

STRATEGIC PLANS

The living document of Sahodaran Ayyappan Smaraka SNDP Yogam College Konni is a road map focalized on the academy's future plans in the domains of academics, enrollment, campus environment, resources and philanthropy. This strategic plan serves as the guide for the college as we go on refining and renewing our vision as an exceptional institution that moulds students through rigorous and relevant learning experiences grounded in a holistic and outcome-based curriculum. The Strategic Plan of the institute is comprehensive and far-reaching in its initiatives, goals, and objectives.

The Strategic Plan is founded on the two distinct but integrated elements—Mission and Vision.

VISION

We impart an education that is centered on humanistic and democratic outlooks and blends self-actualization and learning, resulting in the students' mental, physical, social, emotional, and spiritual growth. The premise runs as the students find purpose and meaning in life, getting connected to the natural world, the community and to the humanitarian values. Furthermore, we vouchsafe them knowledge, foster skills in their chosen stream, identify hidden talents, provide opportunities to realize their full potential and thus shape them into future leaders, entrepreneurs and above all, good human beings.

MISSION

The mission of the institution is to foster excellence in all the subjects taught here and to provide a foundation for intellectual and creative experiences. We apply diverse perspectives to understand and transform the world, enrich lives, and meet societal needs. Inquiry is central to our work. Our efforts advance the frontiers of knowledge, artistic expression, the mission, and strategic goals proposed by Mahatma Gandhi University. Many students from Konni and neighbouring villages prefer to be educated in this institution which provides a fertile ground for academic excellence and character formation. The college provides opportunity for

economically and socially backward communities in rural, hilly, forest, adjoining villages of Pathanamthitta District. The college aims to make higher education affordable, accessible, and equitable.

SWOC Analysis

Strength

- The college has a history of 25 years' academic excellence, and it is still the only aided HEI in Konni.
- The college fosters outcome-based education and self-actualization of scholars.
- Learners are unconsciously aligned to amalgamate with heterogeneous peers and larger communities, promulgating their ideas, thus grooming up their personality.
- The college offers career and job oriented new-generation courses like BBA, BCA, BCom with Taxation, MSc Computer Science and MSc Biotechnology. A new PG programme (MSc Geology) has been sanctioned in the aided stream.
- Faculty members of the institution play active roles in various academic bodies as members of Syndicate and Academic council, chairpersons of Board of Studies and expert committees, Question paper setting, and Evaluation process of the University
- Skill development programs help students to escalate their overall personality.
- The commitment of teaching fraternity makes them remain lifelong learners.
- Empowerment of the marginalized to experience 'a liveable life' is our prime concern
- Using resourceful alumni peer-to-peer networks, gifted learners are attracted to the institution.
- Many faculties are involved in research as scholars and research guides

- Publications in UGC approved journals and conference proceedings by the faculties is promoted.
- Solar power is partially used for the energy requirements.
- The institution has very vibrant and academically oriented quality students.
- The college has been bagging University Ranks on a regular basis. The enrolment ratio is above 95%.
- Most of the students are supported by scholarships or freeships given by government, non- government agencies, and PTA.
- College offers coaching classes for various competitive examinations funded by PTA.
- The management confirms to the academic merit of faculties at the time of their appointment.
- Programmes like Remedial coaching, SSP and WWS cater to academic excellence.
- The college has good records in inter-collegiate sports and games competitions.
- Students fare well in University Youth Festivals scoring A grades in many events.
- College has MoUs with different institutions
- Continuous networking with alumni, parents and our student employers helps the institution to receive feedback for quality improvement.

Weakness

- The rural location of the college makes it difficult to effect industry linkages required for new generation job-oriented programmes.
- The modern outlook and methodology of teaching-learning take time to gain acceptance with the students, parents and public as the college is situated in a rural area adjoining forest,
- Digital divide is a stumbling block in teaching-learning in the pandemic era.
- The socio-economic status of the family crucially influences digital competency and access to ICT-enabled learning of scholars.

- Bandwidth throttling and slow internet connectivity affect the live streaming of classes.
- Economic weakness and stringency of the institution disrupt the academic and student welfare schemes.
- The college languishes in funded projects from state and central Govt.
- The institution is not recognized as a research centre by the affiliating University.
- Very weak innovation initiatives.
- Incubation Centres or Entrepreneurship Centres are not floated.
- The college does not have women's hostel, staff quarters and guest house.
- The college does not have athletic stadium, multi-purpose indoor sports complex, etc.
- Lack of continuous upgradation, subscription to e-journals, access to interactive e-lectures
- Delay in sanctioning of permanent teacher posts by the government.
- The college does not have a Multi-purpose Indoor Sports Complex.
- Very less association with NGOs.

Opportunities

- The college being affiliated to the MG University and recognized by the UGC, is eligible to apply for development grants and UGC sponsored programmes.
- As the college is situated geographically in a backward area there is a high potential for consultancy, extension and innovation.
- The support from stakeholders enables the college to develop in a planned manner.
- The college provides opportunity for skill development through newspaper assessment, short term courses, coaching for competitive examinations and psycho social guidance through counselling cell.
- The college uses internal resources to provide freships, concessions and other welfare schemes for financially backward students, thus helping them to afford to the opportunity to continue their studies.

- The college being a co-educational institution with majority girl students, we have every opportunity to focus on the holistic development of all students.
- Shifting from mere CBCS system to outcome-based education gives the college an opportunity to mould the students in tune with the recent trends in the job market
- The college is instrumental in providing the degree of a recognized university to its students
- The HEI sets a benchmark for teaching-learning and assessment in a socially and educationally backward remote rural area.
- Academia disseminates ideas and solutions through multiple ways to catch the diverse spectrum of learners.
- Promotion of multi-disciplinary teaching, learning, and research.
- Vocational training and skill development programs with a special focus on differently-abled learners.
- Scope for improving opportunities for academic management system, fully exploiting the e-learning resources
- Establishment of highly equipped infrastructure for physical education in terms of sports hostel, indoor stadium, etc.
- RUSA 2.0 assistance for infrastructure development.
- Entrepreneurial activities can be fostered through collaborations with Kerala Start Up Mission, business firms and other organizations.
- More support from stakeholders
- Enhancement of the life skills of students.
- The number of coaching/training programmes on soft skills, English language acquisition, computer expertise would put the students in the forefront of competition, both in the case of higher studies and job placement

Challenges

- Centralized allotment introduced by the University, creates a lag in the start of UG and PG programmes in June itself.
- The college is required to function within all the limitations of an affiliated college.
- The infrastructure and resources of the college are strained to meet the needs of increased number of students.

- Mental health issues like anxiety disorders, clinical depression, diffidence, etc of the scholars need to be addressed.
- Scholarships for socially less privileged and meritorious students are now inadequate in number.
- The teaching fraternity is overburdened with the administrative workload, supervision roles, and extension activities as part of their duty. These factors raise challenges to the quality of teaching
- The institution is situated in a very remote area makes its growth potential very bleak.
- Infrastructure facilities such as roads, communication networks and transportation pose serious challenges for its growth potential
- Attracting more external funding agencies.
- Conduct of online classes is a stumbling block, as most students in the remote areas have limited or poor internet connectivity.
- High teacher-student ratio at UG level hampers the benefit of individual attention.
- Periodic upgrading of the infrastructural facilities and learning resources.
- Regular classes are sometimes lost due to heavy rain, flood, and other natural calamities
- Poor public transportation facility.

INSTITUTIONAL STRATEGIC PLANS

TEACHING AND LEARNING

- Introduction of trendy UG and PG programmes.
- Starting finishing school programmes for enhancing skills.
- Commencement of skill based vocational programmes.
- Promotion of earn while learn concept among students.
- Instilling work culture and dignity of labour in students.
- Launching flexible timetable system by blending online and onsite learning.
- Strengthening career guidance to augment placements.

- Signing up MoUs with more firms to ensure internships.
- Ensuring more scholarships and freeships for students.
- Encouraging students and faculties to take online courses.
- Offering bridge courses to the freshers.
- Enhancement of ICT enabled teaching and learning.
- Facilitation of research departments.
- Providing more facilities for differently abled students.
- Furthering alumni involvement.

INFRASTRUCTURE

- Modernization of computer labs.
- Furthering library automation.
- Automation of college office.
- Organizing more training programmes for administrative staff.
- Starting health club for students and staff.
- Conversion of cafeteria into full-fledged canteen.
- Starting vegetable cultivation.
- Improvement of rainwater harvesting facility.
- Upgradation of solar panels.
- Amelioration of solid waste management.
- Limiting the use of paper in administration.
- Practising gender audit.
- Promotion of funding from governmental and non-governmental agencies.
- Augmenting community development campaigning.
- Sharing of resources and facilities with other HEIs.
- Renovation of college library and addition of books.

Besides, the HEI plans to rectify its weaknesses, convert the opportunities into strength and overcome the challenges.