



KONKAN MUSLIM EDUCATION SOCIETY'S

COLLEGE OF EDUCATION

158, Old Than Road, Rais High School Campus, Bhiwandi, Dist-Thane-421302

Affiliated to the University of Mumbai

STRATEGIC PLAN

2022-2027

Co-ordinator IQAC

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VISION:

- Equip the students with knowledge and skills. Inculcate values and morals.
- Provide them opportunities for all round development and growth.

MISSION:

Teaching is an ongoing process education need to be well informed and inspired to facilitate learning and mentor students effectively to face the real-life challenges of tomorrow.

- To empower woman and girl child, for the betterment of upcoming generation.
- To equip the students with advance knowledge, skills, value – based education, scientific attitude and culture.

OBJECTIVES:

1. To maintain and enhance academic programs that meet or exceed national and international standards,
2. To leverage technology effectively in teaching, learning, and administrative processes.
3. To create awareness on various social issues and to produce responsible citizens.
4. To orient students towards a positive and creative role.
5. To inculcate human values in our students.
6. To prepare the students to be self-reliant.
7. To extend community service.
8. To train the students towards academic excellence and all-round development.
9. To promote the status of women by providing the facility for higher education.
10. To orient students towards a positive and creative role.

QUALITY POLICY:


"At KMES College of Education, we are dedicated to providing exceptional education and fostering an environment of continuous improvement. We are committed to:

- Delivering high-quality academic programs that meet the needs of our students and the demands of the ever-changing educational landscape.
- Ensuring the satisfaction of our students, faculty, staff, and stakeholders through effective communication, collaboration, and support.

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- Maintaining rigorous standards of excellence in teaching, research, and service.
- Cultivating a culture of innovation, creativity, and critical thinking to prepare students for success in their chosen fields.
- Striving for continual improvement in all aspects of our operations through regular assessment, feedback, and adaptation.
- Complying with relevant regulatory requirements and ethical principles while upholding the highest standards of integrity and professionalism.
- Fostering diversity, equity, and inclusivity within our college community to create a welcoming and supportive learning environment for all.
- Engaging in partnerships and collaborations with local, national, and international institutions to enhance educational opportunities and outcomes.
- Through adherence to this quality policy, we aim to empower our students to become lifelong learners, critical thinkers, and responsible citizens who contribute positively to society."
- This policy statement reflects the college's commitment to excellence, continuous improvement, stakeholder satisfaction, integrity, diversity, and collaboration. It serves as a guiding principle for decision-making and actions within the institution, helping to ensure that all endeavors align with its overarching goals and values.

SWOC ANALYSIS:

Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strengths:

A pioneer institution for teacher's education in Bhiwandi. Contribution in addressing gender disparity in the field of education and academia through education, training, empowerment of women teachers.

Members of the Governing Body are eminent and experienced academicians and administrators who contribute significantly while policy formulation and major decision of the College.

- Proven track record of producing high quality teachers since its inception in 2010.
- Well qualified and experienced faculty actively involved in teaching-learning and research activities.
- Faculty members are provided opportunities to attend various faculty development programmes throughout the year.
- Participation of students in various sports and cultural activities.
- ICT enabled classrooms and Wi-Fi campus.
- 24/7 CCTV surveillance inside and outside the college.
- Easily accessible location of institution.

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- Value-added courses relevant to current demand and trends.
- Library with large collection of books, journals and availability of separate reading rooms for students and teachers.
- A well-defined student admission policy.
- Adequate student support services.
- Accommodation facility for students.
- Internship opportunities and teaching practice for students in top schools of Bhiwandi.
- Campus placement for students in best schools of Bhiwandi.
- Transparent feedback system.
- The college follows a dialogic and feedback process with all the stake holders.
- The College admits students from diverse backgrounds which promotes a multicultural environment in the campus
- Well-ventilated and spacious classrooms.
- Well-furnished and air-conditioned classrooms, libraries and other amenities.
- MoUs with different organisations to promote active collaboration with other organizations.
- Highly committed and supportive alumni network.
- Time-bound examination system and declaration of result.

Institutional Weakness:

- No sanctions for higher education (Masters programme).
- Limited facilities for differently abled students.
- Non-availability of NSS scheme for students.
- Generation of funds is often a serious limitation in expansion and up gradation of campus facilities.
- Presently, students do not get exposure of working with rural communities to develop insight into the realities of rural India.
- Problems to find sufficient alternative sources of revenue.
- Non-Participation of students in activities at national and international level. With a view on institutional growth and development, the number of permanent teaching staff in the college needs to be increased.
- Space constraint on activities rather than research. Therefore, there is a limited scope in enhancing the research practices in campus.
- Need more efforts in research work.
- The College, being a constituent College under the University of Mumbai, is limited by the programme structure and curriculum prescribed by the University and therefore does not have much flexibility in this regard.
- Limited resources in the use of digital technology to enhance teaching-learning in campus.

Institutional Opportunity:

- Based learning opportunities Given that today's work opportunities are largely contingent on networking and relationships, this student view is critically important.
- KMES employees expressed an overall need to develop more innovative partnerships with universities focused on practices that lead to increased student persistence and more developed educational pathways.
- KMES has opportunities to serve a more racially and ethnically diverse student body, whom so ever need various individualized services.
- Focus should be on improving Research activities.
- Increase in internship linkages for providing better opportunity to students.
- College seeks to further increase its national linkages. While KMES College of Education has a strong base of employer relationships, strategic engagement practices implemented at KMES. would expand its reach to the employer community.
- Scope to expand into area of online education to cater to a potential student community that is unable to attend physical classes due to work or other commitments or distance Students expressed a desire for more work.
- To strengthen the quality of community outreach activities.
- Scope for providing research and post-doctoral studies.
- To organize more faculty development programmes for professional growth of teachers.
- To introduce credit-based system of courses.
- To use reputation for providing quality courses.
- Can help the growth of backward sector students in an excellent manner.
- Possibility of enhancing courses and seats.
- Introducing Master courses in the campus.
- Expanding partnerships and engagement opportunities within our society.
- Availability of resources for differently able learners

Institutional Challenge:

- Motivating faculty for research by getting research grants from various funding agencies.
- To achieve excellence in academics by involving masses from socially weaker sections.
- Not able to apply changes as suggested in NEP being an affiliated college
- Curriculum Planning and Curriculum Development is not in control.
- Funding facility is not available
- Non-performing students are threat that can impact enrollment, new partnerships, and revenue.

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- After Covid 19 pandemic, KMES College of Education's enrollment has declined, which impacts revenue and programs.
- Labor market trends appeared as a threat because of industries that hire personnel with minima credentials and a boon in the local economy.
- The admission criteria and examinations are controlled by the University of Mumbai and only tutorials are held in the College.
- KMES College of Education caters to a large number of students who hail from the marginalized sections of society, many of whom are first generation learners. The challenge of meeting their day-to-day educational and personal needs is an urgent and immediate need.
- The initiation of any new academic programme requires a long and complicated procedure forgetting permissions from multiple authorities which often delays the process.
- The commercialization of education and change in the societal values present a challenge to the service motto of the College.

IMPLEMENTATION AND MONITORING:

A strategic development plan, once done, is implemented in the college. This process of implementation is measurable from time to time.

The implementation of the plans is strictly monitored at various levels:

| Criteria | Monitoring Body |
|-------------------------------------|-------------------------------------------------|
| Curricular Aspect | Principal, IQAC, HOD, Conveners |
| Teaching, Learning and Evaluation | IQAC, HOD and AAA Committee |
| Research, Extension and Development | Principal, IQAC, HOD and Conveners of Committee |
| Infrastructure | CDC, Principal, IQAC, HOD |
| Student Support | Principal, IQAC, HOD, Conveners |
| Governance and Leadership | President, CDC, IQAC and Administration Office |
| Innovation and Best Practices | Principal, IQAC, Staff |

IQAC – Internal Quality Assurance Cell

HOD – Head of the Department

CDC – College Development Committee

AAA – Academic and Administrative Audit Committee

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INSTITUTIONAL PERSPECTIVE PLAN FOR THE NEXT FIVE YEARS: (2022-2027)

The perspective plan is based on the following five core values of NAAC

- (i) Contributing to National Development
- (ii) Fostering Global Competencies among Students
- (iii) Inculcating a Value System among Students
- (iv) Promoting the Use of Technology
- (v) Quest for Excellence

KMES College of Education focuses on its quality culture in terms of Quality Initiatives, Quality Sustenance and Quality Enhancement. The institute plans to achieve its objectives through the following criteria

Curricular Aspect:

1. To conduct more skill-oriented courses and value-added courses.
- 2.. Organize capacity-building programmes.
3. Online and offline feedback will be collected.
4. To take measures on feedback collected.
5. To plan the activities annually in the form of an academic calendar and work for its implementation
6. To conduct curriculum enrichment programmes.
7. To strengthen value-added courses in offline/online mode.
8. Continue offline and online certificate courses and gender sensitization programs.

Teaching, Learning and Evaluation:

1. To ensure smooth admissions as per the Mumbai University norms.
2. To increase the number of smart classrooms and use more ICT in teaching and learning
3. To promote blended learning through online Teaching and Learning Resources
LMS, Videos, Links etc.
4. Identify different types of learners, provide stimulation and enrichment activities for learners and remedial coaching, especially for under-proficient learners.

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5. To provide training to teachers for adapting innovative and student-centric teaching methods.

6. MoUs for Student Exchange Programs and Faculty Exchange Programs.

7. To enhance effective curriculum implementation and delivery through continuous internal examination to maximize learning in students

Research, Extension and Development:

1. To work for Resource Mobilization for Research.

2. To establish educational linkages in terms of more MoU with premier/ institutions/ NGOs and take up collaborative research projects.

3. Promote participation of staff members in offline/ online FDPs, refreshers, orientation programs and online courses.

4. Promotion of publication in indexed UGC CARE research journals.

5. Promote faculty members to apply for major/ minor research project

6. Conduct more National Level Conferences, Seminars and Workshops offline as well as online mode.

7. Encourage faculty members for Ph.D. enrolment and create an innovation ecosystem for Research.

8. Promote participation in international conferences/ seminars/ workshop/symposiums/ Webinars.

9. To carry out academic-related workshops & seminars

Infrastructure:

1. To provide more ICT facilities in the classroom.

2. Upgrade the library, provide remote access and make the library a learning resource

3. To add more CCTV on the college campus

4. To provide more space in the examination room

5. To take measures for proper Maintenance of Campus Infrastructure

Student Support:

1. Participation of students in offline/ online intercollegiate, State and National level events

2. Create awareness of various scholarship schemes for students

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3. Continue offline as well as online community services through community outreach activities.
4. To organize more educational visits for students.
5. To organize more offline and online gender sensitization programs.
6. Invite experts from the educational field to motivate students and provide practical knowledge.
7. To encourage students to work on real projects for education.
8. Increase facilities for physically challenged students.
9. To track students' progression and work for optimal progression to higher studies or Employment.
10. To nurture alumni association to facilitate them to contribute significantly to the development of the institution.

Governance and Leadership:

1. To practice participative, transparent and value-based governance.
2. Submit AISHE and PAR.
3. Continue with internal and external academic and administrative audit.
4. Conduct financial audit.
5. To form a budget committee for Budgeting and optimum utilization of finance as well as mobilization of resources.
6. Apply for grants from different funding agencies.
7. Upgradation of website.
8. Conduct offline/online workshops and training programs for staff.

Innovation and Best Practices:

1. To work for improving Institutional Values and Social Responsibilities.
2. Have more tie-ups with NGOs.
3. Assist government and local bodies in conducting community projects.
4. Conduct green and environmental audit.
5. Plant more trees in the garden.
6. To introduce activities for the holistic development of the students.

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7. Conduct best practices for social welfare.
8. Maintain solar panel.
9. Conduct green audit, energy audit and fire safety audit.
10. To provide infrastructure for quarantine centre to Municipal cooperation of Bhiwandi in case of Pandemic.

Institutional preparedness for NEP-2020

The institute aims to prepare for the implementation of National Education Policy-2020 and plans to take initiatives towards achieving the following aspects:

1. Multidisciplinary/interdisciplinary.
2. Academic bank of credits (ABC).
3. Skill development.
4. Appropriate integration of the Indian Knowledge System (teaching in Indian Language and culture, using online courses).
5. Focus on Outcome-based education (OBE).
6. Distance education/online education.



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