



STRATEGIC PLAN NING AND DEPLOYMENT DOCUMENT 2021-2026



SREE NARAYANA TRAINING COLLEGE

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SREE NARAYANA TRAINING COLLEGE

Nedunganda P.O., Varkala, Thiruvananthapuram, Kerala. Pin.695307, Affiliated to University of Kerala, Recognized by NCTE, Re-Accredited by NAAC with Grade B, Recognised by UGC under 2(f) & 12(B)



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Message:

Sree Narayana Training College is one of the predecessors in the field of Teacher Education in Kerala under the SN Trusts. The college was established in 1958 by Sri R Sankar, the former chief minister of Kerala. The institution is dedicated to bring out the best in student teachers who are the future nation builders of the country.

The institution offers Bachelor of Degree Course in Education in six disciplines in a multidimensional scenario with the help of experienced and resourceful faculty members and infrastructural developments. The institution embarked its voyage under the great visionary Sree Narayana Guru and the journey continues in the field of Education. The new Strategic Planning and Deployment Document for 2022-2025 is yet another movement in this regard. The ardent faculty members under the leadership of principal have brought out possible strategic planning and deployment policies through this document. I can affirm that the team will implement the strategic plan successfully in its total spirit.

I congratulate the Principal, Faculty members, Staff and Students and extend best regards for their journey to reach the zenith of success.



Managing Trustee

Preface

An institution accomplishes its vision and mission through careful and well established strategic planning. Sree Narayana Training College has launched several initiatives to empower the field of Teacher Education in alignment with the great vision of the college "Enlightment Through Education" The current strategic planning and Deployment Document is based on the analysis of the challenges, obstacles and available future opportunities and strengths of the institution and envisages the achievement of desired goals and objectives of the institution.

The preliminary part of the document addresses the vision, mission and core values and goals of the institution as defined and guided by the stakeholders. The strategies with Action Plan were decided through continuous discussion and thought processes with faculty members and administrative staff. During the preparation of the document, Utmost care has been ensured to incorporate the contributions of all stakeholders for the success of the organization. An effort has also been taken to monitor the process of implementation and evaluating the objectives achieved. The new strategies and action plans thus fulfills every steps to modify and augment the existing strategies of the institution in a comprehensive manner.

The present strategic planning and Deployment Document will be a guiding force for Sree Narayana Training College to achieve its goals to the maximum possible. Thus the institution aims to bring the most talented and professionally competent young aspiring teachers for the qualitative development of the nation.



VISION

We strive to uphold our motto and make it more sound and distinguished. Our value based education helps the younger generation to rejuvenate and bloom the future generation. Thereby, the institution realizes the vision on "**ENLIGHTENMENT THROUGH EDUCATION**"

MISSION

"To provide value embedded quality oriented education."

"To nourish the potentials of the future nation builders."

"To equip the student teachers to meet the challenges in the global education scenario."

"To Strengthen the Society through Unity"

"To Render Selfless Service to the Humanity"

Core values:

- Academic Excellence through quality Education.
- Promote Environmental Consciousness.
- Create opportunity to develop service to community and service to humanity.
- Enhance professionalism with value Orientation.
- Promote creativity and innovation.



SNTC

SWOC ANALYSIS

Strength:

- The institution under the management of SN Trusts that offers diversified services in the field of education as well as in the society.
- Good reputation for high quality teaching learning experiences for overall development of prospective teachers.
- Equal emphasis for co-curricular and value oriented programmes
- Well qualified and experienced faculty with 85% of them having P.h.D. in Education.
- Excellent performance in academic achievement at University level.
- Encouragement of faculty for pursuing Ph.D. and advancement of qualifications
- Constant feedback system from students and stakeholders.
- Achievement in placements of students in various reputed schools and other organizations.
- Very strong Alumni Association which render support and services in every aspects.

Weakness:

- Since the course curriculum is as per the University of Kerala, the academic flexibility is limited.
- International and National collobarations and linkages are limited.
- Delimitations in transportation and accessibility as the location of the institution is too interior to the rural area.
- Lag in the appointment of faculty due to Government Policies.



Opportunities:

- Collaborations and linkages with institutional and National organizations/ institutions of reputation
- Focus on Research Activities and collaborations.
- Very strong and active Alumni to support collaborations and exposure for overall development
- Involving more faculty members in research oriented programmes.
- Cooperation of people in the locality for community extension services.
- Preparing students in competitive exams and skill training.
- Developing skill based courses and Incubation centre.

Challenges:

- Challenges in managing students with various vernacular and ethnic backgrounds
- Participation of Faculty Development programmes during the rigid curricular schedule.
- Inviting resourceful experts in the institution to share their experiences.
- Developing the institutions for multidisciplinary courses and integrated programmes.

Strategic goals

The institutional strategic goals were formulated in consultation with vision and mission of the institution, core values and opinions of the stakeholders.



Institutional Strategic Goals

- Ensuring effective teaching-learning process.
- Ensuring good governance.
- Developing social responsibility and professionalism among future teachers.
- Encouraging leadership and management skills among students.
- Encouraging research and innovation.
- Enhancing community extension services.
- Ensuring effective communication with practice teaching institutions.
- Developing and maintaining physical infrastructure.
- Ensuring effective Alumni interaction.

Curricular aspects:

- Developing innovative course modules.
- Apply for Integrated Teacher Education Programme (ITEP) as per the regulations of NEP- 2020.
- Introduction of new value-added courses.
- Designing textbooks and study materials for restructured curriculum.

Teaching learning process:

- Preparation of academic calendar in tune with the affiliated university.
- Developing outcome-based semester plans.
- Establishment of procedures for Digital learning.
- Integration of LMS as a medium of teaching learning process.
- Development of e-learning resources.
- Follow fair evaluation strategies.



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- Encouraging maximum to address inclusiveness in practice Teaching Phases.
 - Encourage students and teachers to pursue online self study courses.

Fostering Leadership and Management Skills

- Decentralization of Academic and administrative process among faculty members, non teaching staff and students.
- Organizing skill development programmes

Research and outreach activities:

- Encouraging faculty members to acquire research grants from alternative sources of funding and linkages with external agencies.
- Conduct Community Extension Activities in alignment with the institutional vision and mission.
- Encourages interdisciplinary research among faculty members.
- Develop research attitude among students by encouraging productive projects.
- Encouraging research publications among faculty and students.
- Encourage the functioning of linkages and MoUs with external bodies and organization.

Physical Infrastructure and Learning Resources:

- Upgradation of energy management system and waste management practices.
- Enhancing Green practices in the campus.
- Enhancing waste management system.
- Enhancement and utilization of digital resources.

Student Support and Progression

- Regular monitoring of Student Empowerment Programme (SEP).



- Extend scholarship facilities and documents to eligible students.
- Provision of placement opportunities in collaboration with secondary and higher secondary schools and various organization.
- Organization of skill development programmes.
- Orientation classes in various Teacher Eligibility Tests.

Governance and leadership:

- Training in digital skills for administrative and teaching staff.
- Digitalization of IQAC.
- Encouraging teaching and non teaching staff to attend leadership training courses.
- Orientation for institutional code of conduct.

Values and Best Practices

- Upgradation and maintenance of eco-friendly practices.
- Extend value-oriented programmes in the community.

Implementation and Monitoring of Strategic Planning

The approved strategic planning is implemented with proper monitoring by the strategic planning committee. The implementation will be monitored time to time. The IQAC co-ordinator will present the progress report in the review meetings held at the end of each semester.

Measurable success Indicators:

Curricular Aspects	<ul style="list-style-type: none"> ➤ Number of course modules developed ➤ Review of ITEP application ➤ Report of value added courses ➤ Number of Resource materials developed
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Teaching Learning Process	<ul style="list-style-type: none"> ➤ Academic Calendar prepared ➤ Semester plans ➤ Monitor Learning Management System ➤ Number of e-learning resources ➤ Results evaluation ➤ Number of inclusive lesson plans ➤ Results of online self study courses
Leadership and Management skills	<ul style="list-style-type: none"> ➤ Report of decentralization process at various domains. ➤ Number of skill development programmes organized. ➤ Report of skill development programme with student feedback
Research and Outreach Activities	<ul style="list-style-type: none"> ➤ Number of research funds received from various agencies. ➤ Number of research publications by faculty and students. ➤ Number of Community Extension Services. ➤ Number of Research projects undertaken by faculty members. ➤ Number of functional MoUs and linkages.
Physical Infrastructure and Learning Resources	<ul style="list-style-type: none"> ➤ Number of building and rooms added ➤ Green initiatives undertaken ➤ Number of materials added to library and laboratories ➤ Upgrading of the reasonable energy sources.
Student Support and	<ul style="list-style-type: none"> ➤ Report of the student empowerment



progression	<p>programmes.</p> <ul style="list-style-type: none"> ➤ Report of the scholarships availed by the students. ➤ Number of placement certificates. (Appointment letter) of students. ➤ Number of skill development programmes. ➤ Results of Teacher Eligibility Tests ➤ Number of Alumini Interaction.
Governance and Leadership	<ul style="list-style-type: none"> ➤ Number of College Council meetings ➤ Report of governing bodies/ committees/ cells ➤ Report of college union ➤ Number of skill development programme organized for faculty and administrative staff ➤ Participative certificate/ evidences of participation in skill development programmes by the faculty.
Values and Best Practices	<ul style="list-style-type: none"> ➤ Number of value oriented activities/ programmes. ➤ Report of value oriented programs/ activities ➤ Report of eco-friendly activities.



*Sree Narayana Training College
Nedunganda*



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