



**Children Welfare Centre  
Clara's College of Education,  
Affiliated to University of Mumbai  
Versova, Yari Road Andheri (W) Mumbai-400061**

## **Institutional Development Plan**

### **About College**

Late Smt. Clara Kaul was a person with a determined vision for the development of children by way of education. Clara's College of Education was established in the year 2009 in the memory of late Smt. Clara Kaul- an eminent educationist, who had a missionary zeal to take learning to every strata of society. Our visionary managing trustee Prin. Ajay Kaul has developed our college with the vision which speaks of the Institutional culture and the nature of the curriculum transaction

The College is recognized by N.C.T.E. Approved by **Govt. of Maharashtra**; And Affiliated to University of Mumbai. The aim of the college is to contribute to the ever evolving education system by providing excellent teachers who can confer leadership and creditable learning. Children Welfare Centre, currently in its 44<sup>th</sup> year of existence, continues its sustained mission by making laudable inroads in the arena of education.

C.W.C Clara's College of Education implements a robust strategic planning preprocess that instrumental in achieving its Vision and Mission. The Strategic Planning and deployment document is developed based on a thorough analysis of current challenges and future opportunities, outlining the direction the institution will take to reach its established goals and objectives. The initial section of this document focuses on the

mission, vision, and institutional objectives, including both long-term and short-term goals. These goals are shaped and defined by the input of various stakeholders, including the Management, Principal, faculty, administrative staff, external experts, student teachers, alumni, and parents.

By thoroughly assessing the internal and external environment, the institution establishes goals across all potential growth areas through continuous reflection and collaboration with faculty members. Strategies and action plans are then crafted to achieve these strategic institutional goals. In formulating the strategic plan and deployment document, great care is taken to involve all stakeholders, ensuring their contributions are integral to the college's success. This approach serves as the driving force for C.W.C Clara's College of Education in its pursuit of becoming an institution of excellence in both virtue and academics, committed to producing competent professionals for society.

### **Vision of the college**

“Our Vision is to provide value based education with new innovations and ideas so that our student-teachers grow into aesthetically rich, intellectually aware and integrated young teachers ,capable of fulfilling their dreams and aspirations.”

### **Mission of the college**

“ Our Mission is to contribute to the ever evolving education system by providing excellent teachers who can confer leadership and creditable learning services, making a difference to the society.”

### **The aim of the college**

“The aim of the college is to contribute to the ever evolving education system by providing excellent teachers who can confer leadership and creditable learning services, making a difference to the society.”

### **Objectives of The College**

- To work for the achievement of a holistic approach towards the all round personality development of student-teachers through curriculum interventions and innovation employability courses, career guidance and mentoring system
- Equipping the prospective teachers with the necessary pedagogic skills and enabling them to make proper use of instructional facilities.
- Developing the self-confidence in the teachers.
- To foster the attitude of respect for people of all walks and to promote the spirit of oneness in student.
- To provide opportunities for preserving our socio-cultural heritage through a broad program of activities beyond the curriculum.
- To promote policy of inclusion for disadvantaged and disabled students.
- To acquaint the student-teachers with the impact of globalization in the field of education.
- To ensure active participation of student- teachers and other stakeholders for academic, co-curricular activities to enhance their professional development.

#### **Institutional Strengths –**

- In alignment with the Maharashtra Government's policies, a transparent, merit-based admission process is maintained within a conducive, safe, and secure environment for students.
- Student induction programs and departmental clubs are organized to support skill integration and development.
- A dedicated and skilled faculty focuses on the integration of innovative teaching methods and strategies to enhance learning, research and extension services.

- Remedial and tutorial support is provided for students who face educational disadvantages.
- The effective integration, deployment, and maintenance of ICT are ensured in both academic and administrative functions.
- There is consistent and ongoing engagement with the community through the execution of national priority programs.
- Classrooms and laboratories are well-furnished and equipped with advanced technology.
- The management is progressive, proactive, and highly supportive for students progress.

The institution operates on a participatory management system. The institution actively implements a policy of reducing, reusing, and recycling for effective waste management and green initiatives.

The faculty is dedicated, qualified, and committed to the welfare of the students. o The curriculum focuses on knowledge dissemination, capacity building, and the development of broad competencies.

The Internal Quality Assurance Cell (IQAC) plays a crucial role in planning, implementing, and evaluating academic activities. The institution has strong public relations and an effective placement cell, boasting significant campus placement records. Students consistently show higher performance at the end of their studies compared to their entry levels. The institution has given emphasis on action research projects done by each students to encourage for the development of research culture.

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Classrooms and laboratories are well-furnished and equipped with advanced technology. An active career guidance cell prepares student teachers by offering orientation. A decentralized and participative management system is in place.

### **Core values**

#### **Integrity:**

Integrity involves being truthful and steadfast in upholding strong ethical principles and values. We foster a collaborative decision-making process and build trust through professionalism and fair treatment. Celebrating all National ,Social, Cultural and Academic celebrations with enthusiasm brings staff together and reinforces the institution's integrity.

#### **Dignity:**

Daily interactions with students, colleagues, parents, and other stakeholders are conducted with honor and dignity. We acknowledge and appreciate the expertise of both teaching and non-teaching staff, recognizing their valuable contributions to the institution. We are committed to supporting our employees and students in every possible way. Through sharing's and celebrations of Teacher's Day we express our gratitude to the all institutions teachers. We deeply value and respect their efforts as they contribute to the betterment of society.

#### **Pluralism:**

We foster an inclusive work environment where individuals are appreciated for their unique culture, experiences, skills, knowledge, and abilities. We offer cultural diversity and promoting respect for all cultures. Events such as Deepavali, Christmas, Onam and Eid, Maker sanskranti etc. are celebrated to honor and experience India's rich diversity. The College encourages students to express the diversity within our community. Individuals from various regions are given the opportunity to serve our institution and contribute in diverse ways.

### **Excellence**

We motivate our staff and students to reach their full potential. Commitment and practice are key a person perfect. Recognizing that students are central to our institution, teachers use various techniques, including ICT, to enhance classroom standards. We are dedicated to pursuing the highest standards. Two internal tests per semester assess student performance and prepare them for exams. We continuously review and improve our programs, services, systems, and policies. We offer educational programs that foster knowledge and skills essential for information literacy, career growth, personal development, leadership and community service.

### **Quality:**

The institution upholds high standards in teaching and learning, student support, and overall development of students and staff, which can be described as excellence. We continuously adapt and evolve to meet societal needs, demonstrating excellence in staffing, facilities, programs, and services. We foster creativity, innovation, and responsible behavior, ensuring that our curriculum and support services are responsive and timely. We actively seek student feedback to refine our programs and showcase the quality of our graduates through alumni meetings, celebrating their contributions to society.

### **Strategic Planning**

Extensive discussions and planning aligned with its Mission and Vision, the institution Clara's College of Education have established a Quality Policy and Core Values. The expectations of stakeholders and the results of a SWOC analysis have been integrated into the Institutional Strategic Plan. This Strategic Plan is organized into the following categories:

### **1. Internal Quality Assurance System-**

- Developing and regularly updating the Quality Policy
- Creating and operating a Quality Monitoring Committee
- Providing education and training for all employees
- Conducting regular reviews and offering guidance for quality enhancement
- Encouraging the adoption of best practices
- Compiling and submitting an annual report of the college

### **2.Academic Planning and Preparation-**

- Designing and scheduling the Academic Calendar
- Developing Lesson Plans aligned with Course Outcomes (CO) and Program Outcomes
- Utilizing advanced teaching aids and adopting improved ICT methods
- Creating e-learning resources
- Fostering a research-oriented culture and providing necessary facilities
- Offering mentoring and personal support to students
- Maintaining a transparent and fair feedback system
- Conducting training based on needs assessment
- Assessment and Performance Development
- Enhancing performance through a credit-based system
- Adopting and implementing best practices

### **3. Leadership and Participative Management**

- Distributing academic, administrative, and student-related responsibility different levels
- Defining specific duties, responsibilities, and accountability for each role-

- Assigning portfolio responsibilities.
- Creating functional committees to manage various aspects of the institution.

#### **4. Good Governance**

- Clearly articulating the Vision and Mission at all key positions
- Assessing the institution's performance and setting benchmarks
- Setting strategic goals for the institution
- Developing and implementing a strategic development plan
- Overseeing and executing Quality Management Systems.

#### **5 Student's Development and Engagement-**

- Allocating budget for student development programs and activities
- Conducting training sessions and organizing placement activities
- Including student representatives in various committees and cells
- Encouraging participation in competitions
- Hosting and organizing competitive events
- Offering rewards and recognition for achievements
- Supporting involvement in extracurricular activities

#### **6. Staff Development & Welfare**

- Developing and implementing recruitment policies
- Evaluating staff performance systematically
- Providing training for quality enhancement
- Ensuring optimal work conditions and infrastructure
- Establishing and enforcing codes of conduct, service rules, and leave policies
- Facilitating internships, visits, training, and guest lectures

#### **7. Entrepreneurship and Skill Development Program**

- Offering training and guidance for entrepreneurial ventures
- Hosting experts for seminars, lectures, and workshops
- Promoting, sponsoring, and facilitating entrepreneurship initiatives

## **8. Research and Innovation**

- Expanding research facilities
- Encouraging students for doing action research project

## **9. Community Services And Outreach Activities**

- Identifying areas for community and social development
- Addressing societal challenges through development initiatives
- Providing vocational and job-oriented training based on local needs
- Offering educational support to rural communities
- Organizing outreach activities

## **Strategy Implementation and Monitoring**

Once the Strategic Development Plan is approved, the focus shifts to putting it into action. progress of the implementation will be regularly assessed using clearly defined outlined in the implementation document. The Principal, in collaboration with the team members, is responsible for overseeing the execution and monitoring the strategic plan.

## **Implementation at Institutional Level**

-Governance & Administration

-Members of Management & Members of Governing Body, Administration Office

-Monitoring of strategic plan

-The Internal Quality Assurance Cell handles the quality standards and monitors the effectiveness of the plan.

## **Conclusion-**

The institution ensures transparency with all stakeholders. To foster a culture of quality, various institutional Committees, Examination Committee, Academic Committee, Research Cell, IQAC, other on-campus committees. The achievement of strategic goals is reviewed periodically, progress is monitored with the involvement of management , and discussions are held during management meetings.



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