



Strategic and Perspective Plan 2021-31

Al Shifa College of Arts & Science

Strategic and Perspective Plan: 2021-2031

Strategic Goals 2031

1. To Become a Postgraduate College in 2023
2. To be accredited by SAAC in 2024 and NAAC in 2025
3. To become an Autonomous institution by 2031
4. To become an institution of eminence in the state of Kerala by 2030
5. To be recognized as a premier Centre of Skill-centered teaching and learning by the year 2024
6. To be known for excellence in the field of Arts and sports in the State by 2030
7. To establish an Undergraduate Research Cell by the year 2025 and to establish Research Centers in Commerce, English and Economics by 2027.

Strategic Plan 21-31

Goal 1: To Become a Postgraduate College in 2024

The college aims to upgrade to a Postgraduate college in the academic year 2024. All the three graduate departments (Commerce, English, and Economics) will be upgraded to postgraduate departments with university affiliation and approval. The facilities will be enhanced and faculty will be oriented with skill and scholarship levels revisited and recalibrated to align with the said goal.

Strategies

- 1.1 Application submission to the University
- 1.2 Infrastructure upgradation
- 1.3 Recruitment of Staff
- 1.4 Library Upgradation
- 1.5 Promotional activities

Tactical Plan

Goal1: To Become a Postgraduate College in 2024			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Application Submission to the University	Prepare documents for application	Administrator & Head of the institution	3 months
Recruitment of Staffs	Ascertain workload and plan recruitment Procedure	Head of the institution	12 months
Infrastructure upgradation	Create a plan for scaling up infrastructure	The Management Committee & Head of the institution	6 Months
Library Upgradation	Purchase books, Reference materials and Journals	Head of the institution, Department Heads and Librarian	3 months
Promotional activities	Plan campaigns among students and public	The Management Committee	3 months

Goal 2: To be accredited by NAAC and SAAC in 2025

The vision of the Institution is to build up a top-class educational environment and set accredited by national and international bodies with globally respected quality benchmarks inherent to the vision. As a new College established in 2020, ACAS has put a system in place that will address accreditation needs at multiple levels. Starting from building awareness, the process will culminate in equipping the College with quality benchmarks and SOPs.

Strategies:

- 2.1. Awareness building
- 2.2. Setting up documentation SOP
- 2.3. Infrastructure readiness
- 2.4. Setting up quality benchmarks and preparing action plans

Tactical Plan

Goal 2: To be accredited by SAAC in 2024 and NAAC in 2025			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Awareness building	Familiarize the stakeholders about the accreditation parameters	Head of the institution & IQAC	6 months
Setting up documentation SOPs	Establish documentation practices	Head of the institution	24 months
Infrastructure readiness	Create a plan for scaling up infrastructure	The Management Committee	24 months
Setting up quality benchmarks and preparing action plans	Establish performance parameters across various criteria	Head of the institution & IQAC	12 months

Goal 3: To be an Autonomous Institution by 2031

ACAS aims to become an Autonomous institution by 2031 and will work towards the goal following the New Educational Policy directives. To meet the quality and infrastructure benchmarks prescribed for Autonomy in Higher Education, the college will work towards a vision which incrementally integrates the build-up towards Autonomy. Since ACAS is a very young institution, shaping the attitudes and processes will be easier, with a leadership that is tuned as such.

Strategies:

- 3.1. Understand the concept of Autonomy
- 3.2: Complete 2 cycles of NAAC Accreditation on 2028
- 3.3. Upgrade Infrastructure
- 3.4. Establish Capability in self -Governance in administrative mechanism
- 3.5. Upgradation of Examination Cell
- 3.6. Faculty Training and Leadership Orientation

Tactical Plan

Goal 3: To be an Autonomous Institution by 2031			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Understanding the concept of Autonomy	Familiarize the stakeholders about the concept of Autonomy	Head of the institution & IQAC Coordinator	12 months
Complete 2 cycles of NAAC Accreditation 2028	Acquired more than 3.25 Score in NAAC Accreditation	Head of the institution & IQAC Coordinator	72 months
Upgrade infrastructure	Create a plan for scaling up infrastructure	The Management committee	72 months
Establish Capability in self -Governance in administrative mechanism	Establish standards in administrative, Procedures, Process and practices	Head of the institution in consultation with IQAC	60 months
Upgradation of Examination Cell	Set up examination system with offices and hierarchies	Head of the institution & Exam Controller	24 Moths
Faculty Training and Orientation for the Leadership	Identify leadership positions, assign responsibilities and provide training	Head of the institution & FDC	24 Moths

Goal 4: To become an institution of eminence in Kerala by 2025 and in India by 2035

ACAS sets up targets at multiple levels with the intention of being one among the top colleges of the State of Kerala within 10 years. With quality benchmarks in student experiences, student performances in academic and co-academic activities, the college means to make its presence felt. For the achievement of this goal, it is important to layout the route map and ensures its execution.

Strategies

- 4.1. Set up scales of excellence in teaching, research and activities
- 4.2. Enhance Visibility of the College
- 4.3. Specify Focus areas
- 4.4. Promote State-spread Student Intake

Tactical Plan

Goal 4: To become an institution of eminence in Kerala by 2025 and in India by 2035			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Setting up scales of excellence in teaching, research and activities	Draft a Standard and Scale of excellence in teaching research activities	Head of the institution & IQAC	36 months
Visibility Enhancement of the College	State/ National level Plan & Create a plan of operation	The Management committee	60 months
Specifying Focus areas	Identify subject area/ game/ Activates/ Events	IQAC & Dept. Heads	24 months
Promote state spread Student Intake	Upgrade hostel facility	The Management committee	60 months

Goal 5. To become a Centre for skill-integrated Education

Skilling, upskilling and reskilling have assumed increased significance and ACAS is geared to ensure that the students will be well equipped in terms of hard and soft skills. This will be achieved through turning the College into a reputed skills development Centre and through tweaking the curricular practices of the college.

Strategies

- 5.1 Identification of skillsets
- 5.2. Establishment of Skill Wing
- 5.3. Collaboration with State and National Level Institutions
- 5.4. Establish Skill Assessment and Certification

Tactical Plan

Goal 5. To become a center for skill centered teaching			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Identification of skillsets	Preparation of Skill Directory for Hard skills and soft skills	Head of the Institution & Skill Enhancement Cell	24 Months
Establishment of Skill Wing	Setup a separate wing for skill enhancement	Head of the Institution & Skill Enhancement Cell	16 Months
Collaboration with State and National Level Institutions	Set up strategies and Action plans for collaborations	Head of the Institution & Skill Enhancement Cell	36 Months
Establish Assessment and Certification Parameter	Develop Certification and Assessment Parameter	Head of the Institution & Skill Enhancement Cell	36 Months
Alignment with NSDL Framework	Create skill framework in alignment with NSDL Framework	Head of the Institution & Skill Enhancement Cell	24 Months

Goal 6: To be known for excellence in the field of Arts and sports- in the State by 2030

ACAS means to grow into campus which lays significant emphasis on the co-curricular as it seriously contributes to soft and life skills. Within a span of 10 years, the college will become a destination for sports/games /art lovers and the challenge involves building up an ecosystem which spots, nourishes and values student achievements in the field.

Strategies

- 6.1. Upgrade Arts and Sports infrastructure
- 6.2. System for student Talent Scouting/ Talent Spotting/ Talent Promotion
- 6.3. Introduce Arts and Sports Scholarship
- 6.4. Establish centers for Musial Instrument& theatre Training

Tactical Plan

Goal 6: To be known for excellence in the field of Arts and sports in the State by 2030			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Upgrade Arts & Sports infrastructure	Upgrade infrastructure	The Management committee	36 Months
System for spotting and promoting talent	Conduct Talent Hunts and Provide opportunities for Talent development	Head of the Institution & IQAC	36 Months
Introduce Arts and Sports Scholarship	Conduct Selection Camps and identify students	Head of the Institution & Physical Education Department	24 Months
Establish centers for musical Instrument & theatre Training	Set up music bands and theatre groups	Head of the Institution & Fine Arts Coordinator	36 Months

Goal 7. To establish an Undergraduate Research Cell by the year 2023 and to establish Research Centers in Commerce, English and Economics by 2027.

Research is a key target of Higher Education and ACAS is building an environment which will lead those with the right aptitude to the realm of research. This vision of ACAS hopes to streamline the undergraduate and postgraduate programme experiences with the establishment of an Undergraduate Research Centre at the College. The emerging ecosystem will have research capability identification and enhancement built into the routine academic processes of the college at multiple levels.

Strategies

- 7.1. Establish UG and PG Research Centers
- 7.2. Launch Multi-Disciplinary Research Journal
- 7.3. Research promotion Schemes and research focused collaborations
- 7.4. Establishment of Research Development Cell
- 7.5. Strengthening Faculty Research/ Research Project

Tactical Plan

Goal 7: To establish an Undergraduate Research Cell by the year 2023 and to establish Research Centers in Commerce, English and Economics by 2027.			
Short-Term Objectives	Key Performance Measure	Key Person Responsible	Timeline of Execution
Establish UG and Research Center	Set up a separate wing for dealing with UG Research	Head of the Institution & Research Cell	24 Months
Launch Multi-Disciplinary Research Journal	Start a Multi-Disciplinary Research Journal	Head of the Institution & Publication Wing	24 Months
Research promotion Schemes and research focused collaborations	Develop professional Environment for Research Activities	Head of the Institution & Research Cell	36 Months
Establishment of Research Development Cell	Create a Cell which coordinates and directs research-related activities	Head of the Institution	36 Months
Strengthening Faculty Research/ Research Project	Strengthen and promote faculty research and Project	Head of the Institution & Research Cell	36 Months