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**DINSHA PATEL COLLEGE OF NURSING**

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# ***Strategic Planning And Deployment Document***

***(2015-2020)***



**DINSHA PATEL COLLEGE OF NURSING**



## *Preface*

For an organization, strategic planning is very essential to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and deployment document (SPDD) is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives.

The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short term goals. These are defined and guided by the stake holders (management, leadership, HODs, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members. The strategies with action plans were decided to achieve institutional strategic goals.

While formulating the strategic plan and deployment document, care has been taken to involve all stakeholders to help contribute their part which is vital for the success of every organization. Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for DINSHA PATEL COLLEGE OF NURSING to achieve its goal to become an institution of Academic Excellence and providing professional by skilled young Engineers and Managers to the society.



## ***Vision***

Create a global leader and competent nursing personnel through excellence in education, research, and health care practice.

## **MISION**

Prepare competent nursing personnel as a clinician, educators, leaders and researchers that strengthen the health and well being of individual and society.

## **OBJECTIVES**

1. To promote the scientific base of nursing knowledge and skill through innovative teaching methodology.
2. To train competent nurse for preventive & curative health care to the patient at various health care settings.
3. To build all round development of the students in curricular, co-curricular and extracurricular activities.
4. To initiate, undertake and promote quality research in various health care settings.

## ***QUALITY POLICY***

We at Dinsha Patel College of Nursing shall strive to be a premier provider in Nursing Education for Graduate and Post Graduate Nursing Students with the Student First Policy through:

- Excellence in Nursing Education
- High Standards of Nursing care
- Inculcation of Leadership Qualities
- Community Partnership for Health and Developmental Activities
- Promotion of Nursing Research



## **Strength, Weakness, Opportunity and Challenges (SWOC)**

### **Institutional Strength**

- Dinsha Patel college of Nursing has evolved as a reputed institution offering quality education over the years.
- Academic excellence as exemplified by excellent infrastructure and contemporary curriculum
- Located in the center of the city and good public and personal transportation.
- Dynamic and committed faculty & staff members
- Students: Majority of the students are natives of Gujarat State. The institution has all sections of the society including other backward classes/SC/ST and under privileged.
- Value – Added Programmes: A good number of value added certified program has been incorporated besides the Indian nursing Council curriculum.
- Placement: Top corporate hospitals conduct regular recruitment drives to select and absorb students into their hospitals.
- The institute honors meritorious students with scholarship.
- Infrastructure of the college is complete with well equipped seminar halls, class rooms, laboratories and auditorium.
- Effective teaching learning process is supported by learning materials.
- Solar power plant is installed and green campus initiative taken.
- Staff appraisal and reward system is practiced.
- Hostel facility for boys and girls are available
- Well equipped library and laboratories.
- Scheduling of academic programmes in advance
- Dedicated and involved DPCN Alumni Association.
- Effective Grievance Redressal and Women Empowerment Cell
- Extension activities through NSS
- Effective Career guidance and Placement cell.
- Decentralized work culture.
- Welfare schemes for teaching and non-teaching staff.



- Student nurses association as a unit to identify and provide a platform for showcasing the talents and skills of the students.
- International students and faculty exchange program
- Good support for Extra and Co-curricular activities

### **Institutional Weakness**

- Very Few number of research and interdisciplinary projects
- Many of our teachers are still pursuing Ph.D
- Membership in Board of study or in academic council in Parent University is under process.
- Pre fixed curriculum need to follow.

### **Institutional Opportunity**

- Research and consultancy initiatives
- Revenue generation through resource sharing
- Cultivate Innovation and start up culture in institution
- Encouraging students for competitive examinations and higher studies
- To become one of the nursing institutes in Gujarat State
- To attract students from all corners of Nation
- To enhance extension activities, outreach programmes as a measure of institutional social responsibility
- Optimal utilization of infrastructure and facilities available
- Enhancement of quality education through training and knowledge upgradation of faculty
- Scope to carry out more collaborative research with private, non-profit, and public sectors.
- Scope to enter into more partnership and MoUs with International Universities.
- To be a leader in interdisciplinary and integrated learning
- To equip students to face the challenges of life successfully



## **Institutional Challenge**

- Being a self financed institute upgrading the infrastructure with the growing need without government funding support.
- Being an affiliated college we faced certain constrain like having administrative delay in the way of examinations are conducted and results are announced.
- To attract high meritorious students
- To cope up with rapidly emerging technologies
- High cost of delivering Education
- Execution of collaboration with more foreign Institutions
- Getting professional experts for new courses in emerging areas.
- Mobilizing research funds from other agencies.
- Motivating faculty to engage in research due to better service option.
- Overcoming the initial hurdles in acclimatizing students from diverse backgrounds



## *Strategic Goals*

The passionate team of DINSHA PATEL COLLEGE OF NURSING after several discussion and planning and guided by the Mission and Vision of the Institutes Quality Policy, Core Values, Stake holder's expectations and SWOC analysis framed the Institutions strategic Goals.

### **Institution Strategic Goals:**

1. Following effective teaching learning process
2. Developing and following leadership and participative management
3. Establishing a continuous Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring student's development and participation
6. Ensuring staff development & welfare
7. Developing financial management
8. Development of entrepreneurship
9. Encouraging research and development work
10. Increasing Alumni Interaction and participation and Outreach activities
11. Engagement in Community Services and Activities
12. Developing physical infrastructure
13. Getting memberships of professional bodies, Local chapters, student's chapter etc.



# *Strategic Planning*

## 1. Good Governance

Governing Body	Merit based GB appointment Performance management of GB members through specific responsibilities Evaluation of institutions performance and bench marking Guiding and approving policy matters
Vision, Mission and Institution Goals	Vision, Mission development & their articulation Setting short term and long term goals Institutional Strategic development plan Institutional strategic goals setting
Transparency & Leadership	Transparency in Leadership & appointment of Key Designations Service conduct rules and polices formulation, approval & implementation Grievance Redressal mechanism Leadership Development through decentralization
Internal Quality Assurance Cell & Accreditation	Setting up of IQAC with internal & external members to audit processes
Students Participation	Students suggestions in various academic and student affairs

## 2. Leadership Development

Developing Ownership	Motivating through interactions
Assessment & Identification	Expert committee to assess all existing leaders potential Find gaps and structure changing Identify Designations for external
Decentralization	Decentralize the academic, administration and student Related Prescribe duties , responsibilities and accountability

## 3. Financial Management

Budgeting	Department wise Budget planning of all heads of accounts Forecast & estimation of revenue Forecast & estimation of expenditure Budget formulation & approval through Managing Committee
Financial Governance (HoDs)	Expenditure management Yearly Audit ( internal /External ) checks- balances Support through research, consultancy and trainin
Outflow Management & Growth plans	Monitoring expenses as per budget planning Predicting internal revenue generation Growth- Expansion plans





#### 4. Physical infrastructure

Green Campus	Plantation and solar system Energy harvesting & management Hygiene, solid waste management (zero plastic usage) Reuse of waste
Academic infrastructure	Aesthetic Class rooms, Tutorials, Seminar halls State of the art Laboratory & equipment
Library	Library infrastructure up gradation Functional Furniture and fittings for e-learning Digital library
Residential Township	Staff quarters . Safety, Security management Water facility and yoga centre
Sports, Hostel & Canteen	Developing sports ( indoor/outdoor) facilities Hobby clubs Appointment Sports coach as per Games.

#### 6. Teaching – Learning infrastructure

Smart Class rooms	Classrooms equipped with Projector facility Multi media and support equipment E-Learning facilities
Laboratory- R&D Equipment	Development in infrastructural facilities in R&D Laboratory and its maintenance
ICT	Learning software for various subjects Hardware (Servers, Computers...etc) Pedagogy tools
Books & E-Learning	Books, Journals, Periodicals, Magazines Departmental library books

#### 7. Library & information centre

Infrastructure enhancement	Budget allocation Infrastructure ( Buildings & Furniture)
Removal of obsolescence in Books & Resources	Books, journals procurement, storage and retrieval
Digital & E-Library	Digitization of Library resources

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## 8. Attraction, Development, Retention

Talent Hiring & Retention policy	Merit based hiring policy formulation & implementation Career advancement Schemes Critical talent identification & retention measures
UGC recommended Scales, Rewards & Recognitions	UGC recommended scales implementation Additional cadres to be created for deserving staff Rewards – recognitions & incentives Welfare policy formulation & implementation
Conducive working environment	Best work facilities and infrastructure Role & responsibilities clarity and empowerment
Career growth & Development	Sponsorship/ Deputation, sabbaticals for higher education & More Exchange programmes Sponsorship to participate in national /international conferences Deputation to premier national /international Universities.

## 9. Teaching, Learning and Evaluation

Bench mark with Premier institutes	Constitute academic teams and visit premier institutions Customize & Implement best practices
Curriculum Design & Lesson plan	Design curriculum as per all graduate attributes and expectations of stake holders Develop lesson plan as per weekly schedule. Develop e-learning content Benchmark with community requirements
TNA and upgrading faculty & staff competence	Conduct training need analysis every two years Conduct / depute faculty and staff for competence development Support paper publications and presentations Provide opportunities for networking
Knowledge Delivery & Outcome based education	Define outcomes of each teaching learning initiative Continuous Assessment and evaluation to measure outcomes Establish Research Culture Access to online learning Mentor on academic, career & higher educational opportunities
Evaluation & Assessment	Create proper feedback system Continuous progress assessment Question bank development & Term end examinations



## 10. Quality assurance systems

R&D Infrastructure & Teams	Enhancing R&D laboratories in all departments Dedicated R&D facilitation & documentation centre Competent technical staff for R&D labs Start new Journals with indexing.
Establishing Centers of competence	Fund raising through Project proposals Apply for Government/ other funding Establishing centers of excellences
MOU with premier institutes/ R&D labs	MoUs with higher learning institutions in India & abroad. Multi & inter disciplinary research and product development

## 11. Research, Development & Innovation

Establishing Quality Systems	Setting up bench marks & system flow Quality Policy steering committee Publishing Quality system design & culture Educating & Training of all employees
Internal Quality Assurance & Assessment cell	Setting up of IQAC team Periodic checks and guidance
Accreditation & Certifications	Audit and certifications
Audit Internal Controls	Establish audit process & audit teams Train internal auditor teams Audit and remedial measures
Continual improvement, Rewards & Recognitions	Setting up of Quality assurance cell Identifying achievements & best practices Quality circle competitions & rewards Annual competitions

## 13. Placement, Internships & Career

Placement & Career guidance	Dedicated team Video recording of mock up interviews of students and feedback
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Department	
Training & Development	Awareness programmes Value added programmes Competency enhancement centre
Internships, Placement process & Success stories	Internships planning and execution Placement process coordination Success stories celebration

#### 14. Extra-curricular and co-curricular

State of the art infrastructure	Budget allocation Establish state of the art infrastructure ( indoor/outdoor) Formation of hobby clubs
Coaching, training & competitions	Dedicated coaches /trainers recruitment Regular training /coaching classes Participation in tournaments/competitions Hosting competitions/ tournaments
Credit transfer, Rewards & Recognition	Admission priority for state/national achievers Reward & Recognise achievers

#### 15. Alumni engagement and interaction

Alumni Association	Strengthen Alumni association and engagement Establish alumni association office on campus, engage students Data base updating and interactive alumni website
Relationships & Leveraging	Regular interactions /invitations Recognize successful alumni Leverage for guest lecturers/internships/placements Academic advisors/ Board of governors
Endowments	Explore Contributions / endowment partnering Brand ambassadors Sponsorships/scholarships

#### 16. Community Service and Extension

	Budget from institution resources Budget from Faculty/students/Govt./other donors
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	Identify nearby villages for adoption Study rural projects and challenges Explore & provide support to the execution of projects
	Identify the job oriented courses as per local needs Provide vocational training at the institute Educational tuitions/ support to village students
	Conducting health awareness camps Providing free medicines to the needy Psychological and psychiatric support

### 17. Global Initiatives

New Campuses / Programs	Explore establishing new campuses in developing countries Exchange programmes with leading universities of developed countries
Foreign Students	Exchange programmes with foreign students
MoUs with Foreign Governments/ Institutions	Identify foreign higher level learning institutions MOUs with potential partner institutions MOUs with governments for education & projects

### 18. Clinical services

For Local community	Best health services providing by health checkups, medical camps, awareness programmes rallies, exhibition, role play etc.
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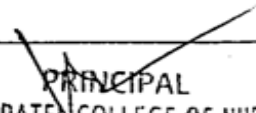

### Monitoring of strategic plan

The implementation of strategic plan will be monitored time to time by Institutional Advisory Committee through periodic review. The heads will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Academic Council and GB. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources. All these reports will be forwarded for further discussions and implementation by Management.



## Conclusion

The Strategic Planning and Deployment Document (SPDD) is an effort for paving a pathway towards accomplishment of goals DINSHA PATEL COLLEGE OF NURSING dreams to achieve. Just formulating the strategic plan doesn't ensure success, but it provides a guiding framework which is a collective effort delivered by the process of participative brainstorming of stakeholders. The proper implementation of strategies through teamwork with good spirit leads to success and sustainability over a longer time through a dynamic process. It needs continuous evolution to incorporate the lessons learnt during the implementation and emphasizes the role of IQAC in ensuring the quality of accomplishment.

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