute ensures that the differently abled (whether students or staff or students coming from outside to appear for examinations at the institute) get the facilities they deserve. Ramps for accessibility, extra coaching in academics, separate seating arrangement during exams, and scribe for writing answer papers are provisions made for the divyangjan of the institute.

### **Grievances**

The institute has separate bodies for addressing the grievances of staff, students and women. For decades now, the institute has had committees formed at the beginning of the academic year for staff and women's grievances. Students' grievances are addressed through the student body. These committees report directly to the Principal and resolution of the issues is sought in consultation with him. This has been a very effective mechanism with satisfactory resolution every single time.

### **Admission**

Admissions are done in strict accordance with government directives. There is zero deviation from the prescribed rules for admission.

## Reservation

Reservations in admission as well as recruitment are followed in strict accordance with government directives. There is zero deviation from the prescribed rules for reservation.

### **Broadly, following initiatives were suggested and implemented:**

1. Augmentation/Repairing of Infrastructure
2. Academic calendar
3. Student feedback mechanism
4. Self appraisal (Performance Based Appraisal System (PBAS)) by faculty members
5. Introduction of Faculty Development Programmes (FDP)
6. Encouragement to Faculty Members to undertake Short Term Courses and enrolment in online classes
7. Applying for funding to ICSSR for National Seminars
8. YouTube channel of the college
9. Internship for students
10. Add-on courses
11. Student feedback on college activities

## CRITERION I - CURRICULAR ASPECTS

The college shall introduce new Certificate courses with a view to improving employability of students

### Certificate Programs

#### **Certificate Programs**

- a. Conducting Job Oriented Certificate course in association with external agencies
- b. Conducting Skills Oriented Certificate courses

## CRITERION II - TEACHING LEARNING AND EVALUATION

### Areas of focus

- Slow learners
- Remedial Teaching
- Extra Coaching
- Counseling
- Mentoring

## **Introducing and continuing student centric teaching learning methods**

- Assignments
- Seminars/Webinars
- Brainstorming
- Case studies
- Community surveys
- Field visit and excursions
- Group discussion
- Practical demonstration
- Problem solving
- Experiential learning through workshops

## **Use of ICT for effective teaching shall be promoted through the following**

- Use of PowerPoint presentation
- Creating a College YouTube Channel
- Uploading lectures on YouTube
- Google classroom (LMS)
- EBooks
- Blog writing
- Use of social media WhatsApp group
- MOOC (Massive online open courses)
- Use of Zoom for better outreach

## Effective implementation of Mentoring System

- 10-20 number of students shall be involved in mentoring system initially and the number shall be increased to 25 over the years
- The record of mentor mentee scheme will be kept at departments.

## Continuous Internal Evaluation (CIE) system

- Effective continues internal evaluation system shall be implemented as follows:-
- Academic calendar  
At the beginning of academic year each department shall prepare its academic calendar including CIE schedule. The IQAC shall incorporate all the academic calendars & prepare comprehensive academic calendar of the college.
- Display of programme outcomes, programs specific outcomes and course outcomes on the college website & shall be communicated to teachers & students.

**CRITERION III RESEARCH, INNOVATIONS AND EXTENSION**

The institute plans to chalk out and implement policy to inculcate a research spirit amongst students and teachers. Innovation shall be encouraged and shared. Extension activities shall be undertaken for a holistic

**Research**

- Motivation to organize workshops/seminars/training programmes for preparation of proposals for minor and major research projects
- Academic infrastructure such as instruments, laboratories, ICT facility, Library, INFLIBNET, and other requirements, as per need for carrying out research activity will be provided
- Continuation of efforts to promote research association with universities, industries and institutes
- Exposure of students to various research areas where they will be guided to handle research projects independently
- Continuation of appreciation and recognition of teachers on successful completion of research projects, research degree programmes and research publications

- Continuation of appreciation and recognition of students who achieve meritorious places at District, University, State and National level research competitions/research activities.
- Continuation of deputation of teachers for research seminars/workshops and training
- Promotion of Research Center. Staff who register here will be given concession.
- The college shall organize at least one National or International seminar/Conférence/Workshop every year.

## Innovation

- Establishment of 'Book Katta', by Library wherein an unlocked book case will be kept out in the open and students can pick up any book, read it on the spot for as long as they want, and keep it back.
- Creation of class wise, subject wise, and activity wise WhatsApp groups for students to facilitate coordination.
- Recording of Audio Books
- Application for Patents/Intellectual Property Rights
- Creating Podcasts



## Extension

- Variety of outreach programs will be organized by different departments.
- Blood Donation programs to be continued.
- College premise will be always made available to conduct the examinations of Railways, Post and Telegrams, Institute of Chartered Accountants, Department of Higher and Technical Education, Government of Maharashtra and for organizations of functions of NGOs/GOs.
- Play ground will be made available to the sports and training activities of NGOs, GOs, associations, other neighboring institutions and organizations, etc.
- Programmes shall be organized for awareness programmes on health hygiene and personal sanitation, environment, cleanliness campaign and environmental conservation campaign and tree plantation.
- Cleaning of statues on prominent squares as a goodwill gesture towards society
- Picking up discarded paper and plastic flags after flag hoisting

## CRITERION IV INFRASTRUCTURE AND LEARNING RESOURCES

### Facilities for teaching learning

- a. Renovation of classrooms 17 classroom shall be renovated and equipped with L.C.D. projector.
- b. Renovation of laboratories- Chemistry lab no 2 will be renovated.
- c. New computer lab - A separate new computer laboratory will be made available with 25 computers provided with LAN facility.
- d. Paver blocks in parking area.
- e. Wi-Fi facility at campus shall be made available.

### Up-gradation of Library facility

- a. The library services shall be upgraded with E- Journals, E – Book
- b. Departmental libraries shall be enriched with addition of reference books.

**Separate budgetary provision for infrastructure augmentation (computer hardware, computer software, internet facilities, office equipment, solar power equipment, air coolers, furniture, electrical fittings, repair and maintenance, lab equipment, sports equipment, fire hydrant/extinguisher, etc.) to be made and audited.**

## **CRITERION V - STUDENT SUPPORT AND PROGRESSION**

1. Information about various government scholarships and important university announcements to be displayed on college website
2. Lectures/workshops etc on soft skill development to be held every year
3. More students to be brought under the ambit of remedial coaching
4. IQ testing and aptitude testing to be done through the Psychology department
5. NET/SET Study Center to be strengthened through more study material
6. PG departments to be strengthened through staff getting recognition as PG teachers

## Enhancement of sports & Cultural activities

1. The Sports department of the college has always been strong. It will be further boosted by providing concessions, kits, shoes, diet, etc to sportspersons who bring laurels to the college
2. Upkeep of sports ground shall be undertaken
3. The college shall organize Zonal/Interzonal/National Sports competitions and encourage its students to participate in the same
4. T.A./D.A. shall be given to sportspersons who participate in sport competitions
5. Sportspersons achieving awards/medals/ranks shall be felicitated on annual day.

## Cultural activities

1. The cultural activities shall be enhanced by encouraging the students for participation in district level and central youth festivals.
2. The students achieving awards, medals in cultural activities shall be provided with TA/DA& they shall be felicitated on annual day.

**CRITERION VI  
GOVERNANCE, LEADERSHIP & MANAGEMENT****Perspective / strategic plan.**

The IQAC shall prepare perspective strategic plan for the years from 2023-24

The perspective plan shall be prepared as per NAAC criteria.

**Professional development / administrative training programs.**

The college shall organize professional development training programs for teaching and non teaching staff.

- Use of ICT in teaching learning
- Online management of slow learners
- Educational technology
- SSR preparation, DVV process
- MOOC workshop

**Administrative training programs**

- Online Admissions and Fee Collection
- Library Software
- Data Management
- Data Security

## IQAC Role

1. Four or more meetings shall be held per year.
2. IQAC shall take initiatives in institutionalization of best practices
3. IQAC shall take initiatives for promoting quality culture in a linear fashion year after year.
4. Strengthening of grievance cells (Women's Grievance Cell, Students' Grievance Cell, Staff Grievance Cell) through creating committees who report directly to the Principal

## CRITERION VII INSTITUTIONAL VALUES & BEST PRACTICES

- The college shall organise health camps for girl students and provide medicines free of cost
- The college shall implement green practices

- a. Plastic free campus
- b. Cracker free Deepawali
- c. Tree plantation.
- d. No vehicle day

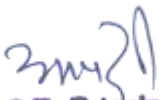
- The college shall provide following facilities to differently abled students

- a. Ramps /Rails
- b. Scribes for examination


- The college shall take initiatives to spread information and awareness about

- a. Swacha Bharat Abhiyan
- b. Beti Bacho Abhiyan
- c. Cashless Transactions

- The college shall organize programme on **fundamental rights and duties of Indian Citizens** by Political Dept.
- The college shall observe birth/death anniversaries of the great Indian Personalities
- The college shall continue to publish its annual news letter CPBC Varta.

  
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