

Annai Hajira Women's College

Melapalayam, Tirunelveli – 627 005

(A Unit of As-Sathiq Educational Society)

(Affiliated to Manonmaniam Sundaranar University)

STRATEGIC AND PERSPECTIVE PLANS (2018-2024)

Preface

The Institution has a well-defined Vision, Mission, and quality policy. In order to formalize its plans for development, the Governing Body decided to create a strategic plan for the institution spanning from 2018-2024. To craft this plan, a team consists of the Management, the Principal and the Heads of the Departments and the administrative representative, all working collaboratively to define the institution's strategic plan. The insights and discussions from these sessions were instrumental in shaping the institution's strategic plans. The central theme of these goals revolved around providing holistic education serving as the guiding principle for the institution's strategic planning. Each strategy outlined in the plan focuses on specific areas aimed at achieving the goal of holistic education.

Striving for Academic Excellence

- Utilizing advanced teaching tools and embracing enhanced information and communication technology (ICT) methods.
- Developing e-Learning materials and resources.
- Cultivating a research-driven environment with enhanced facilities.
- Offering robust mentorship and personalized support.

Faculty Excellence and Well-being

- Promoting a conducive work culture and improving infrastructure.
- Implementing staff welfare policies and career advancement programs
- Recognizing and rewarding staff contributions.
- Increasing opportunities for participation in Faculty Development Programmes, seminars, conferences, and workshops.
- Motivation for research, consultancy, and innovations.
- Seed money for conducting research projects.

Student-Based Teaching and Learning:

- Embracing Experiential and Participative Approaches for Comprehensive Learning.
- To go beyond traditional, lecture-based teaching and create an environment where students actively explore and apply their knowledge.
- Fostering critical thinking, problem-solving skills, and a deeper understanding of the subject matter.

NAAC Accreditation

- Accreditation from NAAC serves as a mark of distinction that not only boosts our institutional image but also has the potential to attract students seeking a reputable and high-quality educational institution.

Skill Development of students

- Enhancing Core Competencies and Skills to Meet Industry Demands.
- Introducing skill-focused certificate courses.
- Conducting workshops and training sessions focused on specific skills such as leadership, time management, problem-solving, and interpersonal skills.
- Leveraging ICT-Enabled Tools for Skill Development.
- Enhancing Core Competencies and Skills to Meet Industry Demands.
- Offering career guidance

Cultivating a Culture of Entrepreneurship and Innovation on Campus

- Fostering Creativity and innovation.
- Encourage, inspire and nurture young students by supporting them to work with new ideas and transform them into prototypes.
- Promoting Start-up/entrepreneurship supporting Mechanism.

Enriching MOUs and Collaborations

- Allow students and the faculty to learn from professionals with deep expertise in their fields. Students can establish connections with industry professionals, which can be invaluable for their future careers.

Research Focus

- Focusing on initiatives to encourage research endeavors that result in the advancement of knowledge, innovation, and the creation of patents.

Campus Revamp

- Redesigning the College Gateway and Renovate Classrooms, Board Rooms and Principal's Chamber.
- Upgrading more classrooms and seminar halls with smart technology
- Modernizing laboratories and equipment with the latest art of technology
- Enhancing safety and security measures
- Developing water and medical facilities
- Expanding sports facilities

- Renovation of Canteen

Placement

Strengthening Placement Cell by inviting more Companies to increase employability rate of the students

Library Enhancement:

Upgrading the Library with Full Automation and Open Access for Students

Sustainability Initiatives

- Installing Solar Panels for Electricity Conservation and Promoting Eco-Friendly Practices.

Campus Security

- Ensuring 24x7 CCTV Surveillance for Campus Safety

Enhancing Social Responsibility of students

- Encouraging students to engage in Community Services and Awareness Campaigns through outreach programs.

Automation in Administration

- Implementing Automation in Administrative, Student Support and Financial Processes for Efficiency and Effectiveness.

Conclusion

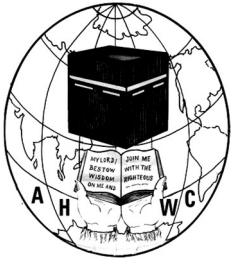
Annai Hajira Women's College has a significant journey and has ambitious goals for the future to become a well-rounded academic institution with a strong focus on compassion and integrity for the betterment of society. While creating a strategic plan doesn't guarantee success, it serves as a guiding framework that involves input from all stakeholders. Implementing these strategies through teamwork and a positive approach are the keys to achieving long-term success. This process is dynamic and requires ongoing evolution. The role of the Internal Quality Assurance Cell (IQAC) is crucial in ensuring the quality of the implementation of the Strategic Plan and Deployment.



Sajae Dally

PRINCIPAL

**ANNAI HAJIRA WOMEN'S COLLEGE
MELAPALAYAM - 627 005.**



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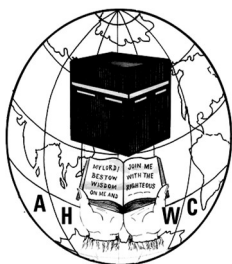
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DEPLOYMENT OF PERSPECTIVE PLANS

Annual Plans for the Academic Year 2022-2023

SI. No.	ACTION PLAN	ACTION TAKEN
1.	To encourage local community engagement programmes	<ul style="list-style-type: none"> Three villages, Melacheval, Muneerpallam and Tharuvai were selected for adoption, and awareness programs and medical camps were conducted in those areas.
2.	To foster entrepreneurship and innovation eco-system.	<ul style="list-style-type: none"> Entrepreneurship Development (ED) Cell and Eat Right Club collaborated to organize a Stall Cum Sale on September 29, 2022. Workshop on Intellectual Property Rights (IPR) was held on September 30, 2022, benefiting 186 participants. A programme on Conservative Principles of Intellectual Property Rights was organised by IIC & IQAC on 20.01.2023. Junior MBA Certificate course was offered to students in collaboration with Ekalai Academy to enhance entrepreneurial skills students. The Incubation Centre at Annai Hajira College was established on September 1, 2022, with the aim of supporting students in pursuing start-ups.
3.	To offer Internship programmes	<ul style="list-style-type: none"> The Department of English, in collaboration with Smart Academy, arranged an internship on content writing from May 2, 2023, to May 6, 2023, benefiting 95 students. From April 29, 2023, to May 4, 2023, the Department of Mathematics, in association with Smart Academy, hosted an internship focusing on the Montessori Method of Education, providing valuable experience for 25 students. The Department of Commerce, in collaboration with Accent Technosoft, Coimbatore, organized an internship on WordPress, benefiting 76 students.

Sl. No.	ACTION PLAN	ACTION TAKEN
4.	To enhance skill development of students based on industry needs	<ul style="list-style-type: none"> • Career Guidance classes were conducted in association with Sivarajavel IAS Academy. Students were educated how to face competitive exams and to enhance their aptitude, reasoning skills. • Mahindra Pride Classroom Course: Employment Skill Training Programme was organized from 12.09.2022 to 19.09.2022 for final year students. • Enabling youth for Enrichment (EYE) a distinct endeavour was initiated to empower students with holistic education and a diverse range of essential life skills.
5.	To motivate staff towards professional growth	<ul style="list-style-type: none"> • FDP on the topic Assessment based on Outcome based Education and Orientation programme for non-teaching staff were organized by the IQAC for their professional development. • 20 teaching staff were provided with financial assistance to attend workshops and seminars.
6.	To enrich MOUs with institutions and industries	<ul style="list-style-type: none"> • MoU with Sivarajavel IAS Academy was signed on 05.08.2022 • MoU with Muslim Arts and Science College was signed on 08.08.2022. • MoU with Wavoo Wajeetha Women's College of Arts and Science was signed on 22.09.2022 • MoU signed with Kavary Hospital on 04.10.2022 • MoU with Merit Arts and Science College was signed on 05.10.2022 • MoU signed with Galileovasan Offshore & Research and Development Pvt. Ltd. on 28.03.2023
7.	To offer Certificate Courses	<ul style="list-style-type: none"> • Aligned with the National Education Policy (NEP), students were offered multidisciplinary certificate courses.
8.	To enhance the enrollment of students from economic backward families as a part of the institution's vision	<ul style="list-style-type: none"> • Institutional scholarship was offered to 14 students.
9.	To install automation in Library	<ul style="list-style-type: none"> • KOHA Software was installed in the Library during November 2022.



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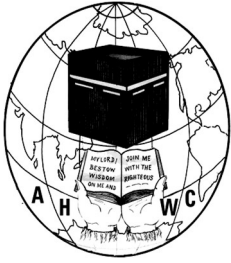
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DEPLOYMENT OF PERSPECTIVE PLANS

Annual Plans for the Academic Year 2021-2022

SI. No.	ACTION PLAN	ACTION TAKEN
1.	To encourage community engagement activities.	<ul style="list-style-type: none"> In November 2022, the Hajira Outreaching Programme (HOPE) was established with the aim of familiarizing students with the challenges and hardships encountered by the local community. Students were tasked with gathering the needs and concerns of residents in the nearby villages.
2.	To foster entrepreneurship and innovation eco-system.	<ul style="list-style-type: none"> Institution Innovation Council was established in November 2021.
3.	To offer Internship programmes.	<ul style="list-style-type: none"> Department of Chemistry organized 7 days internship programme with Department of Renewable Energy Science, Manonmaniam Sundaranar University during April 2022, in which, 8 students from III B.Sc. Chemistry benefitted by completing their final year project work. Students from Department of Computer Science got benefitted through Internship Programme on Word Press in association with Accent Techno Soft, Coimbatore. Students from the Department of Commerce gained valuable experience through an internship focused on Digital Marketing.
4.	To enhance skill development of students.	<ul style="list-style-type: none"> Mahindra Pride Class Employment training programme was conducted for all final year students. Capacity Building and Development programme for female students was organised in association with National Commission for Women, New Delhi, India to enhance the employability skills of the students.
5.	To enhance learning through digital platform	<ul style="list-style-type: none"> The Institution became an Acknowledged Local chapter LC ID 4557 under SWAYAMNPTEL from 16.09.2021.

Sl. No.	ACTION PLAN	ACTION TAKEN
6.	To focus on orientation programme for students.	<ul style="list-style-type: none"> The Department of English organized a bridge course to provide guidance and set the right direction for the college journey of students. Additionally, orientation programs were conducted by all departments for first year students.
7.	To encourage and empower faculty.	<ul style="list-style-type: none"> The IQAC organized a one-day webinar for faculty on the subject "NAAC Assessment and Accreditation: A Pathway to Excellence." Faculty Development Programme on "How to apply Learning Theories and Active Learning Techniques to guide Outcome Based Education" was organised by the IQAC of the institution.
8.	To enrich MOUs with institutions and industries	<p>8 MOUs were signed with</p> <ul style="list-style-type: none"> Virutcham Channel, The Muslim Higher Secondary School, Melapalayam Accent Techno Soft, Coimbatore, Quaid-i-Millath Higher Secondary School, Melapalayam SK Waste recycling centre, Melapalayam, Arulmigu Pannirupidi Ayyan College of Arts and Science, Vagaikulam Rosemary College of Arts and Science, Tirunelveli Ekalai Academy, Coimbatore for enhancing teaching and learning, research, student and faculty exchange programmes and certificate course.
9.	To support disabled people	<ul style="list-style-type: none"> Western toilets for individuals with physical disabilities are accessible on every floor, ensuring inclusivity and convenience.
10.	To focus on well-being of faculty and students.	<ul style="list-style-type: none"> Eat Right Club was established on 08.11.2021 and programmes on balanced diet, Health way to eat the right food were organized by the club for the well-being of staff and students.
11.	To enhance the enrollment of students from economic backward families as a part of the institution's vision	<ul style="list-style-type: none"> 33 students were benefited through institutional scholarship in the academic year 2021-2022.



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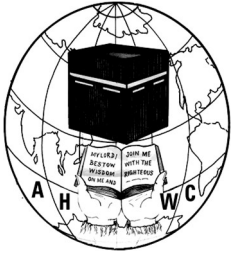
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DEPLOYMENT OF PERSPECTIVE PLANS

Annual Plans for the Academic Year 2020-2021

Sl. No.	ACTION PLAN	ACTION TAKEN
1.	To encourage ICT based learning during pandemic	<ul style="list-style-type: none"> G-suite Id with college domain was created for staff and students for conducting classes through Google classrooms. Students were encouraged to submit their assignments through digital mode.
2.	To empower Faculty	<ul style="list-style-type: none"> During Pandemic period staff were paid fully salary without any deduction and advised to follow the SOP about Covid Pandemic. To enhance their teaching skills, 3 days online FDP programme on '21st Century Teaching Skills' was organised and two days national level online Faculty Development Programme on 'Quality Assurance in Higher Education' was organized by the IAQC of the institution. Faculties were encouraged to participate in webinars and FDPs for enhancing their digital skills and e-content development. Videos were uploaded in the Institution's YouTube channel related to online teaching.
3.	To enhance the research publications among the staff	<ul style="list-style-type: none"> 3 faculty members were provided with financial assistance for their participation and presentation in Conferences, Seminars and Workshops.
4.	To Prepare for NAAC Accreditation Process	<ul style="list-style-type: none"> Criterion-wise requirements were fulfilled progressively.
5.	To Focus on Skill Development of students	<ul style="list-style-type: none"> An international workshop spanning two days was conducted, addressing the theme of "essential study skills." A total of 11 programs, including a Power Seminar on Soft Skills with a focus on student skill development, were organized. Quiz Club was established to cultivate a culture of knowledge, curiosity, and intellectual growth.

Sl. No.	ACTION PLANS	ACTION TAKEN
6.	To install additional CCTV camera for safety and security	<ul style="list-style-type: none"> 16 additional CCTV cameras were installed in this academic year.
7.	E-Governance in Admission Process	<ul style="list-style-type: none"> Downloading application for admission is facilitated
8.	To enhance Collaborations/ MOUs with Institutions and Industries	<ul style="list-style-type: none"> MOU was signed with Alef Complimentary Educational Service Limited, Hong Kong on 01.06.2020. MOU was signed with Christopher Arts & Science College, Surangudi on 04.01.2021 For disposal of E-waste, a MOU was sign with SK waste Recycle Centre on 08.02.2021.
9.	To ensure sustainability	<ul style="list-style-type: none"> A solar panel was set up on August 12, 2020, to address power consumption needs.
10.	To update Internet connectivity with high Mbps in the College	<ul style="list-style-type: none"> The conventional internet has been upgraded to fiber optics, providing higher Mbps
11.	Review of teaching learning and administrative activities periodically	<ul style="list-style-type: none"> Internal Academic Audit was conducted on 24.08.2021. External Academic Audit was conducted on 07.09.2021. External Administrative audit was conducted on 08.09.2021.



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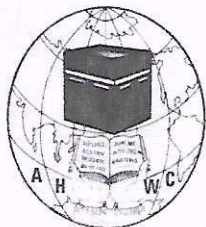
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DEPLOYMENT OF PERSPECTIVE PLANS

Annual Plans for the Academic Year 2019-2020

Sl. No.	ACTION PLANS	ACTION TAKEN
1.	To Foster research development	<ul style="list-style-type: none"> 5 faculty members were provided with financial assistance for their participation and presentation in Seminars and conferences.
2.	To undertake green and sustainable initiatives	<ul style="list-style-type: none"> Planting of herbal saplings were initiated. Traditional bulbs and tube lights were replaced with LED bulbs and tubes.
3.	To ensure skill development of students	<ul style="list-style-type: none"> A total of 23 programs were implemented to boost the soft skills, life skills, and communication proficiency of students. Our students garnered 14 awards and medals for exceptional achievements in cultural and sports activities at the University, State, and National levels. The institution has enrolled with the ICT Academy to facilitate the conduction of skill development programs for students.
4.	To ensure safety inside the campus.	<ul style="list-style-type: none"> 16 CCTV Cameras were installed during the year.
5.	To enhance faculties professional development	<ul style="list-style-type: none"> 17 teaching staff members and 2 non-teaching staff members attended FDP and professional development. 6 faculties publish their articles in books and conference proceedings. 12 faculties publish their articles in UGC care list Journals.
6.	To enrich Collaborative activities	<ul style="list-style-type: none"> MoUs were signed with St.John's College during the month 10.07.2019 Sadakathullah Appa College on 22.08.2019 under Paramash Scheme, Dr.Agarwal's Eye Hospital on 15.02.2019 for conducting awareness programmes and medical camps.
7.	To Conduct Academic and Administrative Audit	<ul style="list-style-type: none"> Internal Academic Audit was conducted on 05.08.2020. External Academic Audit was conducted on 13.08.2020. External Administrative audit was conducted on 18.08.2020



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DEPLOYMENT OF PERSPECTIVE PLANS

Annual Plans for the Academic Year 2018-2019

Sl. No	ACTION PLANS	ACTION TAKEN
1.	To get academic excellence	<ul style="list-style-type: none">Motivate the students to get high scores in the university examinations
2.	To encourage participation of staff in professional development programmes	<ul style="list-style-type: none">9 teaching and 1 non-teaching staff members took part in Faculty Development Programs (FDPs) and professional development initiatives. Financial assistance was extended to seven faculty members to support their attendance at programs aimed at advancing their career.
3.	To enhance the research publications among the staff	<ul style="list-style-type: none">20 faculty members have published their research articles in journals listed in the UGC Care list and an additional 12 research articles have been featured in various books and conference proceedings.
4.	Preparation for NAAC Accreditation Process	<ul style="list-style-type: none">The IQAC Steering Committee was formed, with the appointment of a Convener and Members assigned for each criterion.
5.	Induction programme for first year students	<ul style="list-style-type: none">The Department of English organized a bridge course for first-year students.
6.	Focus on Skill Development of students	<ul style="list-style-type: none">A total of 23 skill development programs were conducted to enhance the skills of students.
7.	Providing infrastructure facilities	<ul style="list-style-type: none">RO mineral water purifier was set up in the first floor.
8.	To introduce feedback mechanism	<ul style="list-style-type: none">Feedback regarding academic performance and the institution's atmosphere was gathered from stakeholders. To assess the effectiveness of both teaching and non-teaching staff, self-appraisal, appraisal by the Principal, and evaluation by students were conducted.
9.	To initiate Collaborations with Institutions	<ul style="list-style-type: none">MOU was entered into with Sarah Tucker College for the purpose of facilitating academic collaboration, research initiatives, and exchange programs involving both students and staff.
10.	To enhance laboratory equipments	<ul style="list-style-type: none">The necessary equipments for the Chemistry and Physics laboratories were procured.



Jajal Kallu
PRINCIPAL

ANNAI HAJIRA WOMEN'S COLLEGE
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