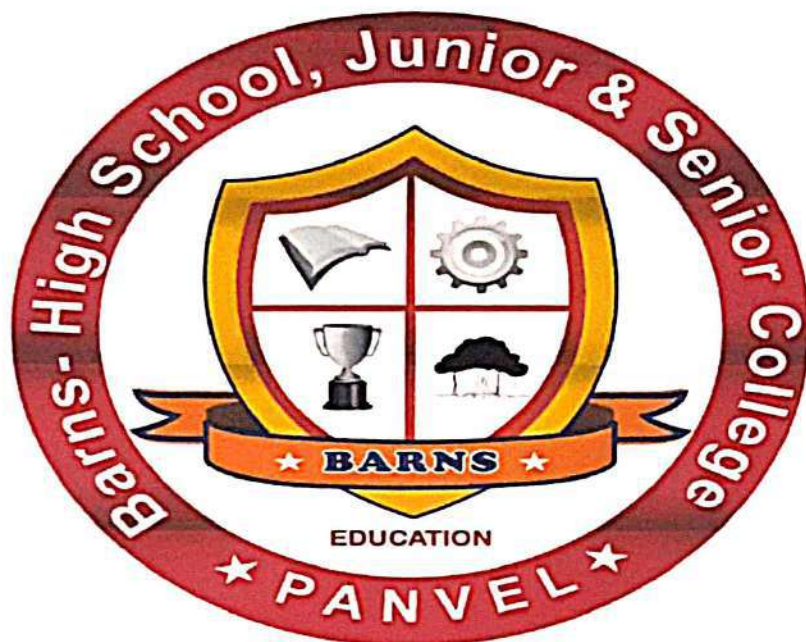


PERSPECTIVE PLAN

FROM
2018-2019 TO 2022-2023



COLLEGE DETAIL

Name and address of the College	Karnala Sports Academy's Barns college of Arts, Science & Commerce Plot No .7, Sector 16, Behind HOC Colony, New Panvel, Raigad (Dist.), Maharashtra -410206
Year of Establishment	2008
Website	www.barnscollege.org.in
Institutional Status	Affiliated to University of Mumbai
Programmes offered	<ul style="list-style-type: none">➤ Bachelor of Commerce (B.Com)➤ Bachelor of Commerce (B.Com A/F)➤ Bachelor of Management Studies (B.M.S)➤ Bachelor of Arts (B.A – 1.Rural Development, 2. Geography, 3. Economics)➤ Bachelor of Science (B.Sc Information Technology)



INDEX

SR.NO	CONTENT	PAGE NO
1	About the College	1
2	Preamble	2 - 3
3	Vision & Mission	4 - 5
4	SWOC	6 - 7
5	Curricular Aspects	8
6	Teaching & Learning Evaluation	9 - 10
7	Research, Innovation and Extension	11
8	Infrastructure and Learning Resources	12
9	Student Support and Progression	13
10	Governance, Leadership and Management	14 -15
11	Institutional Values and Best Practices	16



ABOUT THE COLLEGE

Karnala Sports Academy's, Barns College of Arts, Science and Commerce is located Behind HOC Colony, New Panvel (West), Navi Mumbai, Maharashtra. It is affiliated to University of Mumbai.

It was established in July 2008 to provide education for marginalized and rural masses in this area. In fact, education, especially higher education, is an "ever changing and never ending process." In this regard, we have been proactive in picking right signals to ensure that our future endeavours make an impact in developing our students to influence society at large.

The college offers Traditional courses in Arts (Rural Development, Geography and Economics) and Commerce, also provides professional courses in Informational Technology, Bachelor of Commerce in Accounting and Finance and Bachelor of Management Studies (BMS) along with this college provides remedial and bridge courses. College provides career guidance and placement for the future development of the students. In the span of 15 years, the college has brought up success because of its comprehensive development and excellence in academics, sports and cultural at University, State as well as National level.



PREAMBLE

In our relentless pursuit of excellence and our commitment to providing quality education, KSA, Barns College of Arts, Commerce and Science, New Panvel has been crafting a comprehensive strategic plan that will direct our institution towards a brighter prospect while embracing excellence and carrying out our educational purpose. This strategy demonstrates our focus to ongoing development and our unwavering commitment to offering top-notch instruction.

The Perspective Plan for the period of Five years commencing from academic year 2018-2019 to academic year 2022-2023 has been prepared by the management of the college by taking into consideration the quality indicators of seven criteria determined by NAAC. We believe that quality assurance is not just a duty but also an essential component of our academic journey. As the curator of quality enhancement, College Development Committee is essential in making sure that our administrative procedures and academic programmes consistently uphold the highest standards.

We have outlined our motives, targets, and strategies for the upcoming years in the Perspective Plan, which acts as a strategic road map. It illustrates our dedication to fostering an atmosphere where students can succeed academically, socially, and personally. It also expresses our collective vision for the college.

In the preparation of the Perspective Plan, the management of the college has taken initiatives to obtain inputs for all stakeholders namely, the Governing Body, The Principal, the faculties, the students of the college, the Alumni Association, the Parents and all other stakeholders. The stakeholders' expectations, management policies, vision and mission of the college are also



considered as a base for the formation of the Perspective Plan. The draft of Perspective Plan has been discussed, reviewed and approved by governing council and the College Development committee and finally made for implementing for upcoming five years.



VISION

To provide affordable and excellent quality education, where students can achieve prospects in their academic, physical and overall development with enhanced knowledge, talent and skill, so as to become empowered and worthy citizens in shaping the future of our society and nation.

MISSION

Developing Society & Nation by providing Knowledgeable, skillful and multi-talented youth who take active participation in challenging world.

OBJECTIVES

- To impart ethical code of conduct among the students to bring sustainability in society.
- To complement the students personality by encouraging their participation in curricular and extracurricular activities
- To make students responsible stakeholders of the society.
- To engage in ongoing assessment of the faculty, students and curriculum so that we continue to build on our strengths and address our concerns in a meaningful way in an ever-changing world
- The motto of our institution is to impart quality education and instill the virtues of being considerate, truthful and disciplined to make optimum efforts for every kind of growth to move ahead in life.
- Provide opportunities for continuously updating the knowledge of faculty through faculty exchange from premier institutions and industry.
- Organizing and participation of staff and students in in-house and outside training programs, seminars, conferences and workshops on a continuous basis.



SHORT TERM GOALS

- Majority of the students should graduate with Distinction/Honors in all branches.
- To continue the bridge course & certification course for students to improve their Communication Skills & employability skill
- To go for green campus & energy auditing of the whole campus.
- Conducting faculty and student development programs for cutting edge trends and technologies.
- Creating linkages with other institutes
- Ensuring student's & staff development, welfare and participation

LONG TERM GOALS

- To provide adequate infrastructure and create academic environment for qualitative teaching, learning and enabling to acquire competing skills.
- To mould humane citizens of the nation
- Starting PG program in the all branches
- Introduction diploma courses based on skill development for employment and these courses will be run parallel to existing programs
- To promote teachers & students for quality research & projects keeping in view the requirement of the industry.



STRENGTH, WEAKNESS, OPPORTUNITY AND CHALLENGES (SWOC)

Institutional strengths: -

- Provides various co-curricular activities for the growth and all- round development of the students.
- Fees installment facility are provided to the student with no-donation or capitation fees.
- Provision of scholarship and free ship for poor students.
- All full time, regular and stable faculty members & the faculties are well versed in curricular & co-curricular activities by attending various, Workshop, seminars & faculty development programs.
- Participative management culture, friendly working environment for faculty members
- Active NSS unit & DLLE in social and other activities
- Involvement and participation of students in decision making process through various committee events.
- Learner cantered and empathetic teaching
- Providing students with add on certificate courses, skill development & value base courses

Institutional weakness: -

- Majority of the students hailing from low economic, social and educational status .
- Admission of least scored students with poor knowledge and interacting ability
- Students with very weak English language skills
- Less focus on skill development courses.
- Shortage of classroom with ICT facilities.
- Counselling cell needs strengthening.
- Less focus on research activities of faculty & Students.



Institutional opportunities: -

- Optimum utilization of resources.
- Starting PG-level courses.
- Scope for introducing more professional courses.
- Collaborating with organizations and industries for student placement.
- Modernization of classrooms for enhancing the usage of ICT in teaching learning process can be undertaken.
- To be assessed by external agencies like NAAC
- Enhancing research facilities through research projects.

Institutional challenges: -

- Competition from other institutions which have more diversified programs and resources.
- Technology changes that effect the future growth and productivity.
- Distant courses provided by other aided institutions.
- Working students balancing job and education.
- To prepare students to meet global challenges and making them employable.
- Promotion of research and seminar culture.
- Outburst of the professional colleges and students' changing trend



1. Curricular Aspects

Curricular aspects refer to the various elements related to the design, development, and implementation of academic programs and courses within a college. Curriculum is framed by University of Mumbai for all the programmed offered in the college to implement and achieve the college vision mission & Objective following planning is done by the college management.

- To plan the activities annually in the form of academic calendar and work for its implementation
- To Preparing Teaching Plan
- To conduct curriculum enrichment programmes.
- To strengthen value added courses in offline/online mode.
- To conduct more add-on courses, skill-oriented courses and value-added courses
- Online & offline feedback on curriculum & Co-curriculum activities need to collect & take measures on feedback collected.
- To organize Student Induction Programme.
- To conduct Continuous Internal Evaluation.
- Use of diverse teaching methods like lectures, seminars, group discussions, and practical sessions.
- Encourage internships, fieldwork, and research projects to provide practical exposure.
- To start PG program



2. Teaching & Learning Evaluation

Educational institutions develop goals for teaching-learning evaluation to judge and quantify the efficacy of the teaching and learning processes. It is crucial to ensure the quality of education, assessing the effectiveness of teaching methods, and determining the extent to which students are achieving the desired learning outcomes. This can be achieved with the following activities.

- A well-defined, transparent admission process based on merit coupled with reservation policy as per the norms of University of Mumbai.
- To increase number of smart class rooms and use more ICT in teaching and learning.
- Identify different types of learners, provide stimulation and enrichment activities for learners and remedial coaching
- Supporting the advanced learners and concentrate on enhancing aspects like knowledge, attitude and skill.
- Encouraging co-curricular activities like seminar, quiz, debate, group discussion, poster completion, model competition, etc to help creativity and leadership quality among the students.
- MoUs for Student Exchange Programs and Faculty Exchange Programs
- Reducing number of dropouts.
- To organize Expert and Guest lecture for students from other colleges/ industry.
- Conduct regular assessments to track students' progress throughout the academic year.
- Effective curriculum implementation by using different student centric teaching methods like Discussion ,participative ,Experimental, Role Play etc.



- To enhance effective curriculum implementation and delivery through continuous internal examination to maximize learning in students.
- To develop system to measure course attainment (PO,PSO & Cos)



3. Research, Innovation and Extension

Research, innovation, and extension activities contribute significantly to the intellectual growth of students and faculty, foster innovation and creativity, and enhance the college's reputation and impact on the community. To improve the staff and students' research skills & innovation, college develop research committee which organizes various seminars, and workshops on research, IPR, data analyst etc. For its success a precise plan and timetable for achieving these goals are essential which covers following aspects.

- Establishing research Committee for Staff
- To increase Research Paper Publications and Books/Chapter Publication.
- To establish educational linkages in terms of more MoU with other institutes for Research and extension activities.
- Encourage faculty to take up inter-disciplinary research.
- Depute the faculty members for attending research seminars / workshops and training.
- Arranges classes on Research Methodology for students to help them in writing project reports/ dissertations
- To carry out innovative incubation center and start up activities
- To strengthen our NSS units & DLLE to conduct more extension and outreach programme
- Organize awareness programmes on health, hygiene and sanitation, environment, cleanliness campaign and other social issues at neighbouring villages
- Contribute to society by donating financial aids, books and foods to different NGO'S & Schools to make students more socially responsible.



4. Infrastructure and Learning Resources

Infrastructure and learning resources play a crucial role in shaping the educational environment of a college. A well-developed infrastructure and access to adequate learning resources enhance the overall learning experience for students and support the faculty in delivering high-quality education. The following aspects related to infrastructure and learning resources should be considered to achieve the objective of the college.

- To improve Student - Computer ratio
- To increase the expenditure for infrastructure augmentation, excluding salary
- To increase the percentage usage of library by teachers and students per day
- To increase the number of books/ e-books and subscription to journals/e-journals
- Procure more books, journals, e-journals, periodicals, reference books in the central library.
- Frequent update of IT facilities. Ensure proper maintenance of infrastructure and learning resources.
- To develop digital classrooms.
- To enhance departmental libraries with periodicals of respective subjects.
- To construct an auditorium.
- To add more CCTV in the college campus
- To provide more space to examination room
- To take measures for proper Maintenance of Campus Infrastructure



5. Student Support and Progression

Student support and progression are integral components of a college. It ensuring that students receive adequate support throughout their academic journey and facilitating their progression towards successful graduation and future careers are key goals for any educational institution. To achieve this college needs to focus on the following

- To increase the number of students to be benefited by Scholarships and Free ships provided by the Government
- To increase Capability Development and Skills enhancement activities for the students
- To increase the number of students to be benefited from guidance for competitive examinations and career counselling
- To increase the number of students to be placed & placement partners
- To increase the number of college and intercollegiate competition for sports and cultural events to be organized by the Institution
- To encourage alumni to contribute towards the institution
- To form and regulate Students' Grievance Cell, Anti Ragging Committee, ICC
- To ensure Alumni engagement in the development of the college
- To track students' progression and work for optimal progression to higher studies or employment
- Special efforts for women empowerment programs



6. Governance, Leadership and Management

Governance, leadership, and management are critical components of any successful educational institution. A well-structured governance framework, effective leadership, and efficient management practices are essential for the overall development, strategic planning, and day-to-day operations of a college. The vision and mission of the institution are translated into reality through efficient leadership and governance. With the help of various committees developed by management decentralization & participative decision making process becomes possible. Keeping this in mind the college propose,

- To practice participative, transparent and value-based governance
- To motivate faculty members for content creation using teaching software and tools.
- To increase faculty participation in Conferences and workshops by supporting them.
- To conduct more professional development/ administrative training program.
- To undergo Academic and Administrative Audit (AAA) for quality enhancement in each academic year.
- Annual performance appraisal system to be formalized for teaching and non-teaching staff.
- To strengthen Welfare activities for faculty and staff
- To form IQAC for NAAC process
- To undertake quality related activities of IQAC & monitor quality initiatives taken by the college
- To provide financial assistance to staff for participation in Seminars and Workshops



- To implement E-Governances in administration,teaching ,examination & library.
- To form budget committee for Budgeting and optimum utilization of finance as well as mobilization of resources.
- Upgradation of website



7. Institutional Values and Best Practices

A united goal and an excellence-oriented culture can be developed within educational institutions by incorporating institutional values and best practices into the structure of the organization. These values and practices guide the institution's culture, decision-making processes, and interactions with students, faculty, staff, and the broader community. Following area need to be consider and implement by the college to achieve its goals:

- Energy conservation by reducing electricity consumption through installation of LED lights.
- Undertaking Waste management initiatives.
- Develop a distinctive characteristic which becomes the recognizable attribute of the institution.
- Ensure the promotion of gender equity by initiating various activities.
- Organize gender audit, women safety audit, etc.
- Take initiative in conducting regular green audit, energy audit & Environmental audit.
- To organize Tree Plantation programmes
- To adopt and introduce Innovations & Best Practices in departments
- To organize various workshops and seminars regarding sustainable environment.
- Organize programmes related to various diversities like, cultural, regional, linguistic, communal, socio-economic, etc.
- Organize/celebrate important national and international commemorative days



Perspective Plan Implementation and Monitoring

Sr.No	Measurable Aspects	2018-2023	Implementation
1	Curricular Aspects	<p>To plan the activities annually in the form of academic calender</p> <p>To Prepare Teaching Plan</p> <ul style="list-style-type: none"> • To conduct curriculum enrichment programmes. • To strengthen add-on & value added courses in offline/online mode. • To collect Online & offline feedback on curriculum & Co- curriculum activities <p>To organize Student Induction Programme.</p> <ul style="list-style-type: none"> • To conduct Continuous Internal Evaluation. • Use of diverse teaching methods like seminars, group discussions, and practical sessions. • Encourage internships, fieldwork, and research projects to provide practical exposure. • To start PG program 	<p style="text-align: center;">Implementation</p> <p>At the beginning of year Academic Calendar is prepared by IQAC to frame the activities for the whole year for all departments and committees.</p> <p>Teaching Plan is distributed to all the teachers as per the subject allocation by the HOD's and accordingly it is submitted..</p> <p>Some guest lectures, Seminar on specific topics, group discussions, practical sessions and interaction with industry people were organised for the students.</p> <p>GST, Tally ERP 9 with English speaking, Advance Excel, Financial A/c, Cyber security, software testing, logistics Management, self Grooming certificate courses were started for the students.</p> <p>Feedback from students, alumni, teachers and stakeholders were taken in online and offline form.</p> <p>Every year orientation programmes were conducted for the fresher's.</p> <p>For each semester two Class tests for traditional courses and one class test and one internal for professionals courses were conducted.</p> <p>We applied for M.Com to Mumbai University and a Peer team from university visited our college.</p>



2	<p>Teaching, Learning, and Evaluation</p>	<p>A well-defined, transparent admission process based on merit coupled with reservation policy as per the norms of University of Mumbai.</p> <ul style="list-style-type: none"> • Encouraging co-curricular activities like seminar, quiz, debate, group discussion, poster completion, model competition, etc to help creativity and leadership quality among the students. • MoUs for Student Exchange Programs and Faculty Exchange Programs like expert lecture • Effective curriculum implementation by using different student centric teaching methods like Discussion ,participative, Experimental, Role Play etc. • To enhance effective curriculum implementation and delivery through continuous internal examination to maximize learning in students. • To develop system to measure CO,PO&PSO. 	<p>The admission committee look after the admission process, a merit list is displayed for the meritorious students which is as per the university guidelines.</p> <p>Various committees are formed like workshop and seminar, commerce association, IT association to encourage students to participate in various activities for their personal development.</p> <p>Students are given exposure to subjects beyond their college campus by arranging student and teacher exchange program. Experts from different colleges or industries are invited to share their practical experience with the students.</p> <p>Teachers used various student centric teaching methods like group discussions, active participation, role play to understand the topics.</p> <p>For effective curriculum implementation, continuous internal examinations are taken in the form of assignment, viva, class test and internals.</p> <p>Formed a system both online and offline mode to measure CO, PO & PSO</p>
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3	Research, Innovation, and Extensions	<ul style="list-style-type: none"> • To establish educational linkages in terms of more MoU with other institutes for Research and extension activities. • Depute the faculty members for attending research seminars/workshops and training. • Arranges classes on Research Methodology for students to help them in writing project reports/ dissertations • To carry out innovative incubation centre and start up activities • To strengthen our NSS units & DLLE to conduct more extension and outreach programme 	<p>MoU are signed with various colleges for research and extension activities.</p> <p>Financial support is provided to teachers and students to attend seminars and workshop related to research and extension activities</p> <p>Seminars were conducted to guide the students and teachers to write research paper or projects.</p> <p>• College incubation centre was formed to carry out various innovative and start up activities.</p> <p>In order to reinforce the college unit and raise student awareness of the units, the number of outreach and extension programs in NSS and DLLE has been increased.</p>
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4	Infrastructure and Learning Resources	<ul style="list-style-type: none"> • To improve Student - Computer ratio • To increase the percentage usage of library by teachers and students per day • Frequent update of IT facilities. Ensure proper maintenance of infrastructure and learning resources. • To enhance departmental libraries with periodicals of respective subjects. • To provide more space to examination room • To take measures for proper Maintenance of Campus Infrastructure 	<ul style="list-style-type: none"> • As per the UGC norms college has maintained student computer ratio. • Students as well as teachers are encouraged to use library for reference books and periodicals • College IT lab and library were updated as per the requirements of students and proper learning environment has been created • Each departments maintain their library with periodicals of respective subjects. • Examination room has been shifted to a more spacious room. • College campus is regularly painted and repaired.
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5	Student Support and Progression	<ul style="list-style-type: none"> • To increase the number of students to be benefited by Scholarships and Free ships provided by the Government • To increase the number of students to be benefited from guidance for competitive examinations and career counselling • To increase the number of students to be placed & placement partners • To form and regulate Students' Grievance Cell, Anti Ragging Committee, ICC <p>To track students' progression and work for optimal progression to higher studies or employment</p>	<p>Students are made aware of the scholarship and free ship provided by the government as well as the management</p> <ul style="list-style-type: none"> •Competitive exams and career counselling seminars are conducted more effectively to increase the number of students participation. Positive feedback from students were received. <p>There is a noticeable rise in the number of students placed, and there is also hope for the future.</p> <p>Students' Grievance Cell, Anti Ragging Committee, ICC were formed for student support and beneficial.</p> <p>Almuni Committee was established to monitor students' advancement and strive for the best possible route to further education or employment.</p>
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6	Governance, Leadership, and Management	<ul style="list-style-type: none"> • To increase faculty participation in Conferences and workshops by supporting them. • Annual performance appraisal system to be formalized for teaching and non-teaching staff. • To undergo Academic and Administrative Audit (AAA) for quality enhancement in each academic year • To strengthen Welfare activities for faculty and staff • To form IQAC for NAAC process • To implement E-Governances in administration, teaching examination & library. • To form budget committee for Budgeting and optimum utilization of finance as well as mobilization of resources. • Upgradation of website 	<p>Faculties are provided with financial support and leave concession for the conferences or workshops.</p> <p>An annual performance evaluation system has been established for both teaching and non-teaching staff.</p> <p>The college has gone for Academic and Administrative Audit (AAA) for quality enhancement this year</p> <p>Student and staff welfare activities like self-defense and webinar on research methodology are conducted to strengthen the faculties.</p> <p>IQAC for NAAC related work is formed with 6 members in total which includes management and principle.</p> <p>E-Governances is implemented in library, administration and examination.</p> <p>CDC is formed for Budgeting and optimum utilization of finance as well as mobilization of resources.</p> <p>College website is upgraded by an external source.</p>
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7	Institutional Values & Best Practices.	<ul style="list-style-type: none"> •Undertaking Waste management initiatives. • Ensure the promotion of gender equity by initiating various activities. • Organise gender audit, women safety audit, etc • To adopt and introduce Innovations & Best Practices in departments • To organise various workshops and seminars regarding sustainable environment. •To organise Tree Plantation programmes 	<p>Best Practice Committee arrange various Waste management activities in the college</p> <p>College has formed Woman Development committee & ICC which promotes gender equality by arranging seminar, workshop & competition at college level</p> <p>College has undergone for gender audit and suggestion of the auditor was implemented</p> <p>Innovations & Best Practices committee maintain best practice in respective departments where they provide book bank scheme for students and conduct various competition</p> <p>Arrange workshops and seminars regarding sustainable environment for the students & Staff.</p> <p>NSS unit took initiative for Tree plantation and cleanness drive to make surrounding healthy and clean.</p>
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I/C Principal
KSA, Bams College of Arts, Sci & Comm