



Strategic Planning and Deployment Document

Preface

Built under the ideological auspices of the teachings of Sri Ramakrishna, Sri Maa Sarada Devi and Swami Vivekananda, the partially-residential girls' College has been functioning as a one-of-a-kind educational institution since 1961. Since its inception, Ramakrishna Sarada Mission Vivekananda Vidyabhavan has aimed to provide a holistic education for women, to groom them as responsible, free-thinking individuals, and as moral and effective young citizens of the nation. Carrying on the glorious tradition and maintaining synchronization with modern resources and contemporary policies, a Strategic Planning and Deployment Document (SPDD) becomes helpful for fulfilling specific institutional goals. The SPDD of the College was formed keeping in mind the Vision and Mission of the institution, its core values, SWOC, its stakeholders, and future opportunities. The SPDD is also shaped by the educational policies of the State and the UGC. The document provides an outline of the direction in which the College would be moving in the next few years, in order to attain the goals. It also takes measure of the materializing and attainment of the goals through the succeeding years.

The SPDD (2018 to 2028) of Ramakrishna Sarada Mission Vivekananda Vidyabhavan is directed towards becoming an autonomous, educational center of excellence – to widen the spectrum of academic disciplines, to provide skill-based, career-oriented courses, to engage actively with industry and society, to provide professional placement opportunities for women, to inculcate innovation and entrepreneurship among students, to facilitate research among students and teachers, to collaborate with other institutions and organizations at both local and a global levels, to enhance infrastructural facilities and to be an urban participant in environmental activism. Thus, the institution will be focusing on both qualitative and quantitative development through the attainment of the goals specified in the SPDD.



VISION

The college is founded on the philosophy of Sri Ramakrishna Dev, Sri Maa Sarada Devi, and Swami Vivekananda – the “Holy Trio” behind the entire Ramakrishna –Vivekananda movement and the establishment of the Sri Ramakrishna Sarada Math and Mission.



The inclusive philosophy of Sri Ramakrishna Dev, whom Romain Rolland hailed as the “Symphony of India”, acts as the guiding principle behind the VISION of the college. Sri Ramakrishna Dev’s teachings lead one to look inward, and enrich one’s inner self through knowledge, love, compassion, sacrifice, fellow-feeling and openness. The end of knowledge, according to this leader, lies in the amalgamation of external knowledge and internal richness, thereby perfecting the potentialities already existing in them. Following the patron saint, the college recognizes the significance of integral and holistic education tempered with compassion, conscience and competence.



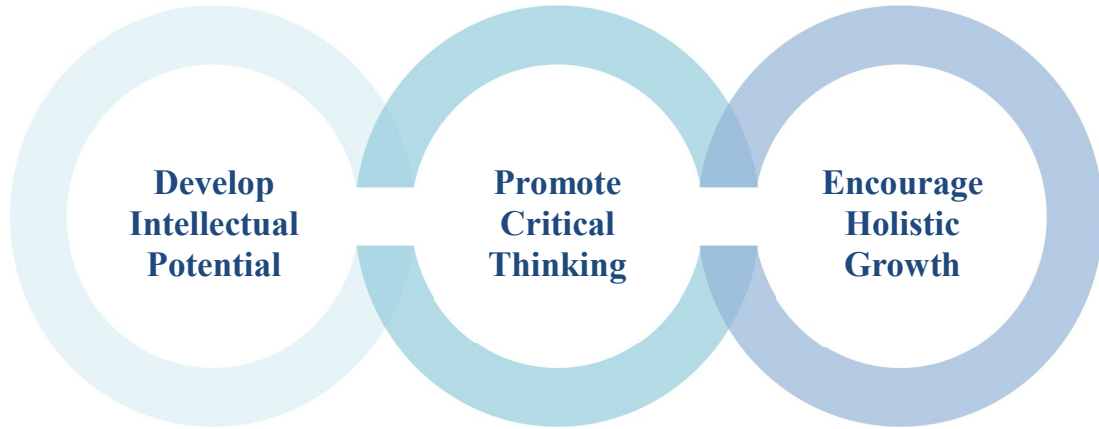
Sri Maa Sarada Devi, the spiritual consort of Sri Ramakrishna Dev, was the source of inspiration and strength of Swami Vivekananda and the young monks who sacrificed all material comforts in pursuit of their ideals, and founded the Belur Math. In addition to her strong presence and guidance that held the institution together after Swami Vivekananda’s untimely demise, she was also known for her silent support for the nation’s struggle for independence and women’s upliftment. The iron-will, practical wisdom, and compassion for the suffering masses, particularly women, of Sri Sarada Devi, “Maa” to all her followers, also acts as the dominant ideology behind our VISION of uplift and empowerment of women through education.



Finally our VISION is to fulfil our patron saint Swami Vivekananda’s dream of an ideal nation steered by empowered women - self-reliant, responsible, informed citizens who will act as harbingers of change. To give shape to this vision, the institution, with its legacy of leadership in the education and uplift of women, continually reaffirms its commitment to offer an academic and intellectual experience that foster independent thought and responsible action, as well as self-learning and introspection.



MISSION





RKSMVV

SWOC ANALYSIS

01

Strengths

- Serene Environment
- 'Green Campus' Initiatives
- Disciplined Atmosphere
- Affordable Hostel Facilities
- Highly Qualified Faculty
- Academic Excellence
- Active Placement Cell
- Value-added course
- Strong Value Education
- Community Engagement
- Support for Faculty Research
- Engaged Alumni Association
- Parent-Teacher-Student Interaction
- Counselling Facilities

02

Weaknesses

- Funds Shortage
 - Hinders infrastructural development.
- Discontinued UGC Funds
 - No regular Remedial Classes.
- Staffing Issues
 - Vacant teaching and non-teaching positions.
 - Affects academic quality and support.
- Guest Faculty Prohibition
 - Difficulties in conducting required classes.
- Strain on existing faculty.
- Limited Excursions
 - Funding constraints limit field trips.
 - Reduces practical learning opportunities.
- Low Student Enrollment
 - Qualified applicants are lacking.
 - Impact on student quality and diversity.
- Curriculum Pressure
 - Limited time for innovative projects.

03

Opportunities

- Financial Support for Students
- Health Services
- Cultural & Sports Opportunities
- Awards & Recognition
- Academic Support & Co-curricular Courses
- Enrichment Activities
- Mentoring & Monitoring
- Social Responsibility
- Technology & Facilities
- Research & Innovation

04

Challenges

- Vacant Reserved Seats
- Dearth of suitable candidates.
- Impact on seat filling.
- Student Preference
- Preference for traditional universities.
- Outflow of students.
- Student Engagement
- Motivation for co-curricular activities.
- Involvement in extension activities.
- Internship Opportunities
- Inadequate under NEP system.
- Impact on student skill development.
- Faculty Motivation
- Research and publication challenges.
- Impact on academic contributions.



▪ **Strength:**

- Serene and peaceful environment–, free from political interference or campus violence.
- ‘Green Campus’ with Medicinal herbal garden (*Jivaka Kanan*) and unique ‘Urban Forest’ (*Naimisharanya*) within the campus, causing considerable impact on carbon neutralization in the locality
- Disciplined, ragging-free atmosphere, conducive to the all-around development of students and allowing teachers to optimize their performance.
- Safe, healthy, and affordable hostel facilities, supervised by monastic members. Highly subsidized for the economically underprivileged.
- Qualified and dedicated faculty, with a strong commitment to the Vision and Mission of the institution. Close student-teacher bonding, both at the departmental level and between ward and teacher-mentor, helping the former overcome the usual initial hurdles, academic and personal.
- Consistently good results at the university exams, almost cent percent success rate, regular university rank holders. Negligible or no dropouts.
- Active Placement Cell – regular career counseling, campusing, and substantive placements.
- Well-planned value-added and professional courses offered regularly
- Vocational Courses to supplement curricular activities
- Tradition of strong and well-structured value education and motivational spiritual training imparted by senior monastic members following the ideals of Swami Vivekananda, Sri Ramakrishna, and Sri Sarada Devi.
- Active participation of students in numerous outreach or community service programs including NSS, carried out by the institution helps inculcate a sense of social responsibility and commitment
- Academic environment and library resources conducive to faculty research. Research Cell is active in facilitating faculty research. *The RKSMVV Journal of Human Sciences* provides scope for faculty research publication.
- Registered Alumni Association with motivated and active alumni, an important stakeholder in the institutional structure.
- Regular parent-teacher-student interaction, both at the informal and formal level.
- In-house counseling facilities by trained members and faculty of the Counselling Cell.

▪ **Weakness:**

- Paucity of funds, resulting in hindrance in infrastructural and other essential developments.
- Discontinuance of UGC funds, resulting in discontinuance of regular Remedial Classes
- Inadequate teaching and non-teaching staff, several sanctioned posts lying vacant.
- Regulatory prohibition of appointment of Guest Faculty has made it very difficult to conduct the stipulated number of classes in departments with inadequate teaching faculty.
- Limited scope for excursions and field trips owing to non-availability of funds.
- Low student strength, reserved seats not filled up due to lack of qualified applicants. College loses on quality students.
- Less scope for innovative teaching and learning, inter-disciplinary exchange, or student research projects due to the pressure of syllabus completion within a limited time.



▪ Opportunity:

- No student of this college has ever had to discontinue her studies owing to financial difficulties. Wide range of financial assistance from the Institution, Alumni Association, other organizations and individual well-wishers and donors, apart from available government grants and schemes, allowing every single student to complete her undergraduate education and pursue higher studies and be self-reliant.
- Health Cards provided by Matri Bhavan, a reputed women's hospital run by the Ramakrishna Sarada Mission, enables free or highly subsidized health services to students. Students also avail of the facilities of doctor-on-call and the charitable homoeopathic dispensary run within the college premises.
- 'Srijani' Cultural Club offers regular certificate courses in performing arts and fine arts, in addition to scope for stage performances within and outside the campus.
- Large sports field, Kho-Kho and badminton courts, Yoga Centre and Multi-gym, with college appointed yoga, karate, and sports instructors ensure active student participation in sports meets
- A large number of prizes, awards, cash awards, and book grants in place to motivate students to excel. Prizes include those for the best library user, best shrine worker, best all-round performer, and so on, to encourage students' commitments outside the classrooms.
- Value-added co-curricular courses on soft skills and linguistic proficiency for all students.
- Regular extension lectures and special talks arranged by all departments for exposure beyond prescribed texts.
- The relatively small student strength provides an opportunity for effective mentoring and monitoring of students belonging to all learner levels which motivates the students to perform better and pursue higher studies.
- The vision of the college encourages the students to participate in numerous outreach programmes instilling a sense of social responsibility and commitment.
- Hi speed internet access, and downloading and printing facilities during college hours allows students access to e-resources.
- College magazine and wall magazines provides platform for student creativity, while the annual cultural fest 'Srijani' in addition to numerous programmes allow students to showcase their talents.
- Herbal Garden also serves as an incubation site for innovative student-teacher research on *Ayurveda*, a significant section of the Indian Knowledge System.

▪ Challenges:

- Filling up of vacant seats due to dearth of suitable candidates for the reserved seats.
- Tendency of students to prefer institutions outside the state, or colleges affiliated to traditional universities like Calcutta University, over a relatively newer university like WBSU.
- Motivating students to avail of the facilities offered by the College, or to be involved in co-curricular courses and extension activities.
- Inadequate internship opportunities for students under NEP system
- Lack of motivation in faculty research and publication.



Process of Writing and Implementing SPDD (2018 – 2028)

Under the directive of the Governing Body of the College, the Principal along with the IQAC formed the blueprint of the SPDD, in accordance with the Vision and Mission of the College and in keeping with the policies for higher education and future potentials. The following overarching areas were marked out for enhancement/expansion of the over-all growth and betterment of the institution:

-  To widen and strengthen the academic system along with co-curricular courses.
-  To provide professional courses and facilitate opportunities for placements.
-  To augment and strengthen student support.
-  To develop infrastructural facilities.
-  To focus on value-based education.
-  To focus on societal outreach and on creating scope for greater awareness and empathy among all stakeholders.
-  To strengthen ethical codes in all aspect and operations of the College.
-  To encourage and actively engage in environmental activism.
-  To increase collaborative activities with other institutions/organizations/industries.

A corresponding budget was also planned. Under these broad areas, both long and short-term goals and objectives were set and the implementation of the same began through the supervision and involvement of the various committees and cells. A systematic management and monitoring of the continuous implementation was also put in place through the IQAC.



Strategic Planning Document

Academics and Co-Curricular Courses:

Implementing CBCS and later the NEP models	Applying for PG course in English	Planning for autonomy
Organizing international, national and state-level seminars and conferences on relevant topics	Organizing workshops for hands-on skill development for students, teachers and staff	Forming an IPR Cell
Focusing on students' physical fitness and athletic skill	Carrying out systematic CAS procedures for promotion in service for faculty	Acquiring RNI number for the college
Acquiring ISO certification	Participation in NIRF ranking.	Creating a dedicated LMS platform to facilitate and enhance the teaching-learning process
Creating new value added short term certificate courses for the students	Having an online coaching programme for Competitive exams in the College	Focusing on certificate courses on various kinds of physical and extra-curricular activities for students
Having various projects, courses and programmes under the auspices of IKS umbrella	Adding on to the existing Archive and Resource Centre on 'The Women Missionaries of the RKM orders'	Instituting students' internship programmes through collaborations and linkages with Industries.

Encouraging the faculties for higher education like PhD, Post-Doctoral, Research Projects, Book Publication, papers in UGC CARE listed, SCOPUS INDEXED research journals.



Placement and Professional Courses:

1. Building a strong and effective placement programme for pass-out students.
2. Offering professional, career-oriented courses for students.
3. Forming an Innovation and Incubation Cell.
4. Offering vocational trainings

Student Support:

1. Strengthening the functioning and Students' Welfare Committee
2. Strengthening the Anti Ragging Cell and the Grievance Redressal Cells
3. Formation of SC, ST, OBC and EWS Cells
4. Health care and hygiene awareness
5. Mentoring and psychological counselling

Value-based Education:

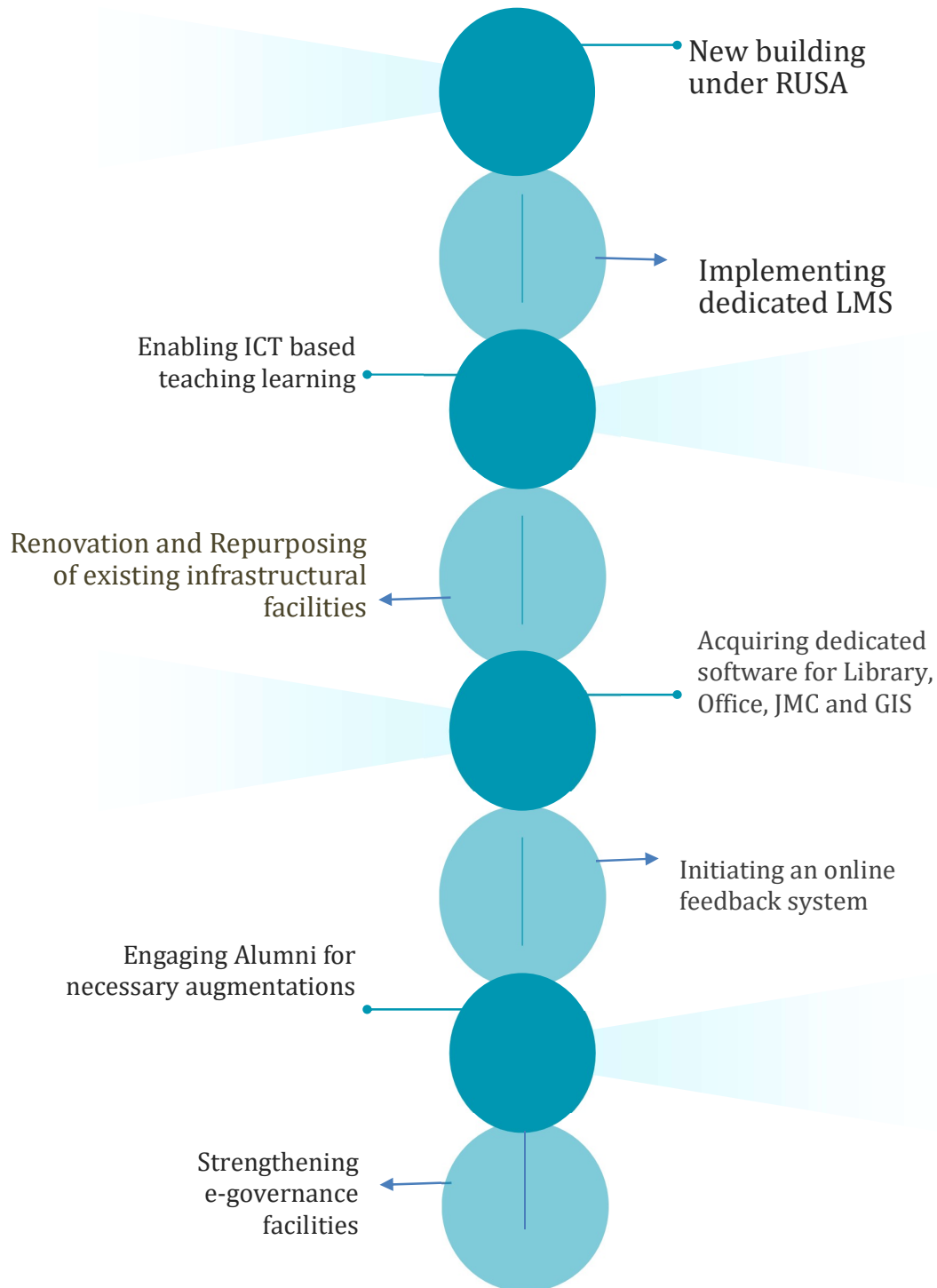
1. Continuation of value education classes and courses based on scriptures/texts and biographies of great visionaries.
2. Planning dedicated programmes related to value education.

Societal Outreach and Empathy:

1. Organizing programmes to raise awareness and to sensitize students, faculty and staff on various social issues.
2. Organizing student-teacher projects involving community service and community outreach.
3. Having inclusive policies and practices.



Infrastructural Facilities:





Environmental Practices:



Maintaining Ethical Codes:

1. A committee will be set up for maintaining ethical codes of conduct within the College and to ensure integrity and adherence to ethical principles in academic and other practices.

Collaborations:

1. Signing functional MoUs and collaborations with different external organizations of relevance for social growth and development in different areas.

***Note: Some later additions and incorporations were made as per the NEP requirements.**



Strategic Planning: An Overview



1 Institutional Growth
 Implementing CBCS & NEP models
 Research & Development
 Teaching Learning Amenities
 Value-added Courses
 Physical Fitness
 Internships

2 Student placement.
 Professional & career-oriented courses.
 Incubational Cell
 Vocational trainings

3 Students' Welfare Committee
 Anti-Ragging & Grievance Redressal Cells
 SC, ST, OBC, EWS Cells
 Health care & Hygiene awareness
 Mentoring & Psychological counseling

4 New building
 Repair & renovation
 E-governance facilities
 Alumni engagement

5 Value Education Classes
 Value based education courses

6 Social awareness programs
 Community Outreach
 Inclusive Practices

7 Green Audit
 Environmental awareness
 Waste management & recycling
 E-waste disposal
 Energy-saving & Rainwater harvesting
 Urban Forest

8 Ethical codes

9 MoUs Collaboration linkages



Deployment of Strategic Planning and Attainment of Some Goals

1. Academics and Co-curricular:

I. CBCS & NEP:

As per the UGC and State Government and University guidelines, the College had implemented the CBCS model since 2018 July and the NEP model since 2023 July. The systems were put in place through implementation of the revised curriculum (as prescribed by the West Bengal State University) and a reformed routine and corresponding subject choices. The academic calendars, lesson plans and assessments were accordingly systematised. In both the cases, the faculty attended different workshops – both in and outside College, to understand and to effectively implement the revised models.

II. For sustained institutional growth the following actions were carried out:

As per earlier NAAC recommendations, PG English was applied for on 15.07.2019.

In order to initiate the application for Autonomy, a letter seeking University approval was sent to WBSU (dt. 8.11.21) and to UGC (10.12.21)

ISO certification for the College was acquired on 30.06.2023.

The College participated in the NIRF in the years 2019, 2020, 2021, 2022, 2023 and 2024.

The College had organized the following State-level/National/International conferences/workshops from 2018 onwards:

[Link](#)