

## **PMCTECH STRATEGIC PLAN**

The Institutes well identified passionate team after several discussion, deliberations and planning and guided by the Mission, Vision, Quality Policy, Core Values, Stake holder's expectations and SWOC analysis framed the Institutions Strategic Plan for future best developmental aspects aiming at serving its best to the society.

### **INSTITUTION OVERALL INTENDED STRATEGIC PLAN IN BRIEF:**

1. Following effective teaching learning process.
2. Developing and following leadership and participative management
3. Establishing a continuous Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring student's development and participation
6. Ensuring staff development & welfare
7. Developing financial management
8. Emphasize on Institute – Industry interaction and partnership
9. Development of entrepreneurship
10. Encouraging research and development work
  
11. Increasing internal revenue generation
12. Increasing Alumni Interaction and participation and Outreach activities
13. Engagement in Community Services and Activities
14. Developing physical infrastructure
15. Getting memberships of professional bodies, Local, student's chapter etc.

### **Strategic Planning & Deployment Document**

#### **Teaching learning process**

- Academic planning and preparation of Academic Calendar
- Development of teaching plan
- Preparation of Lesson Plan
- Use of more teaching aids
- Development of e- learning resources
- Promote research culture & facilities
- Provide mentoring and personal support
- Follow a transparent and fair feedback system
- Conduct training based on need analysis
- Evaluation parameters and benchmarking
- Continuous assessment to measure outcomes
- Performance development through credit system
- Implementation of best practices

## **Leadership and participative management**

- ✓ To follow reporting structure
- ✓ Decentralize the academic, administration and student related activities
- ✓ Prescribe duties, responsibilities and accountability
- ✓ Portfolio assignments
- ✓ Establishment of functional committees

## **Internal Quality Assurance System**

- Establishment of IQAC done.
- Formation of Quality Monitoring Committee & functioning.
- Periodic check & guidance for quality improvement.
- Establishment of audit team and process.
- Audit for remedial measures
- Promoting best practices
- Annual report preparation & submission

## **Good governance**

- ❖ Vision, Mission development & their articulation in every key position
- ❖ Inclusion of industrialists & academicians in the GB
- ❖ Evaluation of Institute's performance and benchmarking
- ❖ Institutional strategic goals & development plan
- ❖ Monitoring and Implementing the Quality Management Systems
- ❖ Following organization structure
- ❖ Smooth Working of statutory committees
- ❖ Establishing E governance
- ❖ Leadership development through decentralization
- ❖ Establishing internal audit committee
- ❖ Code of conduct and policy formulation, approval and implementation
- ❖ Establishing fair and transparent performance appraisal system

## **Student's development and participation**

- Budget allocation for student development programs and activities
- Students Trainings & Placement Activities
- Formation of student council
- Student's representation in various committee and cell
- Participation in competitions
- Organizing competitions
- Rewards & recognitions of achievers
- Participation in extracurricular activities
- Participating in social and welfare activities

## **Staff development & welfare**

- Recruitment Policy formation & implementation
- Staff performance evaluation system
- Staff Training for quality improvement
- Best possible work facilities & infrastructure facilities
- Code of conduct, service & leave rules
- Staff welfare policy implementation
- Career advancement schemes
- Rewards, recognitions and incentives
- Deputation for seminar, conference, workshop etc
- Sponsorship/ Motivation for qualification improvement
- Support for research, consultancy, and innovations

## **Financial management**

- ✓ Department wise Budget planning and allocation
- ✓ Forecasting income & expenditure
- ✓ Plans for Emergency Fund
- ✓ Budget formulation & approval through Finance Committee
- ✓ Periodic Audit

## **Institute – Industry Interaction**

- ✚ Formation of industry institute interaction cell
- ✚ MoUs with industries
- ✚ Support for internships, visits, trainings, guest lectures
- ✚ Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum.
- ✚ Providing opportunities for Industry based/sponsored projects
- ✚ Providing career guidance
- ✚ Strengthen training & placement
- ✚ Establishing innovation centers

## **Entrepreneurship**

- Establishment & effective functioning of Entrepreneurship Development Cell
- MoUs with organizations for entrepreneurship development Providing training & guidance for entrepreneurship development
- Bringing more experts of the field for seminar, lecture, workshop for entrepreneurship development
- Establishing incubation centers
- Promoting, sponsoring and facilitating entrepreneurship development

## **Research and innovation**

- ❖ Dedicated R &D facilitation centre
- ❖ Establish and develop Laboratories with more research facility
- ❖ Fund generation through Project proposals
- ❖ Apply for Government/Non Government industry, sponsored funds
- ❖ Collaborations with Govt. & Private, Universities and Research Organizations
- ❖ Applying for patent

## **Alumni Interaction**

- ✚ Formation of Alumni association, participation and registration
- ✚ Data base creation, Regular interactions with alumni and networking
- ✚ Recognition of successful alumni
- ✚ Leverage for internships/placements/training/ entrepreneurship
- ✚ Exploring Contributions & Brand ambassadors

## **Community Services and Outreach Activities**

- Identify community and social development work
- Identify challenges of society for development work
- Provide vocational training /job oriented training as per local needs
- Educational support to village people
- Conducting awareness camps

## **Physical infrastructure**

- ❖ Infrastructure building development & modification
- ❖ Smart Class rooms, Tutorials, Seminar halls
- ❖ Modernization of Laboratory & equipment
- ❖ Library infrastructure up gradation
- ❖ System up gradation
- ❖ Functional facilities for e-learning
- ❖ Safety & Security management
- ❖ Water facility & Medical facility
- ❖ Developing sports (indoor/outdoor) facilities
- ❖ Plantations & Rain water harvesting
- ❖ Renewable Energy usage & Recycling of water
- ❖ Hygiene, zero plastic & green campus

**“We strongly believe that a strategic plan establishes a right direction for our developmental activities, sharpen better to accomplish our plan and goal and also thereby provide our best services by rightly molding our students to serve their best to the society and nation.”**