



STRATEGIC PLAN 2020 – 2025



KARMELA RANI TRAINING COLLEGE
Fatima Road, Cutchery P.O.
Near St. Aloysius HSS, Kollam
Kerala 691013

Preface

Strategic Planning of the institution plays a vital role in successful accomplishment of the Vision and Mission. Strategic planning is a continuous process with a specific emphasis on accomplishing institutional goals in this highly competitive world. The basic strengths of strategic planning are its abilities to help align the organization with its environment, i.e., a set of internal and external forces that can positively or negatively affect the activities of an Institution. The Strategic Planning and Deployment (SPD) is formulated based on analysis of present challenges and future opportunities and it envisions the direction towards which the institution should move to achieve its set goals and objectives.

The first part of SPD elucidates the vision, mission and core values of the institution. The SWOC analysis of the Institution formed the basis in framing the vision and mission which in turn depend on the feedback from stakeholders. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through a brain storming session with faculty members. The strategies with action plans were decided to achieve institutional strategic goals. While formulating the strategic plan and deployment document, each and every stakeholder is made to involve by building a spirit of ownership in them. The SPD will synchronize the processes and efforts of the institution and it will also ensure that the institution will become a most preferred Teacher education institution by 2025.

About Karmela Rani Training College

Karmela Rani Training College, Kollam, founded in 1960 by the late Bishop of Quilon Rt. Rev. Dr. Jerome M. Fernandez, is a Teacher Education Institution offering Bachelor of Education (B.Ed.) degree course in 7 Subjects. The College is affiliated to the University of Kerala and is recognized by the National Council for Teacher Education (NCTE).

The aim of the College is to send into the field of Education in India, teachers who are intelligent, spiritually vigorous, cultured, healthy, vocationally prepared, and social minded and committed to the cause of Indian Education in whatever sphere they may serve God and Country. Many innovative changes are taking place in the field of Science and Technology and we facilitate changes according to it. The strategic plan also upholds our tradition in modifying our teaching learning process according to the changing field of education.

The Vision of the college

To provide quality and value-based teacher education to the student teachers to become academically innovative, professionally competent and socially committed citizens who will strive for social transformation and nation-building.

Aim of the college

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Motto of the college

‘True light Enlighteneth’

A true teacher is a communicator of truth and light. If teachers are to be the beacons of light that are to dispel the darkness of illiteracy and ignorance, they must be imbued with a spirit of dedication to their noble calling as teachers to be a source of enlightenment to others.

Our Mission

The following objects constitute the mission of the college.

- To transmit the Christian ,Spiritual, Moral, Cultural, Educational and Religious ethics and heritage through the Educative process.
- To transact all curricular and co-curricular activities in view of the integral development of the personality of students.
- To provide professional education and training in multi skill enhancement to prospective teachers who will contribute to national development with global outlook.
- To orient the students to attain required competence and refinement through innovative practices, educational technology and ICT enabled strategies and remedial coaching programmes.
- To promote relevant academic ventures and research activities for contributing to the common fund of knowledge.
- To extend educational guidance and professional assistance to neighbourhood schools and communities.
- To co-operate in the common effort to uplift the socially and educationally backward Christian Minority Community of Latin Catholic through education and training.

Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strength

General

- This institution is a renowned Teacher education College under a Catholic management which runs about 100 educational institution both in primary, secondary and tertiary levels.
- College managed by a religious minority community committed to provide education as service.
- One of the aided colleges in the state, known for its quality education having a service history of 62 years in Teacher Education
- Many of the alumni have served as teachers all over the world.
- Many of the alumni entered government service as teachers and administrators
- Continuous and stable records of academic achievements of students. Many rank holders from the college.
- 6 of the alumni received Best Teacher Award from the president of India, a rare honour to a teacher education institution in Kerala.
- Alumni also testify the quality of education and training.
- Good number of candidates from the college clear PSC Examination conducted for recruiting teachers.
- Students are admitted on merit. Top ranking students come to be enrolled.
- Contributing to women empowerment as majority of students enrolled are women.
- For providing effective teacher training to prospective teachers, there are a number of recognized schools under the same management.
- Institution caters to the educational uplift of the fisher folk and students from coastal belt where educational standards are relatively low.
- More possibility for career placement and recruitment of qualified hands from the institution to other educational institution under the same management.
- A campus located in the heart of the city surrounded by educational institutions. It is easily accessible by roads.
- A green campus surrounded by varieties of trees including the exotic ones.
- A model practicing school within the vicinity for better co-operation, innovation and interaction.
- Well qualified and experienced senior faculty with 9 holding Ph.D out of ten. Many serve as resource person and university examiners.
- A well-furnished library, ICT lab and allied learning resource center provide student teachers ample scope for exposure and expertise.

Specific

- The College of Education is determined to produce high quality, efficient and talented teachers for school education. It lays emphasis on providing in-depth theoretical and practical knowledge.
- The college is very dynamic. The student teachers undergo strong and systematic training process to prove their skills in the class room performances. They are provided with vital feedback and suggestions to improve their performances.
- The college organizes extracurricular activities for the teacher pupils. It grooms their personalities and provides essential facilities to enable them to concentrate on their studies.
- There is rich central library catering to the needs of the students. It has a vast collection of text and reference books, magazines and CD-ROMs to provide cohesive learning ambience. The number of books available exclusively for the College of Education is 9000.
- The total infrastructure consisting of 7 optional subject classes, 4 common classrooms, seminar hall, one multipurpose Auditorium, Science, Mathematics resource Centre, Psychology lab, work experience lab, Arts and Crafts resource Centre, ICT resource Centre, Physical fitness Centre, Conference room, Refreshment room, meditation / prayer room etc. are available.
- Each classroom is equipped with computer, LCD projector, smart board and overhead projector which is used for teaching learning purposes.
- There is a Computer laboratory with Internet Connectivity. It has seating capacity of 30 students.
- The College of Education has conference room with projective and public address facilities for a seating capacity of 150 students.
- There is an active Former Students Association which was started in 1975.
- The College of Education follows the academic calendar approved by the affiliating university.
- The College helps the faculty to keep abreast with the new changes occurring in the field of Teacher Education by allowing them to attend the seminars, workshops and refresher courses.
- College has entered into formal agreement with 10 participatory schools which includes Government and aided Schools for the smooth conducting of Teaching Practice.
- The College of Education has a moderate Placement Cell for Career Guidance and placement.
- The College has a grievance redressal committee to redress the grievance of the Students.

- The Curriculum gives ample opportunity for moral and value education. For inculcation values, educationally and culturally important national days are observed by the students.
- The campus is Wi- Fi enabled.
- College is a barrier free campus with ramp for entry for differently abled persons.
- Campus is noted for its biodiversity with a Miyawaki forest in miniature.
- Internal Quality Assurance cell play an important role in improving and maintaining Quality of the institution.

Institutional Weakness

- This college is a stand-alone institution which does not have the benefits of a multidisciplinary campus
- The institution primarily laid strong emphasis on curriculum transaction and smooth conduct of academic courses but it led to the lack of required focus on research, extension and value-added courses.
- Being quality conscious, institution had planned to present itself for assessment and accreditation much earlier. Bur procrastination and delay occurred due to the over expectations of perfection and total preparedness. This stand also has adversely affected the moves for timely quality assessment of the institution.
- Being an aided college, apart from the provision of salary by State Government, other developmental grants are minimal. This also affects quality initiatives and developmental projects.
- Students who are enrolled here are meritorious and talented but most of them are from economically weaker sections of the society. Owing to this, other value-added courses could not be attempted as the students cannot afford even the minimal subsidized special fees.
- This institution was painfully forced to close the Post graduate Department offering M.Ed course due to the unfavourable stand of the University and government of Kerala. The University on one hand was not favouring the conduct of self-financial courses in aided colleges. On the other, the government of Kerala citing the financial constraints, did not sanction required post of teaching faculty in the aided stream for M.Ed which led to the closure of M.Ed programme in the year 2019 after 14 years of successful conduct

of the programme as unaided course. This has adversely affected the academic growth of the institution as a research center where 95% of faculty are Ph.D HOLDERS.

- Negligence on prompt and proper documentation of events and activities is also one of the weaknesses of the institution which may be changed due the assessment process.

Institutional Opportunity

- With the present infrastructure facilities, the college can explore more avenues to create necessary Add- On Courses in the educational Practice.
- To explore the research potential of the faculty and to intensify the research climate the college of education can be registered as a Research Centre.
- With some more augmentation to Information and Communication Technology Centre, it can be changed into E-Content development lab.
- By utilizing the expertise of the human resources in our institution, the college can provide life skill training and career guidance programme for the needy students from different Schools.
- As envisioned in the National Education Policy, there is scope for the Institution to modify the current Teacher Education Programme, offering B.A.B.Ed / B,Sc. B.Ed dual degree programmes exploring the possibilities of expansions as multidisciplinary campus or establishing a host and partnering institutions framework for attaining this goal.

Institutional Challenges.

- The greatest Challenge is to convert this stand-alone institution into a multidisciplinary campus.
- Added to the above, it is a challenging task to convert the current two-year Teacher Education Programme into ITEP or Integrated Teacher Education Programme.
- To maintain high quality in the competitive academic environment in order to rise up to students expectations.
- Non- Sanction of post of Teaching and supporting staff under grant-in-aid is a cause of concern for the college.
- To provide infrastructural development for required expansion in the field of Education, is a difficult task, due to financial Constraints.

Strategic Plan

The Institutional strategic plan is made with the consultation of the vision and mission of the institution, core values and of the opinion of the stakeholders.

Institutional Strategic Goal

- Ensuring effective teaching learning process
- Enhancing student learning outcome in the University examination.
- Encouraging research and innovations
- Enhancing community extension activities.
 - Maintaining the physical infra structure.
 - Ensuring effective Alumni interaction.
 - Developing social responsibilities and professionalism among future teachers.
 - Ensuring effective relationships with the practice teaching schools.
 - Transforming the institution into / merge with a multidisciplinary Campus.
 - Preparing for converting the course to ITEP

Curricular Aspects

- Introduction of value-added courses.
- Apply for the Integrated Teacher Education programs as per the regulation of NEP 2020
- Developing Innovative Course modules.

Teaching Learning Process

- Preparation of academic calendar in tune with the affiliated University.
- Developing e-learning resources.
- Developing a digital repository in the library
- Follow fair evaluation strategy
- Equip the students to face competitive exams

Research and outreach activities

- Encourage research culture among faculty and students
- Encourage faculty members and students to publish research articles,
- Community extension activities are conducted according to the vision and mission of the college

Infra structure and learning resources

- Technological upgradation of the campus with centralized Wi-Fi
- Digitalized library and office.
- Enhancement of botanical garden and medicinal garden.
- Augmentation of the fitness centre.

Student support and Progression

- Enhancement of skill development programme.
- Extension of scholarship facility and endowments to eligible students.
- Preparing students to clear various competitive exams

Governance and Leadership

- Initiate need-based study for multidisciplinary campus
- Engage in consultation with host/ partnering institution for merger.

Deployment Policy

The approved strategic plan is implemented with proper monitoring by the strategic planning committee. The implementation is monitored on a regular basis. The IQAC coordinator presents the progress report in the review meetings held at the end of each semester. The status of the implementation of the plan is presented before management board. Based on the analysis of the report, corrective measures are recommended for further deployment.