



CHRIST
COLLEGE (AUTONOMOUS)
IRINJALAKUDA, KERALA

STRATEGIC PLAN 2021-30





CHRIST COLLEGE (AUTONOMOUS)

Affiliated to University of Calicut and Accredited by NAAC 'A' Grade
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STRATEGIC PLAN 2021 – '30

Vision & Mission of the college

➤ **Vision**

To mould an enlightened generation by developing potentials of individuals through quality education and moral value inculcation

➤ **Mission**

To impart quality education, imbued with Indian ethos and enriched with universal values

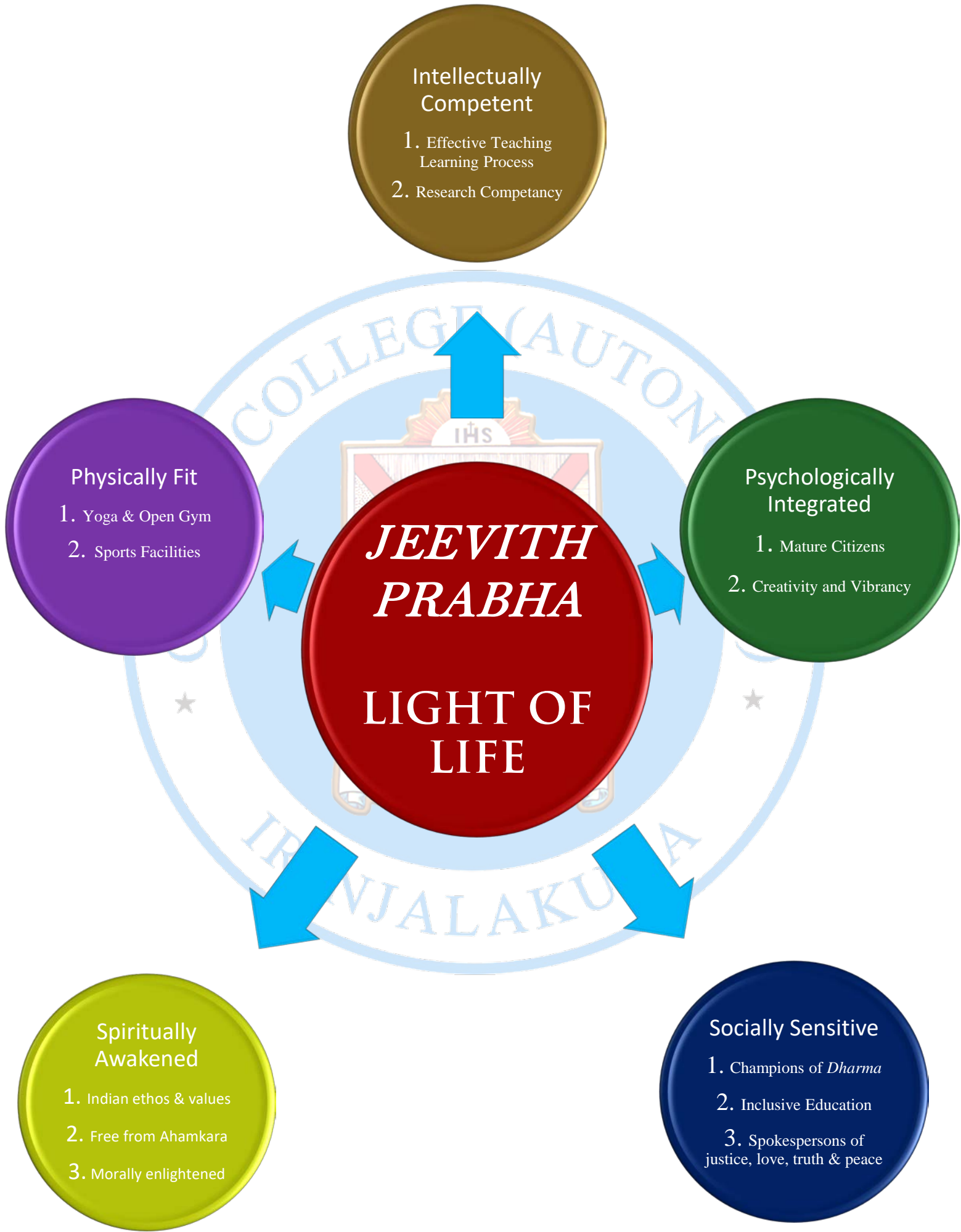
To mould our youth as intellectually competent, psychologically integrated, and morally upright social beings

To train them as responsible citizens of our nation who champion the cause of justice, love, truth and peace.

To emancipate them from the clutches of "*adharmā*" and "*ahamkāra*" to true freedom and fraternity.

The management believes that the secret of success of our college is a community of teachers who are committed to their vocation by being professionally competent, spiritually mature, humane in dealings and ever open to new horizons of knowledge.

Jeevith Prabha (Holistic and Integral Development of all students)



Jeevith Prabha – The Light of Life

The motto of this college is so quaint, so as to permeate this light of life in the overall, holistic and integral development of all the students. Accordingly, it should help the students to develop in five different scenarios. They should be:-

➤ **Intellectually competent**

By effective teaching learning process which includes periodic updation of the syllabus, development of employability skills etc. The students should also be given a taste for research by promoting research projects through Research Seed Funds.

➤ **Psychologically integrated**

They should be mature citizens of our nation and should be able to have creativity, vibrancy and spontaneity to involve in the society in an emotionally mature manner. This may be gradually realized by the active involvement of the Departments of Clinical Psychology and Social Work and also by the supportive involvement of projects like “Mithra”.

➤ **Socially sensitive**

The students of the Christ College should be champions of “*dharma*” and they should be proponents of inclusive education. They also should be the spokespersons of justice, truth, love and peace whereby the students would eventually be living the philosophy of “*Saviskara*”.

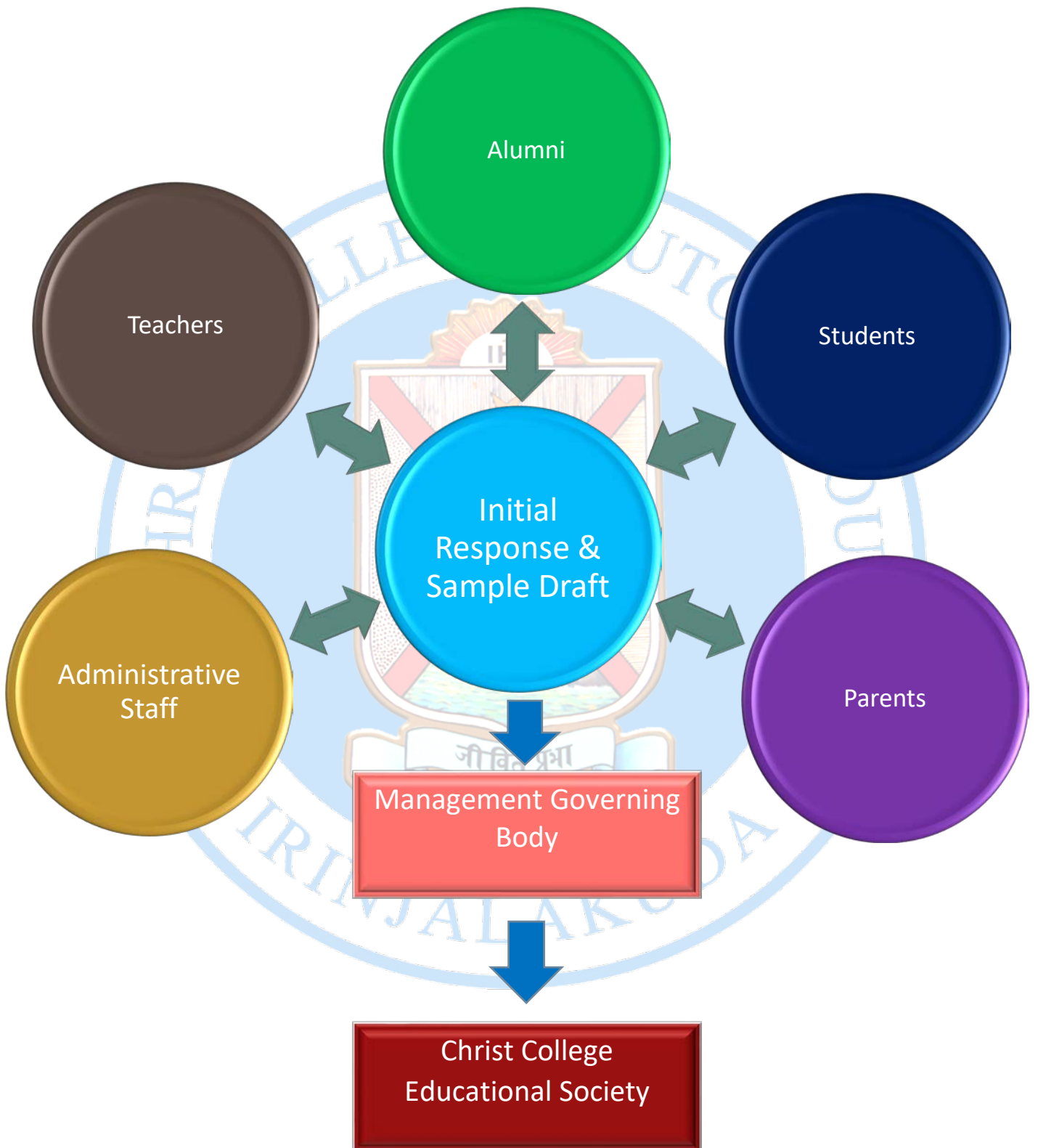
➤ **Spiritually awoken**

They should be rooted in Indian ethos and values, should be free from “*ahamkara*” and should be morally enlightened.

➤ **Physically Fit**

Students should be exposed to the Yoga facilities, sports facilities and other Physical Training facilities in the campus including that of Open gym. All this is kept up by the lively involvement of Physical Education and BPE teachers.

Process of forming Strategic Plan



The process of charting out the institutional strategic plan

The draft of the Strategic plan was discussed in different forums.

- The initial response was collected from the alumni students.
- Response was collected from teachers and administrative staff members
- A sample draft was finally formed and circulated in different sections.
- After consolidating the different opinions, finally, it was brought up to the management governing body and then to the Christ College Educational Society, which approved the strategic plan.

Division of Strategic Plan

Institutional Strategic plan

While discussing the institutional strategic plan, the current trends in the higher education was closely analyzed in a scientific and systematic manner. The different aspects of NEP were closely studied. In general, the institution would try to become a degree awarding college by 2025. By 2030 institution would try to become a deemed-to-be university. The college want to be a deemed-to-be university by safeguarding and protecting the aided courses. One of the major challenges in becoming a deemed to be University is the concern expressed from different quarters regarding the continuation of aided programs. Being located in a rural urban context, where the majority of the students comes from normal middle-class family, the institution wants to protect and safeguard the aided courses, whereby it would be supporting the right of the majority of students.

Action Plan

Sl. No	Year	Planned Outcome	Action Plans
1	2025	Degree Awarding College	<ul style="list-style-type: none">• Study and plan according to NEP• Develop infrastructural as well as other requirements
2	2030	Deemed to Be University	<ul style="list-style-type: none">• Formulate and establish our uniqueness and identity• Develop the infrastructural requirements

Academic Strategic plan

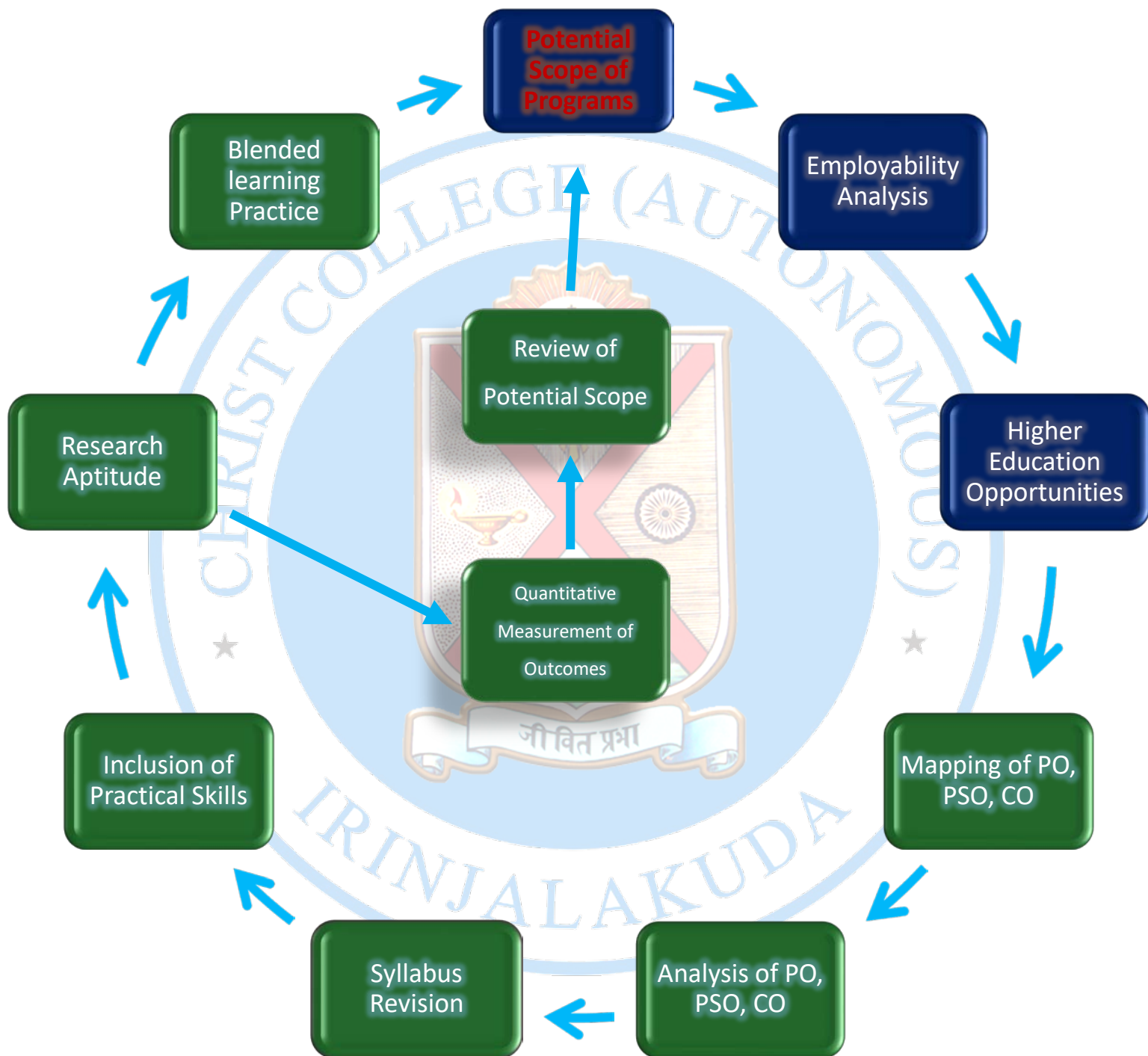
1. Program Target Identification and Outcome based Updation (PTI-OBU)

Step One: PTI is setting the targets clear by scientifically proposing the potential scopes of each program. The different avenues open in each program will help to refine and redefine the PTI.

Step Two: OBU is systematic analysis of the feedbacks and the knowledge/skill level attainment of the students and the subsequent adjustments and modifications made in the entire system. The two steps will move in a circular manner where the PTI will determine the OBU and the evaluation of OBU will modify the PTI. Important aspects of the above two steps will be as follows.

- Identification of important scopes of each program
- Identification of employability of each program
- Benchmarking the important higher education avenues open for each program
- Mapping of PO, PSO, CO in a systematic manner.
- Systematic and scientific analysis using software
- Syllabus revision to be carried out based on the need-based analysis of employability and requirements of higher education.
- Different practical skill training would be also included in curriculum.
- Students will be given opportunity to enter into the world of Research.
- Blended learning practices as envisaged by NEP will be inculcated.

Periodic & Continuous Update (PCU)



The following important phases will be integral part of this **PTI-OBU** circle.

1) Zero Drop out ratio.

Plans would be evolved in order to attain this project of Zero drop out plan.

- a) Analysis With the help of the department of Psychology and Social Work
- b) Systematic analysis of Results with the help of IQAC result analysis
- c) Strengthening the Mentor-Mentee relationship and the weaker students in studies will be given special care.

Action Plan

Sl. No	Year	Planned Outcome	Action Plans
1	2025	Drop out less than 3%	<ul style="list-style-type: none"> • Analysis with the help of Dept. of Psychology & Social Work and by the help of registered psychologists. • Systematic analysis of the results by IQAC.
2	2030	Zero drop out	<ul style="list-style-type: none"> • Strengthening the mentor-mentee relationship, special coaching given to the weaker students

2) Effective Placement System

Special care would be given to enhance the placement facilities, both in the Degree & PG level by providing specific training. Introductory training will be given in the first year, and with help of the professional people, specific need-based training will be given in the following years.

Action Plan

Sl. No	Year	Planned Outcome	Action Plans
1	2025	Enhance the percentage of placed students to 25%	Specific placement related training <ul style="list-style-type: none"> • Introductory training to all 1st year students.
2	2030	Enhance the optimized placement to around 50% or placement to all students	<ul style="list-style-type: none"> • Training with the help of professionals and specific need-

		i who are opting out of higher education	<p>based training before each interview.</p> <ul style="list-style-type: none"> • Attract and make negotiation with companies. • Include the curriculum and make the syllabus revision according to the feedback received from the companies. • Make the students to acquire industry required skills
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3) Specific plans to enhance the number of students qualifying for the competitive exams.

Different types of professional training would be given to students, so as to qualify in different competitive exams like Civil Service Exams, JAM, GATE, NET, JRF, TOEFL etc. With the help of IQAC, serious scientific studies will be made to see the revisions needed in different type of courses required.

Action Plan

Sl. No	Year	Planned Outcome	Action Plans
1	2025	Make at least 10% students qualify high level competitive exams along with another 10% qualify state level eligibility exams like Kerala Administrative Service, Banking Test etc.	<ul style="list-style-type: none"> • Professional training for different competitive exams like Civil Service, JAM, GATE, JRF, TOEFL etc. will be given. • Introduce specific courses in each program to help the students to qualify competitive exams. • LMS platforms already introduced, will be effectively made use of.
2	2030	Enhance the number of students qualifying	

	competitive exams to the optimum benchmark around 30% students.	<ul style="list-style-type: none"> • systematic analysis and feedback obtained with the help of Deans.
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4) Enrollment in higher education institutes.

Our students will be having or given opportunities to get themselves enrolled in the top-level institution of our nation. In the next phase, adequate facilities will be provided for them, where by some of the students may even get admission in top level universities of the world.

Action Plan

Sl. No	Year	Planned Outcome	Action Plan
1	2025	Atleast 5% of the students should get admission in the top-level institution of our nation like IIT, IISc., IIM, NIT etc.	<ul style="list-style-type: none"> • Scholar support programs in an intensified manner. • Special coaching for competitive exams. • Special training for students having higher marks.
2	★ 2030	Atleast 10% of the students in top level institutions and selected students in top universities of the world.	<ul style="list-style-type: none"> • Specific coaching center for talented students • Systematic encouragement and training given to skilled students. • Office procedure helpline for getting admission in foreign universities

5) Value Added Certificate Courses

Specific Value-added Courses will be framed for each program and will be given to the students for skill development and for developing their competency in different fields. Scope of MOOCs, Christ College open course ware etc will be made use of. NEP in local perspective will be evaluated for the effective implementation of value added courses.

Action Plan

Sl. No	Year	Planned Outcome	Action Plans
1	2025	At least 2 Value added courses in each program	<ul style="list-style-type: none">• Identification of apt Value-Added Courses.• Obtain feedbacks from students and from the industry.• Identify atleast two best Value-Added Courses for each program.
2	2030	Specific value-added courses for enhancing skills and employability.	<ul style="list-style-type: none">• Promotion of MOOCs and usage of blended learning for value added courses.• Opening up of Christ College open courseware in an elaborate manner to the global education scenario.• Incorporating the skill-based training as envisaged by NEP, through value added courses.

6) Commencement of Innovative and skill-based programs

To study the local as well as global needs and changes happening in and around, new innovative and skill-based programs will be formulated. Such programs will help the students to have connectivity with local needs as well as to global scenario. By looking into the cultural context of Irinjalakuda, the course related to music, arts etc. may be provided. Some innovative courses like Voice Therapy programs may be introduced. Some other innovative programs with regarding to B. Com may be introduced.

Action Plan

Sl. No	Year	Planned Outcome	Action Plans
1	2025	Commencement of at least 5 innovative and skill-based programs	<ul style="list-style-type: none"> • Identify the local needs, since Christ College is located in a semi-urban and rural locale, the needs, especially based upon the local surroundings have to be properly identified. • Global perspectives will be taken into account for the commencement of programs. • Changes happening in the environmental scenario of Kerala will be specifically studied • Addressing the local needs with a global perspective will be the watchword. • The cultural context of Irinjalakuda, has to be seriously studied. Courses related to the music, art, Sanskrit may be introduced. • Innovative programs like Clinical Voice therapy may be introduced. • New and innovative B. Com programs may be started. • College, being very strong and perhaps one of the best in Sports
2	★ 2030	Commencement of 10 additional innovative and skill-based programs and adoption of the present syllabus to the framework of NEP	

			scenario of Kerala, may form innovative training programs in Sports related subjects.
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7) Research Enhancement Proposals.

Research portions will be inculcated in syllabus. Prospects of NEP regarding Research will be seriously studied.

Action Plan

Sl. No	Year	Planned Outcome	Action Plans
1	2025	At least 60% of the entire faculty should have Doctorate. Increase the number of publications to around 50 in one academic year.	<ul style="list-style-type: none"> • Specific orientation given to the teachers for doing research. • Try to bridge the gap between the PG studies with research. • Include research-based topics in the syllabus. • Year mark more Christ College Research Seed Fund for promotion of research. • Research based PG's may be started as per NEP, where one semester may be allotted for research alone.
2	2030	The entire teaching staff should have Ph.D. At least 100 publications in each academic year.	<ul style="list-style-type: none"> • Research methodology, intellectual property right, Plagiarism training etc. given to all PG students.

8) Teacher Training Programs

NEP visualizes Education programs of 4 years. This will be implemented in step-wise manner.

Action Plan

Sl. No	Year	Planned Outcome	Action Plans
1	2025	Teachers' training program for at least 5 subjects.	<ul style="list-style-type: none">• Systematic Implementation of NEP.• Special orientation given for Teacher Training Skills.• Form best teachers for the coming years and help the students to acquire communication skills, research aptitudes and other related teaching skills.
2	2030	Options for Teachers' training program in all academic programs	

Infrastructure Strategic plan

1. The building in symmetry of St. Chavara block which will have super-admin offices consisting of numerous board rooms and conference halls etc.
2. Completion of Padma Bhushan Fr. Gabriel memorial indoor stadium block. Rooms including teachers' quarters, class rooms, sports facility room etc. would be developed.
3. A building with capacity of more than One Lakh Square Feet will be constructed only for promotion of the research and development block. Research facilities will be elevated.
4. Construction of Snehabhavan block. An exclusive building for housing physically differently abled students, along with foreign students would be constructed in Snehabhavan block
5. Block for Teacher Training Departments. Specific departments for teacher training, in wake of the forthcoming NEP is planned.
6. Commencement of MBA block.

Action Plan

Sl. No	Year	Planned Outcome	Action Plans
1	2025	Building of Administrative rooms	<ul style="list-style-type: none"> • Rooms in symmetry and alignment with St. Chavara block, where rooms like Managers room, board room other conference rooms etc. may also be formed. • 75% Completion of Padma Bhushan Fr. Gabriel memorial indoor stadium
2	2030	<p>Full Completion of Padma Bhushan Fr. Gabriel memorial indoor stadium</p> <p>Research & Development Block जी वित प्रभा</p> <p>Snehabhavan Block</p> <p>Specific block for Teacher Training Departments.</p> <p>MBA block.</p>	<ul style="list-style-type: none"> • Channelize Alumni more & more for this project. • Effective steps in order to get the help from important Alumni and philanthropists. • Research and Development block year marked for research purposes will be completed step-wise manner, starting of the construction by 2025 and completion by 2035. • Exclusive new building for Snehabhavan block. • By 2025, 75% of construction of the block whereby, physically differently abled students may study. • By 2030, full completion of the Snehabhavan block, whereby foreign students will also be staying.

			<ul style="list-style-type: none"> • Specific department for Teacher Training will be started as per the NEP. • Visualization and commencement of MBA program by 2030.
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Strategic Plan for Enhanced Social Consciousness

1. "Saviskara" in all Kerala basis by 2025
2. "Saviskara" – A common program, a model of inclusive education by 2030. Already Saviskara is a program whereby the entire college is participating. It is one of the institutional distinctiveness. Similar awareness would be given to the neighboring colleges and to the neighboring localities. This year itself, the higher education minister for the state of Kerala inaugurated the program.
3. Development of an institution in Snehabhavan block for physically differently abled students. The physically differently abled students should make Christ College, their first option. All necessary supporting facilities will be provided to them including vehicle movements.
4. Enhanced SC/ST students' enrollments and outcome.
5. Commencement of self-reliant group of students and local communities – with the help of Dept. of hotel management, food technology, B. Voc., Geology, Environmental Science etc. Natural Resource Management centre will offer environmental studies in a local cum Kerala basis. Paper Re-cycling unit, Aquaponics etc will use Earn while Learn program strategy.

Action Plan

Sl. No	Year	Planned Outcome	Action Plans
1	2025	"Saviskara" in all Kerala basis. Special adoption of at least a tribal group of students to our college, so that the	<ul style="list-style-type: none"> • At least 5% ST students given admission.

		Scheduled Tribe students are ensured enrollment.	
2	2030	“Saviskara” as a distinctive program in a national basis.	<ul style="list-style-type: none"> • At least 10% ST students given admission. • Development of Snehabhavan block for Physically differently abled students.

Action Plan

Sl. No	Year	Planned Outcome	Action Plans
1	2025	Formation of Self-reliant groups.	<ul style="list-style-type: none"> • “Earn while learn” programs introduced.
2	2030		<ul style="list-style-type: none"> • Production, packaging and skill development formation of food products with the help of Hotel Management, BSc. Food Technology and B. Voc. Food Processing Technology. • Water testing lab facilities extended in a district wise manner. • Systematic study of environmental problems by natural resource management project. • Products made and sold by paper recycling unit, Aquaponics, Mushroom cultivation and other related activities.

Strategic Plan for Physical Fitness

Physical Fitness programs to all students will be introduced with the help of Department of Physical Education and BPE. Women empowerment will be also promoted as a part of sports promotion.

Action Plan

Sl. No	Year	Planned Outcome	Action Plans
1	2025	Physical fitness for the entire campus.	<ul style="list-style-type: none"> • The high achievement of the college in sports and games.
2	2030	Women empowerment through sports.	<ul style="list-style-type: none"> • Enhancement of Yoga facilities. • Open Gym program in different parts of the campus. • Involvement of BPE teachers for awareness of physical fitness.

