



SAHYADRI SHIKSHAN SEVA MANDAL'S ARTS AND COMMERCE COLLEGE, JUCHANDRA

PERSPECTIVE PLAN

2022-23 – 2026-27



Prepared by

IQAC COMMITTEE

April 2022

BASIC COLLEGE INFORMATION

AISHE ID : C-34057

1	Name of the establishment	Sahyadri Shikshan Seva Mandal's Arts and Commerce College, Juchandra	
2	Date of establishment of the Institution	20 th August, 2009	
3	Name of the Head of the Institution	C.S. Dr. Lalita Mutreja	
	Designation	I/c Principal	
4	Does the college function from Own Campus	Yes	
5	Address of the College	Sane Guruji Marg, Behind Karmaveer Bhaurao Patil School, Opp. G.P. Complex, Juchandra, Naigoan (E)	
	State/UT	Maharashtra	
	City	Mumbai	
	Pin	401208	
	Phone No	8806722613	
	Mobile No	9325603113	
	Registered Email	admin@sssm.co.in	
	Alternate Email	sssmcollege@yahoo.com	
	Facebook	Sahyadri Shikshan Seva Mandal https://www.facebook.com/sahyadrishikshan.sae.vamandel	
	Instagram	sssm_college_juchandra	
	YouTube	https://www.youtube.com/channel/UCqh9cT8AD9JOqn6RoSiCxaw	
6	Website	www.sssm.ac.in	
7	Nature of the College	Permanently Unaided	
8	College Affiliation	University of Mumbai	
9	Number of programmes offered (2021-22)		
	Programmes	Number	Courses
	UG	03	Bachelor of Arts Bachelor of Commerce Bachelor of Accounting and Finance
	PG	01	Master of Commerce (Accountancy and Finance)

10	Number of Teaching Staff by employment status (Permanent/ Temporary) and by gender (2021-22)			
	Male	Female	Transgender	Total
	03	08	Nil	11
11	Number of Non-Teaching Staff by employment status (Permanent/ Temporary) and by gender (2021-22)			
	Male	Female	Transgender	Total
	03	05	Nil	08
12	Number of Students on roll by gender (2021-22)			
	Male	Female	Transgender	Total
	220	209	Nil	429
13	Does the Institution have statutory cells/ committees	Committee for SC/ST Minority Cell Grievance Redressal Cell Internal Compliant Committee Student Discipline and Anti Ragging Cell OBC Cell		
14	Date of establishment of IQAC	24 th April, 2015		
15	Students under Extension (2021-22) – 56% of the total strength			
	NSS	100 Students		
	DLLE	140 Students		
16	Awards	• Zonal Championship in Avishkar 17-18 • Blood Unit at Suburban Railway Station during Covid-19 pandemic 21-22 • Best Volunteer from Maharashtra at National Integration Camp, Coimbatore, Chennai 21-22		

ABOUT THE COLLEGE

The Constitution of India endows upon all the Right to Education. The gross enrolment ratio has definitely witnessed a huge leap but yet there exists a wide disparity when it comes to rural areas. The ventures here are not profitable and hence quality is compromised. Moreover changes are not accepted with ease. Against all odds the founder and chairperson of the trust Shri Gopikishan Patil dreamt of providing higher education to all his children in the village at affordable costs.

He urged the people of the town to come together and uplift the cause of education especially for girl child. His vision and zeal gave birth to our institution “Sahyadri Shikshan Seva Mandal’s Arts and Commerce College” in the vicinity of Juchandra village in the year 2009. The college was initiated with handful of students i.e 52 in numbers. But this didn’t demotivate the management it continued its path of providing education to all despite of financial constraints.

With the perfect blend of people from all the generations in the college development committee, it balances the beam of Technology and Traditions keeping ourselves intact to ground but screeching through the skies. Patience and Pace are the two warriors enshrining this institution for the coming future. Building a strong team it aspires each other’s strength as a complement to its weakness rather than threat to one’s position or authority.

Besides rigorous scholastic programmes conducted at the institution we seek to combat the challenges confronted and continuously strive towards quality education coupled with variety of co – curricular activities. Encouraging students to participate in research programs, creating mock parliaments to rock shows where individuals display their potentialities and unfold their journey towards practical world. My mission continues to develop the students and faculties, without whom budging things would be difficult. Lastly all activities are strived towards churning out conscientious, smart, confident citizens of India who will go out in the world and make us PROUD!.

Vision

“ Knowledge has no Age Bar. When it comes to women empowerment, education acts as game changer blooming the individual and society to higher levels of confident growth. The college enshrines within itself “Empowering Women through Education”.

Mission

- Quality Education to all at affordable cost.
- Sustain a caring and supportive environment to all the stakeholders.
- Foster a Comprehensive and All round development of an individual.
- Build not just degree holders but Educators.
- Maintaining high standards of integrity and ethical value propositions.
- Encourage drop outs to pursue education especially women to ensure their independence.
- Ensure roots of cultural heritage remain intact while balancing the beam of economic and social progression.

Goals:

1. To encourage faculties, infuse innovative teaching practices in curriculum implementation.
2. To heighten the benchmark of quality education through constant upgradation and quality sustenance practices
3. To facilitate an environment conducive for growth especially women in the institution
4. To encourage maximum participation of stakeholders in various co- curricular and extension activities
5. To encourage adult learning and work in close collaboration with the community.

About IQAC

The Internal Quality Assurance Cell was formed on 24th April 2015 under the chairmanship of CS Dr Lalita Mutreja with a motto, *“To create a quality conscious and enabling environment for its stakeholders.”*

Objectives:

A) Broad Objectives: (As Adopted from UGC NAAC Guidelines)

1. To develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance of the institution.
2. To promote measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization of best practices.

B) Institute Sub Objectives:

1. To devise an incremental reporting standard evaluating the curriculum delivery and infusion of innovative teaching practices with revisions in every 3 years.
2. To improve the participation of students and faculties in various co- curricular activities.
3. To organize workshops, conferences, extension and outreach programs to ensure fulfillment of mission and vision of the IQAC.
4. To develop and sharpen research inquisitiveness and work towards innovation and registration of patents.
5. To work in close collaboration with NGO's, Governmental organizations, and Extension unit of the Institute to meet societal responsibilities.

THINK THANK FOR THE PLAN

Sr. No.	NAME	DESIGNATION (Committee)
1.	CS Dr Lalita Mutreja	I/c Principal Chairperson
2.	Mr Vinay Gopikisan Patil	Chairman - Governing Body (SSSM)
3.	Mr Bansilal Bhoir	Secretary- Governing Body (SSSM)
4.	Dr Parvathi Venkatesh	Local Member – IQAC & CDC
5.	Dr.Uma Shankar	Local Member – IQAC & CDC
6.	Dr K. Venkatramani	Local Member – IQAC & CDC
7.	Kalpak Patil	Local Member - Alumni
8.	Mr. Kirtikumar J. Patil	IQAC Co-ordinator
9.	Mr Kiran Mali	Head Clerk Administrative Officer

***SWOC ANALYSIS OF SAHYADRI SHIKSHAN SEVA
MANDAL'S (SSSM) ARTS AND COMMERCE COLLEGE,
JUCHANDRA, NAIGOAN DIST PALGHAR***

The Internal Quality Assurance Cell (IQAC) of the College conducted an internal SWOC analysis while heading towards NAAC accreditation in the year 2022-23. The SWOC analysis is documented based on comments received from various stakeholders and assesses the college from the lens of NAAC criteria. The following analysis is considered while preparing the Perspective Plan for the period of 5 years 2022-23 – 2026-27.

A. INSTITUTIONAL STRENGTH

1. Centre for learners and has a positive image as Sahyadri College for its *discipline and decorum*.
2. The managing trust is known for its community outreach programs and for the *no donation policy* for all its educational institutes.
3. Blended Governing Body that is ready to accept change with an open mind.
4. Learner Centric Teaching Learning systems and excellent academic results at exit point despite most students enrolled are with average percentages.
5. Disciplined, Eager to soar higher and humble students have helped us climb the ladder gradually.
6. Strong Extension Enrollment Ratio.
7. Wide extracurricular activities and community outreach programs.
8. Enabling environment for the growth of faculties.
9. Well established emotional rapport between the governing body, teachers, and students.

- 10.Participative management respects the opinions and decisions of the staff, students, alumni and parents.
- 11.Digitalization of resources with ERP system for stakeholder management.
- 12.A centre for lifelong learning and growth for both faculty and students.
13. Supportive administrative setup in the college office.
- 14.Strong support from the local community in form of donations and companies in form of CSR funding for infrastructure development.
- 15.The College maintains strong ties with Alumni by involving them in various activities and service contracts.

B. INSTITUTIONAL WEAKNESSES

1. Formal MOU for placement and internship is limited.
2. Research Culture in faculty and students is developing at a slower pace.
3. The overall number of faculties with PhD degree is less.
4. Non- Availability of Financial support from funding agencies for faculties' research-based activities.
5. The students have obtained their schooling from medium other than English so there exists a language barrier when it comes to winning awards at University Level and in Placement Camps
6. Limited scope for Placement and Recruitment.
7. The infrastructure is still not fully developed.
8. Limited number of academic courses.
9. Limited applications of students for government scholarships.
10. Low enrollment due to existence of aided colleges in the vicinity.

C. INSTITUTIONAL OPPORTUNITIES

The institute though naïve with a broad vision and adaptability to accept changes readily aims to harness this strength and walk on the path of turning weaknesses into strengths.

1. To increase the number of academic courses at UG and PG level
2. To enter formal MOUs for placement and internship.
3. Develop E-waste recycling systems.
4. Mainstreaming Alumni support services.
5. Developing Research culture through incentivizing and motivating teachers and students.
6. Modernization of ICT technologies on a wider scale.
7. Start with Value-added and Certificate Programs for students and initiate steps toward NEP 2020.
8. Explore the use of Open Educational resources at a higher capacity and work towards Universal Design for Learning.

D. INSTITUTIONAL CHALLENGES

1. The college not being covered under 12b and 2f of the UGC Act, fails to apply for projects under UGC grants and ICSSR Research Projects.
2. Motivating students to undertake internships and research projects where the curriculum doesn't provide is a challenge.
3. Persuading students to use additional references often doesn't give the desired results.
4. Associating with industries for strengthening placement and internships involves several formalities.
5. To recruit experienced staff in an institute that is just a decade old is challenging.
6. Encouraging Students belonging to the lower economic backgrounds to undertake paid certificate courses from the bodies like NISM, SEBI etc. is difficult.

AN INTRODUCTION TO THE PERSPECTIVE PLAN

2022-23 - 2026-27

With the proactive role of IQAC and with the expertise of the IQAC members in the field of education, industries, and technology, the perspective plan has been drawn from the lens of stakeholders, aligning with the National Education Policy 2020. The quality indicators of different criteria determined by the NAAC have been taken into consideration for benchmarking and standardization.

The Perspective is expected to act as a road map to the present as well as future administrators in a harmonious way. The document also acts as yardstick in the functioning of the college.

While preparing this plan, the expressions, and opinions of various stakeholders viz Parents, Alumni, Management, Teaching and Non- teaching Staff, Student Council, IQAC Co-Ordinator from Cluster Institutes are infused. Further the Perspective was kept open for suggestions on website before placing the same in IQAC and CDC Meeting.

The following Perspective Plan is principally based on following documents –

1. The NAAC Guidelines for ensuring benchmarking and continuous Monitoring.
2. National Education Policy 2020 Document.
3. Vision and Mission Statement of the Institute
4. Goals and Objectives of the College
5. Inputs from the various stakeholders
6. Feedbacks collected on various sessions, curriculum, annual student satisfaction survey. Informal feedbacks too are accounted.
7. Performance Appraisal Reports of the Teachers.
8. Recommendations of the various Audit Committees.
9. SWOC Analysis of the Institute.

The Perspective Plan is devised for 5 years that would be reviewed annually and revised if the situation so demands but this plan shall act as a blueprint for future growth. These annual reviews can take stock of accomplishments and re-look into the actions plans or deviations if any.

Mid- term corrections if required would be done in 3rd year i.e.,2024-25.

The entire plan is devised to intertwine the following aspects -

1. Developing Skills
2. Cascading Knowledge
3. Inculcating Universal Human Values and Sensitization

Categorically, the plan is laid down into following aspects –

- I. Curricular Aspects
- II. Teaching and Learning Ecosystem
- III. Research Culture for Students and Teachers
- IV. Learning Resources
- V. Infrastructure Development
- VI. Human Resources (Teaching and Non- Teaching Staff)
- VII. Community Outreach

I. Curricular Aspects

Area of Concentration	Action Plan
i. Appointment of Qualified Teachers	• Appointment of fully qualified staff to ensure upgradation of knowledge • Appointment posts to be filled before the academic term begins to ensure students don't suffer a loss • Induction and Regular trainings to all the faculties.
ii. Academic Audit	• Conduct of Academic Audit every year
iii. Academic Programs to ensure academic flexibility.	• Application for new self-financing courses UG – 2022-23: Bachelor of Management Studies. PG 2023-24: Master's in Commerce (Business Management) • University Approved Certificate Courses. (Based on Feedback Mechanism) • Additional Division (2024-25) for B. Com
iv. Train the trainer's Program	• In – House Training Programs on Bloom Taxonomy, Open Education Resources, Universal Design for Learning and Four Quadrant Model for E- Content Development. • Faculties to complete MOOC on above topics progressively. • Faculties will be encouraged to develop MOOC under OER for UNESCO and other platforms

	(To monitor the progress in this area IQAC has devised the evaluation system to be filled online.)
v. Course Sensitization and Curriculum Update and Feedback mechanism	• An effective system for communicating Lesson Plans and enrollment of various certificate courses is to be designed objectively. • Student App to form centric for all activities. • Feedback from various stakeholders on curriculum would be collected using qualitative techniques like group discussions and face – face interview using an external agency. (At least 10% of total feedback collected through qualitative data from various stakeholders)

II) Teaching and Learning Ecosystem

Area of Concentration	Action Plan
i. Bridge Course	• IQAC will make sure from 2022-23 the bridge course booklet is printed and distributed to the students in place of existing worksheet system mandatorily in the subjects of Business Communication and Mathematics and Statistical Techniques. • Use of Language Laboratory to be form part of the Bridge Course in Business Communication.
ii. Student Progression to be monitored.	• A comprehensive index is to be designed to monitor student progression from entry to exit level. • An Expert committee is to be formed. • The index formulation and implementation to be completed by 2024-25. • The index to prepared aligning key aspects of NEP 2020.
iii. Dual Degree System	• Encourage students to go for dual degree and take full advantage of the available benefits. • Invite institutions and experts to guide students in this area. In other words, work towards multi cafeteria approach.
iv. Use of OER	• Encourage use of Open Education Resources rather than textbooks and purchased written materials.

	• Create a separate tab on the website and student app for providing links to open resources by the end of 2022-23. • Student – Teacher Partnerships for developing Open Education Resources under Open licenses. This to be achieved by 2024-25
v. STEAM Education	• Strive towards creating culture for STEAM based education. • Commence Programs aligning STEAM Education by end of five year 2026-27. (This aspect to be reviewed and worked in detailed in mid period. i.e., 2024-25)
vi. Extensive Use of ICT in Teaching	• Use of Interactive Panels and Projectors periodically. The logbook for the same is to be maintained from the academic year 2022-23 • 50% of the classroom to be covered with Interactive Panels by 2024-25 • 100% classrooms to be covered with Interactive Panels by 2026-27 • Printer to Each Department 2023-24
vii. Participative and Democratic Working	• Mid-term Feedbacks on teaching and learning systems to be collected and analyzed. • Improved teamwork between students and teachers by conducting project works, field survey, on job- trainings in offices. This

	ensures transparency, accountability and help develop leadership skills amongst all.
viii. Suggestion and Grievance Box	• Increased awareness and use of suggestion box.

III) Research Culture for Students and Teachers

Area of Concentration	Action Plan
i. Research Trainings	• Research Training workshops to be organized for students and teachers by the college (at least 2 every year) • Students and Teachers to attend workshops on Research Methodology organized by other institutes and / or MOOC (At least 1 in each year) • Group Discussions amongst faculties once on every month on research paper/ topics/ proposals etc. (peer – peer learning). This is to be monitored and recorded by IQAC
ii. Competitions	• Inter-Class competitions on Research Paper Presentations • Participation in Research Conventions conducted by University and Colleges • Organizing Research Conferences
iii. Infrastructure	• <i>Establishment of Research and Incubation Centre. (2023-24) *</i>
iv. Awards and Appreciation	• Monetary and Non – Monetary Awards for students and faculties excelling in Research Area in Annual Prize Distribution. (2022-23)
v. MoU	• Tie-ups with NGO's and Companies for sponsoring Research projects. (2023-24)

IV) Learning Resources

Area of Concentration	Action Plan
i. Reading Room	• <i>Allocation of additional space for reading room i.e., minimum of 500 sq feet for students. (2023-24) *</i>
ii. E- Resources	• Purchase of digital resources like Shodhganga Membership, E- Journals etc (2022-23) • Installation of Additional Computers for students. Addition: 20: 2022-23 Addition: 20: 2023-24 Target Student Computer Ratio to be maintained at 1: 20
iii. Book Bank Scheme	• Wide - Promotion of Book Bank Scheme for students (2022-23) • Increase in number of Textbooks • Digitalization Process to be completed by June 2022.

V) Infrastructure Development

Area of Concentration	Action Plan
i. Increase in number of Classrooms	- Considering increase in the Academic Programs the following number of classrooms would be required in the phase out manner – 2023-24 – 06 classrooms (Area: 500- 750sq feet) 2024-25 – 02 classrooms
ii. Auditorium	Well equipped Auditorium with seating capacity of 200 people: 2024-25
iii. Seminar Room	One Seminar Hall for students: 2024-25
iv. Gymkhana	Revamping of Gymkhana in 2022-23 and initiation of Open Gymkhana 2022-23
v. Cafeteria	Revamping of Cafeteria in 2022-23
vi. Extension and IQAC Cell	Revamping of Extension and IQAC Room in 2023- 24
vii. Computer Lab	Establishment of Computer Lab in 2023-24
viii. Compost Pit	The Institute to establish a compost pit and E- waste disposal provisions. The process to be initiated in 2022-24 and to be completed by mid- review.
ix. Audit	Energy and Environment Audit to be conducted once in 3 years.
x. Toilet Blocks	At least one toilet block to be made that would be gender neutral. 2022-23

Infrastructural related developments included in other criteria's

* *Establishment of Research and Incubation Centre. (2023-24)*

* *Allocation of additional space for reading room i.e., minimum of 500 sq feet for students. (2023-24)*

* Accompanied with infrastructure development would be simultaneous increase in safe drinking water facilities, sanitation facilities and CCTV coverage.

VI) Human Resources

Area of Concentration	Action Plan
i. Teaching staff	• Documented Self Appraisal Policy to be prepared by IQAC 2022-23 • Provision of Provident Fund for faculties in the year 2022-23 • Provision of Medical Cover of faculties serving Institution for more than 5 years from 2025-26 • Improved involvement of faculties in management. • Incentives for achieving inter-disciplinary programs.
ii. Non- Teaching Staff	• Documented Self Appraisal Policy to be prepared by IQAC 2022-23. • Provision of Provident Fund for faculties in the year 2022-23 • Provision of Medical Cover of faculties serving Institution for more than 5 years from 2025-26 • Improved involvement of faculties in management. • Incentives for achieving certificate courses and upgradation programs.
iii. Alumni	• Alumni Annual Festival to be initiated every year to ensure the bond is further strengthened. (2022-23)

	• To initiate a separate bank account for Alumni fund. (2022-23)
iv. Students	Based on recent survey conducted amongst the students it was observed that failure to turn for government scholarships is on account of poor documentation and there is dire need for students to earn while they learn. Responding to this following plan of action is required: • Scholarship funded under CSR and Private Individuals to be worked upon. • Regular Camps for documentation to be conducted. • Part time jobs to be provided in the college and create a platform for the same.
v. Audit	• Gender Audit to be conducted yearly with an inclusion of transgender criterion.

VII) Community Outreach

Area of Concentration	Action Plan
i. Re 1 Pratidin Scheme	• Committee to be formed for monitoring this scheme. • The scheme fund to be audited and spent on adopted areas. • The Scheme to be initiated from academic year 2022-23
ii. Adopted Areas	• Adopted Anganwadi to be continued for next 5 years • Substantial work in terms of infrastructure and trainings to be done with the help of Extension committee and CDC.
iii. Financial Literacy	• The Extension committee to work substantially in this area and bring about quantum difference.
iv. Health and Hygiene.	• Menstrual Hygiene project to be continued for next two years i.e. 2022-23 and 2023-24 in collaboration with Shree Shankara Hindu Mission.