

Strategic Planning And Deployment Document

(2018-2023)



AVN INSTITUTE OF ENGINEERING AND TECHNOLOGY

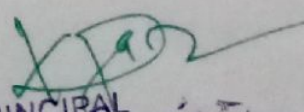
Message

AVN Institute of Engineering and Technology, established under Sri Surya Educational Society a non-profit making trust, has been set up to promote technological and professional education of high standards. With the help of dedicated and experienced faculty members and state-of-the-art campus with modern teaching and research facilities, the institution offers innovative, career-oriented degree, post graduate and diploma programs matching the requirements of the industry and society at large.

The institute was established in 2009 and nine batches of B.Tech have already passed out successfully and another batch is on the verge of outgoing. This is the right time that the institute should embark its journey of success in the coming years. The preparation of '**strategic planning & deployment document**' is the first step towards this direction. The enthusiastic faculty members under the leadership of Principal, HOD's brought out the best possible detailed strategies and its deployment plan. I am confident that this team will implement the strategic plan in its total spirit.

I congratulate the Principal, HODs, Faculty members, staffs and students and extend my best wishes for their future journey towards placing the institute to a new height.

Managing Trustee


PRINCIPAL
AVN Institute of Engineering & Technology
Mangalpally (V) Patelguda (MP)
Ibrahimpatnam (M) R.R. Dist., T.S.

Preface

For an organization, strategic planning is very essential to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and deployment document (SPDD) is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives.

The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short term goals. These are defined and guided by the stake holders (management, leadership, HODs, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members. The strategies with action plans were decided to achieve institutional strategic goals.


While formulating the strategic plan and deployment document, care has been taken to involve all stakeholders to help contribute their part which is vital for the success of every organization. Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for AVNIET to achieve its goal to become an institution of Academic Excellence and providing professional by skilled young Engineers and Managers to the society.

Vision

“To be a centre of Excellence in Technical Education and to become an Epic centre of Research for Creative Solutions”

Mission

“To address the Emerging needs through Quality Education with an Emphasis on Practical Skills and Advanced Research with Social Relevance”


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Core Values

- Faculty development for qualification improvement through publication, research and innovation
- Student development through various social activities and life skills with social responsibilities
- Excellence in teaching through state of art facilities
- Integrity through honest, fair and transparency processes
- Diversity among the faculty and students through respect and freedom without discrimination

SWOC Analysis

Strengths

- 1.State of art Infrastructure,well furnished Labs and Fully equipped Lecture Halls.
- 2.Consistent academic record of 80% and above passes, with 75% to 90% of them securing First Class (60% aggregate marks) or more.
- 3.College website, Campus Networking System (E-CAP) and e-magazine (AVNGEMS) created and maintained by Students.
- 4.Full complement of faculty with qualifications and experience meeting or exceeding AICTE norms. Adequate number of young, dynamic and dedicated faculty with excellent academic records/Industry experience on-rolls.
- 5.A number of research activities within the campus leading to National/International recognition and awarding. Availability of outstanding technology, support, and Library resources to help the faculty as well as the student to carry out the developmental work.
- 6.Student-friendly Teaching-Learning Practices oriented towards improving learning outcomes:
- 7.Teaching methodology emphasizing practical work, a bench-mark higher than the norms of affiliating university.
- 8.Bridge Courses for newly admitted students before start of regular instruction.
- 9.Preparing the students for campus recruitments by providing training both at softskill and technological skill level.
- 10.Guiding students for competitive examinations namely GATE, UPSC, GMAT, GRE. etc.
- 11.Continuous Internal Academic Auditing for quality assurance. Effective Student Feedback Program. Parent teacher's interaction to enhance student learning process.

Weaknesses

1. Industry Institution Interaction needs to be strengthened further.
2. Faculty members with industrial experience are less in number.
3. Personality and communication skills of students need to be improved particularly in 3rd and 4th year to face job opportunities in the outside world. Professional coaching for GATE and other competitive exams to be enhanced.
4. The College is affiliated to the JNT University Hyderabad and hence has limitation in upgrading the curriculum by own
5. Consultancy and extension activities need improvement.

Opportunities

1. Enhancement of research activities in each department in association with R&D center.
2. To acquire Autonomous status from UGC
3. Networking with premier institutes & Industry for advanced, applied research & academic interaction through MOUs.
4. Alumni Networking for Academic and placement activities.
5. Attracting well qualified and experienced faculty members

Challenges

1. Coping with rapid changing in technology and the industrial requirements to improve the employability of the students are the biggest challenge for an institution affiliated to any University.
2. Scarcity of quality faculty, qualified doctorates as well as teaching faculty with industrial exposure and with a comprehensive assessment of the needs of the industry/ society is a challenge.
3. Students admitted with varying ranks from thousands to lakhs create imbalance in the Learning process creating pressure on the teachers.

Strategic Goals

The passionate team of AVNIET after several discussion and planning and guided by the Mission and Vision of the Institutes Quality Policy, Core Values, Stake holder's expectations and SWOC analysis framed the Institutions strategic Goals.

Institution Strategic Goals:

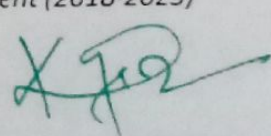
1. Following effective teaching learning process
2. Developing and following leadership and participative management
3. Establishing a continuous Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring student's development and participation
6. Ensuring staff development & welfare
7. Developing financial management
8. Put 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 chapters, student's chapter etc.

Strategic Planning (2018-2023)

Teaching learning process	<ul style="list-style-type: none"> • Academic planning and preparation of Academic Calendar • Development of teaching plan as per OBE • Preparation of Lesson Plan based on CO & PO mapping • Use of more teaching aids and adopt more ICT • 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	<ul style="list-style-type: none"> • To follow reporting structure • Decentralize the academic, administration and student related authorities & responsibilities • Prescribe duties, responsibilities and accountability • Portfolio assignments • Establishment of functional committees
Internal Quality Assurance System	<ul style="list-style-type: none"> • Establishment of IQAC done • Framing of Quality Policy & publishing regularly • Formation of Quality Monitoring Committee & functioning • Educating & Training of all employees • 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	<ul style="list-style-type: none"> • 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 setting • Institutional Strategic 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	<ul style="list-style-type: none"> • Budget allocation for student development programmes and activities • Students Trainings & Placement Activities • Formation of student council • Student's representation in various committee and cell • Participation in competitions • Organizing competitions • Credit transfer & compensation • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities
Staff development & welfare	<ul style="list-style-type: none"> • Recruitment Policy formation & implementation • Staff performance evaluation system • Staff Training for quality improvement • Best possible work facilities & infrastructure facilities • Code of conduct, service rules & leave rules • Staff welfare policy implementation • Career advancement schemes • Rewards, recognitions and incentives • Deputation for seminars, conferences and workshops etc. • Sponsorship/ Motivation for qualification improvement • Support for research, consultancy, innovations

Financial management	<ul style="list-style-type: none"> • Framing & implementation of Purchase and Financial policies • Department wise Budget planning and allocation • Forecasting income & expenditure • Effective functioning of purchase committee • Plans for Emergency Fund • Budget formulation & approval through Finance Committee • Periodic Audit
Institute – Industry Interaction	<ul style="list-style-type: none"> • 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 centres
Entrepreneurship	<ul style="list-style-type: none"> • Establishment of Entrepreneurship Development Cell • 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	<ul style="list-style-type: none"> • 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 Government & Private Institutes, Universities and Research Organizations
	<ul style="list-style-type: none"> • Applying for patent



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Internal revenue generation	<ul style="list-style-type: none"> • Establishing infrastructure for revenue generation • Identification and Strengthening of IRG activities • Policy for Incentives for Revenue generation plans • Successful implementation of Internal revenue generation plans • Advertising & marketing
Alumni Interaction	<ul style="list-style-type: none"> • Formation of Alumni association, participation and registration • Data base creation, Regular interactions with alumni and networking • Recognition of successful alumni • Leverage for guest lecturers/internships/placements/training/entrepreneurship • Exploring Contributions • Brand ambassadors • Sponsorships/scholarships/fund generation
Community Services and Outreach Activities	<ul style="list-style-type: none"> • Budget from institution resources/Faculty/students/other donors • Identify community and social development work • Identify challenges of society for development work • Provide vocational training /job oriented training as per local needs at the institute • Educational support to village people • Conducting awareness camps
Physical infrastructure	<ul style="list-style-type: none"> • Infrastructure building development & modification • Smart Class rooms, Tutorials, Seminar halls • Modernization of Laboratory & equipment • More ICT enabled classrooms • 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 • Hygiene, zero plastic & green campus • Recycling of water

Strategy Implementation and Monitoring

After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Principal along with Academic Council and other team member will be the custodian for strategic plan and its deployment.

Implementation at Institute Level

Governance & Administration	Chairman & Members of GB, Administration Office
Branding /Expansion	GB members, Local Management Committee, PRO
Students Admissions	Principal, HODs, Admission team, Students section
Statutory Compliance	Principal, HODs, Coordinators
Infrastructure (physical)	GB, Secretary Trustee Board
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Research& Development	Principal, HODs
Students Development	Principal, HODs
Departmental Activities	HODs and Faculty
Training & Placement	Principal, TPO & HODs
Quality Assurance	IQAC team

Measurable during Implementation

Effective teaching learning process	<ul style="list-style-type: none"> ✓ No. of teaching aids ✓ Syllabus completion ✓ Mini projects, Major projects, Seminars ✓ No. of learning resources ✓ No. of student counseling/mentoring/training sessions conducted ✓ Result of examinations (Pass, First classes, Distinctions) ✓ Graduate attribute attainment levels ✓ Student feedback
Leadership and participative management	<ul style="list-style-type: none"> ✓ Reporting structure in place ✓ Decentralization in various domains - academic, administration, staff welfare, student development, infrastructure management – appointments ✓ code of conduct - duties, responsibilities and accountability ✓ Functional of statutory committees – no. of meetings/ semester, minutes of meetings, ✓ planning & implementation
Internal Quality Assurance System	<ul style="list-style-type: none"> ✓ Number of IQAS initiatives/ semester ✓ Audits Reports ✓ AQAR submission

Good governance	<ul style="list-style-type: none"> ✓ GB selection (Inclusion of Academicians & Industrialist) ✓ No. of GB meetings ✓ Vision Mission , Dissemination & Review ✓ Organization structure in place ✓ Degree of decentralization ✓ Degree of E governance ✓ Resource mobilization ✓ Staff appraisal & career advancement scheme in place ✓ Service rules & benefits
Student's development and participation	<ul style="list-style-type: none"> ✓ Number of student participation ✓ Number of sports, technical, cultural events organized ✓ Regional, National & International competitions participated ✓ Regional, National & International recognitions received <ul style="list-style-type: none"> ✓ Sports infrastructure provided ✓ Funding for sports
Staff development & welfare	<ul style="list-style-type: none"> ✓ Number of Staff attending training programs ✓ Staff training programs organized ✓ Sponsorships for higher education ✓ Number of staff welfare programs ✓ Staff awards/ recognitions/ incentives

Financial management	<ul style="list-style-type: none"> ✓ Annual Budget forecasting income & expenditure ✓ Utilization / Allocation of funds ✓ Internal & External Audit
Institute – Industry Interaction	<ul style="list-style-type: none"> ✓ No. of active MOUs ✓ No. of Initiatives/activities through MOUs ✓ No. of IAB meetings/ year ✓ No. of Initiatives/contributions by IAB
Students Development	<ul style="list-style-type: none"> ✓ Number of career guidance trainings ✓ Number of skill development programmes ✓ Number of vocational trainings ✓ Number of placement drives organized ✓ Number of placement drives participated ✓ Number of placements
Entrepreneurship	<ul style="list-style-type: none"> ✓ No. of entrepreneurship trainings organized/participated ✓ No. of graduates becoming entrepreneurs ✓ No. of incubation center

Internal revenue generation	<ul style="list-style-type: none"> ✓ Industry Sponsorships ✓ Funding raised through sponsored Projects ✓ Consultancy /Testing Services, ✓ Alumni Contribution ✓ Philanthropy- Donations
Alumni Interaction	<ul style="list-style-type: none"> ✓ Alumni data base ✓ Number of interactions ✓ Support for internships/placements/ projects/ consultancy ✓ Contribution towards students development
Community Services and Extension Activities	<ul style="list-style-type: none"> ✓ Number of trainings/ awareness camps provided ✓ Number of social projects undertaken ✓ Number of Skill development programs for weaker sections ✓ Number of social welfare or outreach programmes done ✓ Number of people benefited in each program
Infrastructure - physical	<ul style="list-style-type: none"> ✓ Number of buildings, class rooms added ✓ Removal of obstacles ✓ New Laboratories added ✓ New equipment added ✓ Annual budget allocated & utilized ✓ Harvesting & Recycling of water ✓ Renewable energy source development ✓ Green initiatives

Infrastructure - Academic	<ul style="list-style-type: none"> ✓ Number. of Volumes & Titles in library ✓ Number of National& International journals lectures etc) ✓ Digital Library ✓ Smart Classroom ✓ ICT enabled classrooms
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Monitoring of strategic plan

The implementation of strategic plan will be monitored time to time by Principal, Academic Council and other committees through periodic review. The section heads will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Academic Council and GB. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources. All these reports will be forwarded for further discussions and implementation by the Board of Trustees.

Conclusion

The SPDD is an effort for paving a pathway towards accomplishment of goals AVNIET dreams to achieve. Just formulating the strategic plan doesn't ensure success, but it provides a guiding framework which is a collective effort delivered by the process of participative brainstorming of stakeholders. The proper implementation of strategies through teamwork with good spirit leads to success and sustainability over a longer time through a dynamic process. It needs continuous evolution to incorporate the lessons learnt during the implementation and emphasizes the role of IQAC in ensuring the quality of implementation.