

## **STRATEGIC PLAN 2018-2025**

When developing a strategic plan for MCT Training College, consider specific plans under each strategic goal to address critical areas and ensure comprehensive growth and improvement. Here are some plans that can be included under each strategic goal:

### **Strategic Goal 1: Enhance Academic Excellence**

#### **Plan 1: Curriculum Development and Enhancement**

- Regularly review and update the curriculum aspects to ensure it aligns with the latest educational standards and industry needs.
- Integrate interdisciplinary courses and programs to broaden student learning experiences.
- Provide opportunity to student teachers to practice and refine teaching skills through micro practices and their Integration through Link practice.
- Activities to Enhance Language Comprehension and Proficiency (EPC1 LAC)
- Peer discussion lessons to understand the concept and importance of Lesson Planning in classroom teaching
- Provide opportunity for a macro lesson in practice (Criticism classes) before internship
- Observation lessons & faculty demonstration lessons to observe teaching skills, and the participation of students in the lessons
- To observe teacher/teaching behaviour in various teaching learning situations
- Develop and implement specialized training modules for emerging teaching technologies and methodologies.
- Establish a mentorship program (Internship) where senior faculty guide junior faculty members.
- Preparing teachers to use technology in a classroom (EPC 3 critical understanding of ICT)
- Programmes to prepare student-teachers to be more effective and empathetic educators. (EPC 4: understanding the self)

#### **Plan 2: Faculty Development Programs**

- Organize ICT related workshops and training sessions for faculty to enhance their teaching skills and knowledge.
- Encourage faculty to pursue higher education and professional certifications.

#### **Plan 3: Student Support Services**

- Provide academic advising and counselling services to help students with their educational and career planning.
- Implement tutoring programs and study groups for challenging subjects such as statistics in assessment, psychology, e-content development etc .
- Enhance the accessibility of learning resources through digital platforms (pdf, ppt, you tube, websites etc).
- Create innovation labs and incubators to support student and faculty startups.
- Offer courses and workshops on entrepreneurship and innovation management.

## **Strategic Goal 2: Enhance Infrastructure and Resources**

### **Plan 1: Technology Upgradation**

- Upgrade classroom technology with smart boards, projectors, and interactive learning tools.
- Expand the college's Wi-Fi network to ensure high-speed internet access throughout the campus.
- Organize one-week workshops to use ICT related artifacts for teaching as incorporated in lesson plans
- Office automation
- Library automation and e-library facility
- Biometric attendance for teachers, students and non-teaching staffs
- Installation of EPR software for centralized data management

### **Plan 2: Library and Learning Resources Expansion**

- Increase the collection of books, journals, and digital resources in the library.
- Develop an online portal for accessing e-books, journals, and other digital learning materials.
- Expand seating area; tables and chairs placed near reference materials for easy access, Comfortable seating near magazines, journals, and newspapers, encouraging users to browse current issues in a relaxed setting. Chairs and desks designed for maximum comfort, adjustable to accommodate different users' needs, reducing strain during long study sessions.

### **Plan 3: Facility Improvement**

- Renovate and expand existing buildings and classrooms to accommodate more students.
- Arrange rooms for science labs, club activities and physical education
- Renovate buildings and classrooms to accommodate differently abled students

## **Strategic Goal 3: Strengthen Community Engagement and Extension Activities**

### **Plan 1: Community Service Programs**

- Organize regular community service projects, such as health camps, literacy programs, and environmental initiatives.
- Develop service-learning classes (First aid) that integrate community service with academic learning.
- Programmes for SUPW

### **Plan 2: School and Organization Partnerships**

- Establish partnerships with local schools to provide training and support for teachers.
- Collaborate with NGOs and community organizations on joint projects/assignments and initiatives.
- Working with local schools for empowerment of backward students especially at the time of internship
- Participation of intern in the Co curricular activities of the school ( like organizing / helping in sports, youth festival, blood donation camps, society beneficial programmes, PTA meetings etc.)
- Beyond the class Activities of the intern in the school (lab cleaning, club activities participation in organizing programmes like quiz, seminar etc.)
- Conduct innovative programmes during Internship (undertaking conscientization programmes, Minor Project, etc.) related with social welfare and well being
- Conduct classes for Health & Physical Education

### **Plan 3: Expert talk and Day celebrations**

- Offer workshops and training sessions on topics such as digital literacy, vocational skills, and personal development.
- Celebrating important days to educate students about significant events, raise awareness on various topics, and foster a sense of community

## **Strategic Goal 4: Foster a Supportive and Inclusive Environment**

### **Plan 1: Diversity and Inclusion Initiatives**

- Implement policies that promote diversity and inclusion in hiring, admissions, and campus activities.
- Organize events and programs celebrating cultural diversity and promoting inclusivity.

- Infrastructural development to promote inclusivity.

### **Plan 2: Counselling and Support Services**

- Provide mental health counselling and support services for students and staff.
- Establish peer support groups and mentorship programs.

### **Plan 3: Professional Development for Inclusivity**

- Offer training for faculty and staff on inclusivity, cultural competence, and anti-discrimination practices.
- Develop workshops and seminars focusing on creating inclusive classroom environments.
- Field visit to special education centres to study their strategic plannings and preparations to deal with them.

## **Strategic Goal 5: Maintain Fiscal Stability**

### **Plan 1: Fundraising and Development**

- Develop a comprehensive fundraising strategy, corporate advertisements for magazine.
- Organize fundraising events and campaigns such as food festivals, weekly coin collection for pain and palliative

### **Plan 2: Resource Optimization**

- Conduct regular financial audits and assessments to identify areas for cost-saving and efficiency improvements.
- Implement a centralized procurement system to manage resources effectively.

## **Strategic Goal 6: Development of Infrastructure**

- **Sustainability and Energy Efficiency:** Set goals for sustainability, such as reducing energy consumption, utilizing renewable energy sources, and implementing green building practices.
- **Technology Integration:** Plan for the integration of modern technology in classrooms, labs, and administrative offices to enhance learning and operational efficiency.
- **Accessibility and Inclusivity:** Ensure all new and existing facilities are accessible to people with disabilities and promote inclusivity.
- **Safety and Security:** Establish goals to enhance the safety and security of all infrastructure facilities, including emergency preparedness and response plans.

## Implementation Plan

### **Plan 1: Timeline and Milestones**

- Develop a five-year timeline with specific milestones and deadlines for each strategic goal.
- Regularly review and adjust the timeline as needed to ensure progress.

### **Plan 2: Responsibilities and Accountability**

- Assign specific tasks and responsibilities to students and faculties.
- Establish a monitoring system to track progress and ensure accountability.

### **Plan 3: Monitoring and Evaluation**

- Implement a system for regular progress reports and evaluations.
- Conduct periodic reviews to assess the effectiveness of strategies and make necessary adjustments.

Including these plans will create a robust and comprehensive strategic plan for MCT Training College, guiding the institution towards achieving its long-term goals and ensuring continuous improvement and excellence in all areas.