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**DINSHA PATEL COLLEGE OF NURSING**

Managed by **MAHAGUJARAT MEDICAL SOCIETY, NADIAD**

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# **Strategic Planning And Deployment Document**

**(2020-2025)**



**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 financialmanagement
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 (2020-2025)*

<b>Teaching learning process</b>	<ul style="list-style-type: none"><li>• Academic planning and preparation of Academic Calendar</li><li>• Use of more teaching aids and adopt more Information and Communications Technology</li><li>• Development of e- learning resources</li><li>• Promote research culture &amp; facilities</li><li>• Provide mentoring and personal support</li><li>• Follow a transparent and fair feedback system</li><li>• Conduct training based on need analysis</li><li>• Continuous assessment to measure outcomes</li><li>• Implementation of best practices</li><li>• Classrooms equipped with Projector facility, Multimedia and support equipment, E-Learning facilities</li><li>• Development in infrastructural facilities in Research &amp; Development Laboratory and its maintenance</li><li>• Learning software for various subjects, Hardware (Servers, Computers...etc), Pedagogy tools</li><li>• Books, Journals, Periodicals, Magazines, Departmental library books</li><li>• Constitute academic teams and visit premier institutions</li><li>• Customize &amp; Implement best practices</li><li>• Design curriculum as per all graduate attributes and expectations of stake holders</li><li>• Develop lesson plan as per weekly schedule.</li><li>• Develop e-learning content</li><li>• Benchmark with community requirements</li><li>• Conduct training need analysis every two years</li><li>• Conduct / depute faculty and staff for competence development</li><li>• Support paper publications and presentations</li><li>• Provide opportunities for networking</li><li>• Define outcomes of each teaching learning initiative</li><li>• Continuous Assessment and evaluation to measure outcomes</li><li>• Establish Research Culture</li></ul>
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	<ul style="list-style-type: none"> <li>• Access to online learning</li> <li>• Mentor on academic, career &amp; higher educational opportunities</li> <li>• Create proper feedback system</li> <li>• Continuous progress assessment</li> <li>• Question bank development &amp; Term end examinations</li> </ul>
<b>Leadership and participative management</b>	<ul style="list-style-type: none"> <li>• To follow reporting structure</li> <li>• Prescribe duties, responsibilities and accountability</li> <li>• Establishment of functional committees</li> <li>• Motivating through interactions</li> <li>• Expert committee to assess all existing leaders potential</li> <li>• Find gaps and structure changing</li> <li>• Identify Designations for external</li> <li>• Decentralize the academic, administration and student</li> <li>• Related Prescribe duties , responsibilities and accountability</li> </ul>
<b>Internal Quality Assurance System</b>	<ul style="list-style-type: none"> <li>• Establishment of IQAC done</li> <li>• Framing of Quality Policy &amp; publishing regularly</li> <li>• Formation of Quality Monitoring Committee &amp; functioning</li> <li>• Educating &amp; Training of all employees</li> <li>• Periodic check &amp; guidance for quality improvement</li> <li>• Establishment of audit team and process</li> <li>• Audit for remedial measures</li> <li>• Promoting best practices</li> <li>• Annual report preparation &amp; submission</li> <li>• Setting up of IQAC with internal &amp; external members to audit processes</li> </ul>
<b>Good governance</b>	<ul style="list-style-type: none"> <li>• Vision, Mission development &amp; their articulation in every key position</li> <li>• Evaluation of Institute's performance and benchmarking</li> <li>• Institutional strategic goals setting</li> <li>• Institutional Strategic development plan</li> <li>• Monitoring and Implementing the Quality Management Systems</li> <li>• Following organization structure</li> <li>• Smooth Working of statutory committees</li> </ul>



	<ul style="list-style-type: none"> <li>• Establishing Egovernance</li> <li>• Leadership development through decentralization</li> <li>• Establishing internal audit committee</li> <li>• Code of conduct and policy formulation, approval and implementation</li> <li>• Establishing fair and transparent performance appraisal System <ul style="list-style-type: none"> <li>• Merit based Governing Body appointment</li> <li>• Performance management of Governing Body members through <ul style="list-style-type: none"> <li>• specific responsibilities</li> <li>• Evaluation of institutions performance and bench marking</li> <li>• Guiding and approving policy matters</li> <li>• Vision, Mission development &amp; their articulation</li> <li>• Setting short term and long term goals</li> <li>• Institutional Strategic development plan</li> <li>• Institutional strategic goals setting</li> <li>• Transparency in Leadership &amp; appointment of Key Designations</li> <li>• Service conduct rules and polices formulation, approval &amp; implementation</li> <li>• Grievance Redressal mechanism</li> <li>• Leadership Development through decentralization</li> <li>• Students suggestions in various academic and student affairs</li> </ul> </li> </ul> </li> </ul>
<p><b>Student's development and participation</b></p>	<ul style="list-style-type: none"> <li>• Students Trainings &amp; Placement Activities</li> <li>• Formation of student nursing association</li> <li>• Student's representation in various committee and cell</li> <li>• Participation in competitions</li> <li>• Organizing competitions</li> <li>• Participation in extracurricular activities</li> <li>• Participating in social and welfare activities</li> </ul>



<b>Staff development &amp; welfare</b>	<ul style="list-style-type: none"> <li>• Recruitment Policy formation &amp; implementation</li> <li>• Staff performance evaluation system</li> <li>• Staff Training for quality improvement</li> <li>• Best possible work facilities &amp; infrastructure facilities</li> <li>• Code of conduct, service rules &amp; leave rules</li> <li>• Staff welfare policy implementation</li> <li>• Deputation for seminars, conferences and workshops etc.</li> <li>• Sponsorship/ Motivation for qualification improvement</li> <li>• Support for research, consultancy, innovations</li> </ul>
<b>Financial management</b>	<ul style="list-style-type: none"> <li>• Framing &amp; implementation of Purchase and Financial policies</li> <li>• Forecasting income &amp; expenditure</li> <li>• Effective functioning of purchase committee</li> <li>• Plans for Emergency Fund</li> <li>• Budget formulation &amp; approval through Finance Committee</li> <li>• Department wise Budget planning of all heads of accounts</li> <li>• Forecast &amp; estimation of revenue</li> <li>• Forecast &amp; estimation of expenditure</li> <li>• Budget formulation &amp; approval through Managing Committee</li> <li>• Expenditure management</li> <li>• Yearly Audit ( internal /External ) checks- balances</li> <li>• Support through research, consultancy and training</li> <li>• Monitoring expenses as per budget planning</li> <li>• Predicting internal revenue generation</li> <li>• Growth- Expansion plans</li> </ul>
<b>Entrepreneurship</b>	<ul style="list-style-type: none"> <li>• MoUs with organizations for entrepreneurship development Providing training &amp; guidance for entrepreneurship development</li> <li>• Establishing incubation centers</li> </ul>



<p><b>Research and innovation</b></p>	<ul style="list-style-type: none"> <li>• Dedicated Research &amp; Development facilitation centre</li> <li>• Establish and develop Laboratories with more research facility</li> <li>• Fund generation through Project proposals</li> <li>• Apply for Government/Non Government industry, sponsored funds</li> <li>• Collaborations with Government &amp; Private Institutes, Universities and Research Organizations</li> <li>• Enhancing Research &amp; Development laboratories in all departments</li> <li>• Dedicated Research &amp; Development facilitation &amp; documentation centre</li> <li>• Competent technical staff for Research &amp; Development labs</li> <li>• Start new Journals with indexing.</li> <li>• Fund raising through Project proposals</li> <li>• Apply for Government/ other funding</li> <li>• Establishing centers of excellences</li> <li>• MoUs with higher learning institutions in India &amp; abroad.</li> <li>• Multi &amp; inter disciplinary research and product development</li> <li>• Setting up bench marks &amp; system flow</li> <li>• Quality Policy steering committee</li> <li>• Publishing Quality system design &amp; culture</li> <li>• Educating &amp; Training of all employees</li> <li>• Audit and certifications</li> <li>• Establish audit process &amp; audit teams</li> <li>• Train internal auditor teams</li> <li>• Audit and remedial measures</li> <li>• Setting up of Quality assurance cell</li> <li>• Identifying achievements &amp; best practices</li> <li>• Quality circle competitions &amp; rewards</li> <li>• Annual competitions</li> </ul>
<p><b>Alumni Interaction</b></p>	<ul style="list-style-type: none"> <li>• Data base creation, Regular interactions with alumni and networking</li> <li>• Leverage for guest lecturers/internships/placements/training/entrepreneurship</li> <li>• Exploring Contributions</li> <li>• Brand ambassadors</li> </ul>



	<ul style="list-style-type: none"> <li>• Sponsorships/scholarships/fund generation</li> <li>• Strengthen Alumni association and engagement</li> <li>• Establish alumni association office on campus, engage students</li> <li>• Data base updating and interactive alumni website</li> <li>• Regular interactions /invitations</li> <li>• Recognize successful alumni</li> <li>• Leverage for guest lecturers/internships/placements Academic advisors/ Board of governors</li> <li>• Explore Contributions / endowment partnering</li> <li>• Brand ambassadors</li> <li>• Sponsorships/scholarships</li> </ul>
<p><b>Community Services and Outreach Activities</b></p>	<ul style="list-style-type: none"> <li>• Budget from institution resources/Faculty/students/other donors</li> <li>• Identify community and social development work</li> <li>• Identify challenges of society for development work</li> <li>• Provide vocational training /job oriented training as per local needs at the institute</li> <li>• Educational support to community people</li> <li>• Conducting awareness camps</li> <li>• Budget from institution resources</li> <li>• Budget from Faculty/students/Govt./other donors</li> <li>• Identify nearby community for adoption</li> <li>• Study rural projects and challenges</li> <li>• Explore &amp; provide support to the execution of projects</li> <li>• Conducting health awareness camps</li> <li>• Providing free medicines to the needy</li> <li>• Psychological and psychiatric support</li> </ul>
<p><b>Physical infrastructure</b></p>	<ul style="list-style-type: none"> <li>• Infrastructure building development &amp; modification</li> <li>• Smart Class rooms, Tutorials, Seminar halls</li> <li>• Modernization of Laboratory &amp; equipment</li> <li>• More Information and Communications Technology enabled classrooms</li> <li>• System upgradation</li> <li>• Functional facilities for e-learning</li> <li>• Safety &amp; Security management</li> <li>• Medical facility</li> </ul>



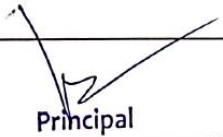
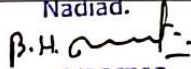
	<ul style="list-style-type: none"> <li>• Developing sports (indoor/outdoor) facilities</li> <li>• Plantations</li> <li>• Rain water harvesting</li> <li>• Renewable Energy usage</li> <li>• Recycling of water</li> <li>• Plantation</li> <li>• Energy harvesting &amp; management</li> <li>• Hygiene, solid waste management (zero plastic usage)</li> <li>• Reuse of waste</li> <li>• Aesthetic Class rooms, Tutorials, Seminar halls</li> <li>• State of the art Laboratory &amp; equipment</li> <li>• Library infrastructure up gradation</li> <li>• Functional Furniture and fittings for e-learning</li> <li>• Digital library</li> <li>• Staff quarters .</li> <li>• Safety, Security management</li> <li>• Water facility and yoga centre</li> <li>• Developing sports ( indoor/outdoor) facilities</li> <li>• Hobby clubs</li> <li>• Appointment Sports coach as per Games.</li> </ul>
Library & information centre	<ul style="list-style-type: none"> <li>• Budget allocation</li> <li>• Infrastructure ( Buildings &amp; Furniture)</li> <li>• Books, journals procurement, storage and retrieval</li> <li>• Digitization of Library resources</li> </ul>
Attraction, Development, Retention	<ul style="list-style-type: none"> <li>• Merit based hiring policy formulation &amp; implementation</li> <li>• Career advancement Schemes</li> <li>• Critical talent identification &amp; retention measures</li> <li>• UGC recommended scales implementation</li> <li>• Additional cadres to be created for deserving staff</li> <li>• Rewards – recognitions &amp; incentives</li> <li>• Welfare policy formulation &amp; implementation</li> <li>• Best work facilities and infrastructure</li> <li>• Role &amp; responsibilities clarity and empowerment</li> <li>• Sponsorship/ Deputation, sabbaticals for higher education &amp;</li> <li>• More Exchange programmes</li> <li>• Sponsorship to participate in national /international</li> </ul>

	<p>conferences</p> <ul style="list-style-type: none"> <li>• Deputation to premier national /international Universities.</li> <li>• Reducing No of movement in brick laying.</li> </ul>
Placement, Internships & Career	<ul style="list-style-type: none"> <li>• Dedicated team</li> <li>• Video recording of mock up interviews of students and feedback</li> <li>• Awareness programmes</li> <li>• Value added programmes</li> <li>• Internships planning and execution</li> <li>• Placement process coordination</li> </ul>
Extra-curricular and co-curricular	<ul style="list-style-type: none"> <li>• Budget allocation</li> <li>• Establish state of the art ( indoor/outdoor)</li> <li>• Formation of hobby clubs</li> <li>• Dedicated coaches/trainers recruitment</li> <li>• Regular training /coaching classes</li> <li>• Participation in tournaments/competitions</li> <li>• Hosting competitions/ tournaments</li> <li>• Admission priority for state/national achievers</li> <li>• Reward &amp; Recognize achievers</li> </ul>



## 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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