

RANI BIRLA GIRLS' COLLEGE

Affiliated to the University of Calcutta

**38, SHAKESPEARE SARANI
KOLKATA: 700017**



PERSPECTIVE PLAN

(2022-2032)

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1. INTRODUCTION

Institutional Perspective Plan is formulated by the institution with an objective of both short-term and long-term strategy to achieve its vision and mission. Our 10-year perspective plan encompasses short-term (1-3 years) and long-term (10 years) goals focused on academic excellence, infrastructure development, faculty and staff development, student support, research and innovation, community engagement, and sustainable practices.

It focuses on key areas of enhancing the quality of students to improve their placement opportunities, develop value enhancement courses based on industry requirements, facilitating student internships and implementing NEP guidelines, improving faculty skills through promoting research and development activities.

The National Education Policy (NEP) 2020 emphasizes holistic and multidisciplinary education, inclusivity, and the integration of technology. Our perspective plan aligns with these principles to ensure our college remains at the forefront of educational excellence.

The following are the strategic goals of the Perspective Plan:

1. Improvement in teaching-learning process through implementation of ICT
2. Improving faculty members skills by participating in FDPs, Workshops and other courses (both online and offline) and providing incentives by formulating Financial Assistance Policy.
3. Fostering the Career Counselling and Placement Cell to increase the placement ratio of the institution.
4. Encouraging research and publication among faculty members
5. Creation of Value-Added Courses and Skill Enhancement Courses which are job-oriented
6. Encourage the students to participate in community out-reach programs and participate in co-curricular as well as extra-curricular activities.



2. ABOUT THE COLLEGE

Rani Birla Girl's College, established in July 1961, a renowned institution of higher education of Kolkata, affiliated to the University of Calcutta, is an under-graduate degree college and is presently functioning as a Government-Aided degree college. The college was established with a goal of empowerment of women through value-based holistic education. The College has strived to provide a student friendly, affordable, curriculum-based education and co-curricular opportunities to all the students. The institution holds the distinction of being the bearer of a teaching and learning legacy of more than six decades and has been relentless in its pursuit of excellence. This college has maintained good academic performance with consistency. Co-curricular training and value-orientation have been equally prioritized within the institutional agenda.

3. VISION, MISSION, AND MOTTO OF THE COLLEGE:

➤ **Vision:**

The college was established with an inspirational vision to serve as an ideal seat of learning aimed at promoting higher education and holistic development of young women learners of diverse social and economic background within a liberal, progressive, and enlightened milieu.

➤ **Mission:**

As a premier and reputed institution committed to the goal of women's empowerment through higher education, the institutional mission is oriented to motivating learners to achieve distinction in academic, administrative, and cultural spheres and to venture into self-employment or entrepreneurship.



➤ **Motto:**

विद्ययाऽमृतम श्रुते

The Sanskrit sloka has been the inspirational motto since the inception of the institution. It beholds the epistemic glory of pure pedagogy, learning and cognition. The esoteric exercise affirms, the sloka, is like partaking in something lofty, something higher and as sublime as intaking of the holy nectar or “Amrita.”

4. OBJECTIVE OF THE PERSPECTIVE PLAN:

From the time of its inception Rani Birla Girls' College has been working relentlessly to address every aspect of its vision, mission, and motto. This Perspective Plan has been drafted with the objective of inculcating the following:

- To create an enriched milieu to enable knowledge transfer through a holistic educational environment, aided by all modern systems of teaching-learning.
- Capacity building and ability enhancement of learners aimed to empower women learners in general and underprivileged or disadvantaged women in particular, through skill-enhancement and value addition, beyond the scope of the prescribed curriculum.
- Delivering quality education aimed to equip students with sustainable skills for employment and entrepreneurship and thereby rendering curricular transactions relevant and applicable.
- Earnest institutional endeavour aimed to foster a liberal, secular, and progressive vision amongst the students and thus helping them to imbibe the very consciousness lying at the heart of the pedagogical training.



4. ANALYSIS OF STRENGTHS, WEAKNESSES, OPPORTUNITIES, AND CHALLENGES-2022

STRENGTH:

- An all-girls college located at the heart of the city, with excellent communication with all corners of the city and neighbouring districts.
- A 65-year institution with a rich past and good reputation.
- An excellent student-teacher ratio.
- Offers courses for students of both English and Bengali Medium.
- The College's commitment to provide higher education to young women from multi-cultural and multi-religious background.
- Adherence to prescribed curricula of the affiliating university with focus on NEP 2020.
- Optimum utilization of the existing infrastructure.
- Physical -Mental Wellbeing of students, staff, and many of the stake holders.
- Extra-academic initiatives like career counseling, social service initiatives, and community outreach programs which enhance personal growth of students and also instills a sense of responsibility towards their communities, shaping them into well-rounded individuals and future leaders.
- Several active Clubs, which organizes and encourages students to pursue various extra-academic interests

WEAKNESS:

- Space crunch causing hindrance to infrastructural extension.
- Limited Infrastructural facility affecting the pursuit of academic excellence
- Inadequate number of non-teaching staff due to Government embargo on recruitment.



- Lack of adequate sports and games facilities.
- Inability to make the campus completely plastic free.
- Limited use of alternative energy.

OPPORTUNITIES:

- Introduction of more UG courses with greater professional edge.
- Introduction of more job oriented/add on certificate courses.
- Using e-learning resources more effectively.
- Enhancing research facilities through research projects, seed money, other financial aid and infrastructural facility.
- Organising more faculty development programmes.
- Organising more Administrative Training Programmes for Teaching and non-teaching staff.
- To upgrade the college into a post graduate institute.

CHALLENGES:

- Lack of own college building.
- Falling interest of students in general degree courses.
- Paucity of Govt. and Non-Govt. funds for developmental activities.
- To arrest migration of students to other parts of the state and country

5.THINK TANK BEHIND PERSPECTIVE PLAN:

Sl. No.	DESIGNATION	NAME
1	Administrator	Dr. Aparna Chakraborty, JDPI, Education Directorate, Government of West Bengal
2	Principal	Dr. Srabanti Bhattacharya
3	IQAC Coordinator	Ms. Sushmita Das



4.	Teacher Members	Ms. Kamalika Paul Ms. Namrata Subba
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6. NAAC PEER TEAM OBSERVATION/ RECOMMENDATION – 2014

SL. NO.	RECOMMENDATION	COMPLIANCE
1.	More viable and value added/job-oriented courses may be introduced for grater employability	The college has conducted several values added, job-oriented courses in the last five years.
2.	Faculty members need to be encouraged and motivated to undertake more research projects (Major and Minor) and publish regularly in research journals.	
3.	Library should be equipped with more books and journals, and library automation should be a priority	<ul style="list-style-type: none"> • Since last NAAC the number of books and journals has increased by 3500. • Accession and Circulation is done through SOUL 3.0 • The college has received administrative approval for State Govt. funds for installation of KOHA and RFID. The college is in the process of procurements of the above.
4.	Infrastructure facilities for sports and games need to be strengthened	<ul style="list-style-type: none"> • College has procured several sports equipment in the past years to strengthen the sports infrastructure of the college,
5.	ICT thrust and further innovations in teaching learning	<ul style="list-style-type: none"> • All department have Projectors in their classrooms • Teachers were given Laptops for teaching and exam related work • Two Smart Classrooms installed • Free Wi-Fi facilities for students and teachers in Library, Administrative offices,



		Laboratories, Examination Centers, and Staffroom
6.	Self-Defence programmes to be initiated	<ul style="list-style-type: none"> The college has organised self-defence course Sukanya in collaboration with Kolkata Police. College is in the process of starting Sel-Defense course in collaboration with a Karate organisation.
7.	NCC should be introduced	We are in talks with NCC to start
8.	Collaborations with academic and research organisations, NGOs, and Industries to be initiated for quality enhancement and capacity building	The college has signed a total of 23 collaborations, out of which 08 are with higher education institutions, with 08 industries, with 05 NGOs and 02 cultural and literary organisations
9.	Making provision of more toilets	Renovation and repair of existing toilets and addition of 3 new toilets.
10.	Better canteen facilities	New canteen vendor appointed through tender process. Canteen area was covered; lights and fans installed in the eating area; new canteen furniture purchased
11.	Second Campus for future expansion	The process has been initiated through resolutions in the Teachers' Council and by the Administrator.
12.	Solar panel installation and environment friendly campus should be a priority	Two outdoor solar lights have been donated by a distinguished alumnus. Installation of large-scale solar panel could not be done as the college is running from rented property.
13.	Alumni Association needs to be more functional	The Alumni Association has been super active in the last few years organising extension activities, community outreach activities, alumni lecture series, meets, fetes, NGO visits.



		The alumni members have also made donations to the college and other NGOs.
14.	Formal feedback from various stakeholders needs to be institutionalized, analyzed, and utilized for promotional and remedial measures.	Feedback from students, staff, alumni, and employers have been regularly collected, analyzed, and utilised in conceptualizing and implementing quality initiatives. The same have been uploaded on the official website of the college for remedial measures.

7. PERSPECTIVE PLAN OVERVIEW:

SHORT TERM PLAN (2022-2025)

1. Curricular Aspects

- Preparation and publication of Academic Calendar at the beginning of each academic session
- Initiate Value-Added Courses and Skill Enhancement Courses
- Emphasizing Continuous Internal Assessment (CIA)
- Emphasis on Experimental Learning
- Emphasis on a robust Feedback Mechanism
- Organizing students' visit to various archives/museums/industry/laboratories/media houses etc.

2. Teaching – Learning Evaluation

- Identification of slow and advance learners through Continuous Internal Assessment and psychological assessment
- Remedial Classes for Slow and Advanced Learners



- Conduct Seminars, Workshops, Special Lectures
- Creation of Mentor -Mentee System
- Creation on PO/CO matrix for all programs to map the program outcome.
- Organizing orientation programmes for dissemination of Programme and Course Outcome of each Programme and Course
- Encouraging the participation of students in seminars, quizzes, debates, group discussions, poster completions, etc. organized by the college and other HEIs.
- Organising special lectures by eminent visiting professors.

3. Research, Innovation and Extension

- Motivate Teachers to publish research papers
- Organize Seminars, Workshops
- Motivate teachers to attend and present papers in seminars and workshops by providing financial aid.
- Initiate collaborative activities with other higher education or research institutes through signing of MOUs
- Initiate collaborations with NGO's, social and cultural organisations through signing of MOU or Letter of Collaboration.
- Conduct extension programmes with NGO's, social and cultural organisations.
- Conduct Community Outreach Programs through clubs and sub-committees

4. Infrastructure and Learning Resources

- Improve physical infrastructure by repair and renovation of existing infrastructure.
- Improve ICT facilities by repair and maintenance of existing ICT facilities like projectors, desktops etc.
- Provide well secured firefighting facilities in strategic places
- Organizing regular fire drills for staff and students.



- Initiate Annual Maintenance Contract (AMC) for regular maintenance of IT infrastructure, CCTV, Photocopy machines, Generator, pest control, fire extinguishers etc.
- Drinking water facilities with coolers and water purifiers.
- Improve facilities for cultural activities, sports, mental and physical wellness
- Increasing e-resources
- Increase expenditure on book, e journals, online resources
- Conduct Library Exhibition, Book Fair, Career Counseling Fair

5. Student Support and Progression

- Assist students to apply for various Govt./Non-Govt. Scholarship schemes.
- Emphasis on career building by conducting programs of career counseling and placement Fairs.
- Streamlining documentation of records of Student progression, by giving responsibility for the same to a dedicated Office staff.
- Organize competition and events to promote healthy participation
- Working in close collaboration with the Alumni Association to record student progression.
- Provide easy access to various daily newspapers, periodicals, journals, e-journals, e-books, internet in the Central library

6. Governance, Leadership and Management

- Implementation of improved e-governance practices in areas of fees collection, student database management and college accounts.
- Provide Financial support to teachers for attending seminars, workshops, and courses
- Conduct FDPs, workshops, seminars in college to improve the faculty skills
- Conducting regular Administrative Training and Orientation Programmes for faculty and non-teaching staff members.
- Conduct periodic internal audit and timely statutory audit of the accounts.



- Conduct Academic and Administrative Audit.

7. Institutional Values and Best Practices

- Promote awareness about gender equality and gender sensitization through various programs.
- Promote energy efficient systems to reduce consumption of energy.
- Create a sustainable waste management system
- Conduct Green Audit and Energy Audit
- Promote awareness on values, rights, duties, and responsibilities for citizens by initiating several clubs and cells like Electoral Literacy Cell, Women's Empowerment Cell etc.
- Encourage gender related sensitization programs through Internal Complaint Committee (ICC), Women Empowerment Cell and NSS and various departmental activities.
- Setup a medicinal plants garden.
- Setup a vermicompost pit for waste management and providing organic manure for the plants of the garden.

LONG TERM PLAN (2022-2032)

1. Curricular Aspects

- To commence PG courses in the Fashion and Apparel Designing Department
- To commence UG courses in Accountancy (B.Com.), Law and Food & Nutrition and Psychology.
- To start certificate courses offering foreign languages

2. Teaching – Learning Evaluation

- To motivate students to complete online courses on the platforms like NPTEL, SWAYAM, E-PG Pathshala and other similar courses



- ii. To organize training programs for teachers so as to motivate them for maximum utilization of ICT based teaching.
- iii. To organize faculty development programs to improve overall quality of the teachers for effective teaching and learning process
- iv. To encourage faculty members to participate in different skill development programs

3. Research, Innovation and Extension

- i. Conduct regular meetings of the Research Cell to identify the research potential, promote the research and prepare the research proposals.
- ii. Make continuous efforts to obtain research grants from funding agencies such as UGC, DST, ICSSR, INSA, etc. to undertake major/ minor projects.
- iii. To increase the institutions number of research collaborations with external agencies and institutions.
- iv. Promote publication of faculties in indexed research journals.
- v. Appreciate and recognize the teachers on successful completion of research projects, research degree programmes and research publications.
- vi. Strengthen the NSS unit of the college and start a NCC unit.

4. Infrastructure and Learning Resources

- i. Establish a well-equipped auditorium with modern audio-visual facilities.
- ii. Elevator to be installed for assisting the differently abled students and staff.
- iii. Installation of air conditioners in the Geography, Journalism and Fashion Department Labs.
- iv. Initiate concerted efforts to obtain grants for infrastructure development.
- v. Complete automation of Library services.
- vi. Procure more computers and provide computers in the laboratories, office, library, and departments with LAN facility.



- vii. Set up Video Conference classroom to provide the exposure to faculty and students of the college through lecture of resource persons of national/international repute.
- viii. Making all classrooms ICT enabled classrooms.
- ix. Take proper measures to reduce the electricity bill by installation of solar panels.
- x. Set-up water conservation infrastructure through rain-water harvesting.
- xi. Construction of a well-equipped gymnasium

5. Student Support and Progression

- i. To strengthen the mechanism to keep track of following things:
 - Students progressing to higher education
 - Off campus placement record students
 - Students passing competitive exams.
 - Student receiving awards in the different events and competitions.
 - Students participating competitions.
- ii. Alumni to be effectively engaged through departmental level alumni meets and talks by alumni.
- iii. Tap the potential of the alumni for mentoring and career counselling.
- iv. To motivate and arrange training for students for various competitive examinations such as UPSC, WBCS, NET, SLET, GATE, GMAT, TOEFL, IELETS etc.
- v. Provide financial assistant through student free ships to economically challenged students.
- vi. Additional library cards shall be provided to meritorious students.
- vii. Sports uniform to be provided to the student participating in sports activities.
- viii. All the students will be insured under Group Insurance Scheme
- ix. Special coaches shall be invited for different games to train the students.

6. Governance, Leadership and Management

- i. Institutional vision and mission of the institution will be communicated effectively to all stake holders.
- ii. Digitization of academic and administrative records.



- iii. Arrange periodic quality audits, like, academic & administrative audit, energy audit, green audit, gender audit etc. of the college
- iv. Promote decentralized administrative mechanism with accountability.
- v. Promote participatory functioning in the Institution involving all staff members.
- vi. Uphold efficient Students' Council, Students' Grievance Cell, Anti Ragging Committee.
- vii. Introduce a mechanism to obtain feedback from students, parents, alumni, employer every session and its scientific, systematic analysis and interpretation.
- viii. Prepare institutional code of conduct for students, teachers, administrators, and other staff and to disseminate the same by conducting various programmes.

7. Institutional Values and Best Practices

- i. Ensure the promotion of gender equity by initiating various activities
- ii. Provide the related infrastructure, like, girls' common room, etc.
- iii. Organise gender audit at regular intervals.
- iv. Provide physical facilities, namely, ramp, elevators, software facilities (e.g. Braille), rest rooms, scribes for examination for Divyangan students and staff.
- v. Ensure clean, hygienic, and eco-friendly campus
- vi. Promote minimum use of paper in administrative activities
- vii. Energy conservation by reducing electricity consumption through installation of solar panels.
- viii. Take initiative for conducting regular green audit, energy audit, fire audit, etc.
- ix. Undertake scientific methods for waste management.
- x. Organise programmes related to various diversities like, cultural, regional, linguistic, communal, socio-economic, etc.
- xi. Organise/celebrate important national and international commemorative days.
- xii. Computer literacy programmes to be initiated for disadvantaged school students.

9. CONCLUSION



Our 10-year perspective plan aims to transform our college into a leading institution that embodies the principles of NEP 2020, fostering a holistic and inclusive educational environment. By focusing on short-term and long-term goals across various domains, we are committed to achieving academic excellence, promoting innovation, and serving our community and nation.

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