

**SARADA KRISHNA
HOMOEOPATHIC MEDICAL COLLEGE
Kulasekharam – 629161**

*(Affiliated to the Tamil Nadu Dr.MGR Medical University, Chennai; Recognised by the
National Commission for Homoeopathy & Ministry of AYUSH, Govt. of India, New Delhi)
Accredited by the NAAC with B+ grade & NABH accredited Hospital*



**Strategic Planning
and
Deployment Document
(2023-2027)**

PREFACE

For, an organisation, strategic planning is very essential to accomplish the Vision and Mission, which it dreams of planning to accomplish institutional goals effectively. The first phase of institutional strategic planning and deployment document was prepared for the period from 2017-2022, most of them are achieved as per the deployment document and institution was accredited for the period of five years, unmet target in the first phase are revised based on the experience gained during the period. Also, the deployment document is valid till the end of the academic year 2022 and hence it is necessitated to chalk out a plan for the next five years by considering the quality sustenance initiatives.

The second phase of institutional strategic planning and deployment document is prepared based on the analysis of strength and weakness of the institution in the post accreditation scenario. One of the missions of the institution is to establish a centre of excellence in education and research in Homoeopathy, the same is reflected in strategic planning in addition to SWOC analysis.

The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term and short term goals, are defined and guided by the stakeholders (Management, HoDs, Faculty, staff, students, Alumni and parents). Strategies with action plans are decided after analysing the internal and external environment, the institutional goals are set up in all possible growth domains through continuous thought process and discussion with HoDs and Faculty members in appropriate forum. While formulating the strategic plan and deployment document, care has been taken to involve all stakeholders for the development of the institution. 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 achievement for the next five years in curricular, co-curricular and extension activities of the institution.

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Sarada Krishna Homoeopathic Medical College was established during 2000 by K.V Education Trust to provide effective health care to the people of weaker section and to provide homoeopathic education thereby mould homoeopaths to propagate homoeopathy and homoeopathic practice. The college was approved as a self finance co-educational institution by the Government of Tamilnadu with linguistic minority status and affiliated to the Tamilnadu Dr.MGR Medical University, Chennai. The institution is recognised by the National Commission for Homoeopathy (erstwhile Central Council of Homoeopathy) and Ministry of AYUSH, Government of India, New Delhi. At present, the college offers BHMS with annual intake 100 seats and M.D (Hom.) in five specialities with 30 seats. The College also offers Ph.D programme in Homoeopathy in five existing PG specialities on full time and part time basis of the Tamilnadu Dr. MGR Medical University, Chennai. The institution has successfully completed the first cycle of accreditation during March 2021 and accredited with B+ grade of CGPA 2.64.

VISION

The Vision of the Institution is

“It is to provide value based, research oriented medical education in Homoeopathy aimed at moulding Homoeopaths capable of proficient and competent in patient care dedicated to the needy and the poor, and to propagate Homoeopathy - a safe, simple, scientific, economic and effective medicine for all”.

MISSION

The Mission of the Institution are:

1. To establish an Institute of Excellence in education and research in Homoeopathy.
2. To set up a full fledged tertiary care hospital in Homoeopathy doing service to the needy and the down trodden section of the society.
3. To conduct community oriented health activities purported to propagate the salient features of Homoeopathy and to render its benefits to the people at large.

4. To mould skilled Personnel required in patient care, education and research in Homoeopathy
5. To set up a publication division for printing text books, publishing Journals/Periodicals and IEC material

Core Values of the Institution

The core values framed by the institution are:

1. Service
2. Social Responsibility
3. Cultural Integrity
4. Innovations in Homoeopathic medical research
5. Health care programmes for the benefits of the society
6. Teamwork and enjoyment of working together
7. Ensuring quality and Accountability in all aspects
8. Commitment to the profession
9. Excellence in Homoeopathic Education
10. Upholding Professional ethics
11. Personality Development

Quality Policy

The quality policy of the institution is:

1. Development or adoption of quality parameters in all their academic endeavours.
2. Learner centric conducive environment for qualitative education in teaching, learning and evaluation.
3. Organization of Seminars / Symposia / Workshops /Conferences on quality parameters with special reference to education, research and practice of Homoeopathy.
4. A practice of well documentation of academic activities for quality improvements.
5. Providing Value added courses to the students in addition to the traditional course for skill and competency development.
6. Developing quality culture in the campus.
7. Providing quality support services to the students.
8. Adoption of feasible technology for teaching and learning, administration, evaluation and in other key areas.
9. Adoption of ICT based technology for teaching, learning and research.

SWOC ANALYSIS

Institutional Strength

1. The institution is accredited by the NAAC with B+.
2. The Collegiate Hospital is registered under Clinical Establishment Act 2018, accredited by NABH and NABH certified medical lab.
3. Curriculum enrichment through field visit, Clinical internship and community posting.
4. Feedback on curriculum is collected, analysed & action taken by the management regularly.
5. Student Centric Methods are followed.
6. Mentoring system.
7. Remedial teaching for Mid-course improvement.
8. Special programmes for Advanced & Slow Learners.
9. Clinical Skill Lab.
10. Faculty strength/Experienced faculties.
11. ICT enabled teaching learning process.
12. Academic plan & continuous Internal Evaluation System.
13. Transparent & Effective examination related grievance mechanism.
14. Well defined learning outcomes and target attainments.
15. Faculties having Ph. D. and research supervisor.
16. Institutional Ethical Committee and well stated Code of Ethics for research.
17. Well integrated extension outreach activities in collaboration with NSS, YRC, RRC, UBA with non-voluntary organization.
18. Well sophisticated infrastructure for teaching and learning.
19. Adequate facilities for physical and recreational activities.
20. Overall ambience of the institution is conducive for learning.
21. Good number of patients in OP and IP.
22. Community based learning is enhanced through peripheral health centers and other tie-up hospitals.
23. Library is fully automated using open source software and provision for remote access.
24. All form of helps to avail scholarship or freeship from government and non-government agencies.
25. Active Student Council and representation of students in College Committees.

26. An active and registered alumni association.
27. Effective decentralized and participative management practice is followed.
28. Well defined organizational structure, committees, policies for committees and strategic planning for execution.
29. Effective welfare measures for teaching and supporting staff.
30. The IQAC leads quality initiatives.
31. Effective energy conservation mechanism and use of alternate source of energy.
32. Effective waste management system and water conservation.
33. Institution follows disabled-friendly environment.
34. Celebration of National and International Commemorative days, events and festivals.
35. Locational advantages are effectively used for community services.
36. Institution provides training for medical ethics.
37. Institution regularly conducts quality training programmes for pharmacovigilance and NABH.
38. Well stated and infection control policy and practices.
39. Software training for Clinical decision making.
40. Speciality clinic on Physiotherapy and Rehabilitation Unit
41. Variety of medicinal plants in Herbal Garden.
42. IP and OP training to students.

Institutional Weakness

1. Participation in BOS.
2. E-content delivery & development.
3. Limited number of funded project.
4. Minimum start up through incubation centres.
5. Seminars on IPR and patent.
6. Student and faculty exchange programmes.
7. Frequent updation of IT and computer facilities.
8. Qualifying in competitive examinations.
9. Participation in FDP.
10. Gender sensitization programmes.

Institutional Opportunity

1. Scope for conducting Certificate Value added / subject related diploma course.
2. Scope for integrating the cross-cutting issues with the existing curriculum.
3. Scope for more PhDs among Faculty.

4. Scope for publications in indexed journals and reputed book publishers.
5. Functional MoUs provides wider avenues for Academic and clinical training, collaborative research programme and projects.
6. E-content preparation.
7. Students' participation in sports and cultural events at National and International level.
8. Scope for well integration of Foundation courses in Homoeopathic Curriculum.
9. Scope for generating grants from Non-government bodies and philanthropists.
10. Scope for organizing variety of gender sensitization programmes like Self Defence, Cyber Crime, Rights of women, Gender Audit, Leadership Training, Professional Counselling.
11. Battery-powered vehicle for frequent usage in the campus..

Institutional Challenges

1. Approval from the related apex authority.
2. Funded project from ICMR and other funding agencies.
3. Membership in e-Shodh Sindhu and Shodhganga.
4. Implementation of self developed e-content courses.
5. Ensuring the participation of students in Capability Enhancement Programme beyond the class hours.
6. Ensuring the participation of all faculties for FDP.
7. Fund generation for conducting extension activities and FDP programmes.

Strategic Goals

The passionate team of SKHMC has reviewed the extent of attainment of previous Strategic Planning and deployment document, held several discussions and planning and guided by the Vision and Mission of the Institution, Core Values, Quality Policy, Stake holder's expectations and SWOC analysis, the following are framed as Institution Strategic Goals.

Institution Strategic Goals

1. Identification and implementation of appropriate value added and subject related Certificate/Diploma courses.
2. Separate provisions to be provided in the institutional website for creating online feedback on curriculum from the stake holders.
3. Follows student centric teaching methods for effective teaching learning process.

4. Encourage and publish e-content developed by teachers.
5. Implementation of appropriate technology (State of art) for Clinical decision making and patient care.
6. Digitalisation of Case records.
7. Promotion of more research activities in priority areas () with the help of funding agencies namely CCRH, ICMR and other related agencies.
8. Publications of more research articles and books in indexed/reputed publishers.
9. More IPR related activities and start up through incubation centre.
10. Strengthening the community services through Peripheral Health Centre, NSS, YRC, RRC, NCD in collaboration with government & non-government agencies.
11. Involvement of Alumni and PTA for institutional development and outreach activities.
12. Ensuring the participation of all stake holders in Curricular, Co-curricular and Extension activities of the institution.
13. Updation of learning facilities and procurement of latest books and journals in library including databases.
14. Facilitation of student placement and career guidance.
15. Democratic leadership and participative management.
16. More modules to be added in the existing College Management Information System (MIS) including examinations.
17. Continuation of the existing Staff Welfare programmes and initiatives for establishment of staff quarters in the campus.
18. Strengthening of faculty development programmes by establishing HR cell in the institution.
19. Increasing internal revenue generation.
20. Formation of Quality circle in selected areas to ensure quality.
21. Sustenance of quality in every endeavour by the IQAC.
22. Nurturing professionalism and training to uphold professional ethics.
23. Institution as a Centre of excellence in Homoeopathy.

Strategic Planning

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| <p>Value added and subject related Certificate / Diploma Courses</p> | <ul style="list-style-type: none"> • Appropriate courses are identified by keeping the differential requirement of the learners. • Courses are offered only to those students who are enrolled for BHMS and M.D(Hom.) programme. • Each course is planned for 40 hours duration beyond the normal works without affecting regular time-table. • Apt resource persons are arranged both internally and externally. • Syllabuses are framed on par with latest development in the field. • Eleven courses are identified, it includes six subject related courses and five value added courses. • Yoga for Youth Empowerment (Diploma), Industrial Pharmacy, Good Laboratory Practices, Therapeutic Rehabilitation, Homoeopathic Dietetics and Research Methodology and Biostatistics – Subject related courses. • Soft Skill Development, Basic Computer Skills, Health Research Fundamentals, Naturopathy and Basic Life Support are Value Added Courses. • These courses will be delivered in e-delivery platform (MOOCS) if necessary. • Faculty-in-charge is assigned for each course for effective monitoring. • PO, COs are stated. |
| <p>Online Feedback mechanism in the Institutional Website</p> | <ul style="list-style-type: none"> • Feedback from stakeholders is collected through online using Google forms since 2019 – 20. • Permanent provisions are to be made in the institutional website to collect feedback from the stakeholders using the permanent link. • The link to be active during the time of collecting feedback. • Analysis and action taken report as in previous years. • Stakeholders will be notified through e-mail in time for responding. |
| <p>Student Centric Teaching Methods</p> | <ul style="list-style-type: none"> • Implementation of student centric methods is as per the direction of Academic and Curriculum Planning Committee. • Awareness on different student centric method are to be provided to the faculty well before the implementation. • Departments are free to adopt number of student centric methods as per their nature of the subjects. |

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| | <ul style="list-style-type: none"> • Faculties are directed to incorporate active student centric teaching methods in their day to day teaching-learning activities. • Active Student Centric Methods adopted by the departments are to be reflected in their respective Department Staff Meeting Register, Teaching Plan, Work Done Register and Course File. • Department wise benchmarks are to be prepared after the consultation with faculty. • Effectiveness of student centric methods is to be collected from the students through feedback. • Its strength and weakness is also to be assessed through Annual Academic Audit. |
| E-content developed by Teachers | <ul style="list-style-type: none"> • The policy of the institution is to promote ICT resources related to Homoeopathic Education. • Faculty is to be motivated to undergo e-content development courses, training and workshop. • Institution has to organize such programme as FDP and ensure the participation of the entire faculty. • Day-to-day teaching is through a blended mode with appropriate weightage for e-content delivery. • Institution has to provide appropriate credit for e-content creation and delivery in individual performance appraisal system. • Institution may provide the registration and other financial support to upgrade the ICT skill through participation in Seminar, Conferences and Workshop. • Those faculties who use e-content for teaching-learning process shall include the same in Teaching Plan and work done register. • Some of the added courses offered by the institution shall be on other MOOC platform. • E-content developed by the teachers must be uploaded in institutional LMS and institutional repository. |
| Clinical decision making and patient care | <ul style="list-style-type: none"> • More exposure is to be provided to students on clinical decision making through patient centered and evidence based teaching. • Regular postings are provided in IPD and OPD for training in patient care. In addition, students will be trained in specialty clinics. |
| Digitalization of Case records | <ul style="list-style-type: none"> • Existing patient records in the College Hospital are to be digitized using appropriate software without disclosing the identity of the patients. • Case records are base for conducting case |

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| | <p>oriented and evidence based teaching-learning process.</p> <ul style="list-style-type: none"> • All the records are to be digitized in such a way for easy retrieval. • Digitized records are to be well integrated with Hospital Management Information System. • Digitized records are to be used for study purpose, case analysis and research purposes. • For generation of statistics report on specific diseases, and further epidemiological studies. |
| <p>Promotion of more research activities in priority areas () with the help of funding agencies namely CCRH, ICMR and other related agencies.</p> | <ul style="list-style-type: none"> • Proposals are to be submitted for funded projects. • More exposures are to be provided to the faculty on priority areas of different funding agencies. • Training/Workshop is to be organized for writing research proposals. • Information related to funded projects is to be updated continuously among the faculty. • Incentives shall be provided to the faculty based on the quantum of financial assistance. • At the end of the plan period (five years), institution has to secure funded projects for not less than rupees 50 lakhs. • Research findings emerged from the funded projects is to be published in indexed journals with proper acknowledgement of funding agencies. |
| <p>Publications of articles and books in indexed/reputed publishers.</p> | <ul style="list-style-type: none"> • Organizing awareness programme on writing articles in journals and books. • Motivating individual faculty to publish their research works in refereed and indexed journals. • Identification of core and related journals which have the scope for publication of homoeopathy and related subject domains. • Assistance is/are to be provided in reviewing, plagiarism check and upholds publication ethics. • Motivating faculty to publish their prepared manuscripts for publication in the form of books either through publication division of the institution or through reputed publishers. • Assistance is to be provided to the individual faculty in obtaining ISBN and in publication such as proof reading, correction and review. • Similarly, encouraged to contribute chapters in edited books. • As a healthy competition among the faculty, bench marks on department may be fixed and incentives may be provided. |
| <p>IPR related activities and start up</p> | <ul style="list-style-type: none"> • Seminar and workshop on IPR related |

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| <p>through incubation centre.</p> | <p>programmes are to be organized to create awareness among the faculty on IPR.</p> <ul style="list-style-type: none"> • Motivate the faculty to apply for copyrights and patent for their innovative works. • Students are also to be motivated to contribute their innovative and creativity works if any under the institutional IPR. • A minimum of five works to be initiated either under copyrights or patents for the next five years. |
| <p>Strengthening the community services through Peripheral Health Centre, NSS, YRC, RRC, NCD in collaboration with government & non-government agencies.</p> | <ul style="list-style-type: none"> • More community oriented activities are to be organized in addition to Medical Camp and Homoeopathic Care. • Awareness Rally, cleaning activity, adoption of villages, Computer training for tribal areas, free medical distributions and similar activities are to be conducted. • More collaborative works are to be carried out with government and non-government agencies. • All activities are to be documented well with geo-tagged photos. |
| <p>Involvement of Alumni and PTA for institutional development and outreach activities.</p> | <ul style="list-style-type: none"> • Prepare a comprehensive database of alumni showing up-to-date details about each and every alumni from the date of left to the current position. • Prepare a list of prominent alumni. • Institution has to offer more its services for the benefits of alumni. • Efforts are to be made to collect the contribution from the alumni for not less than 1 lakh per year for infrastructure development mainly on improvement of ICT facilities and other amenities in the campus. • Annual Meet of Alumni and PTA are to arranged in the campus. |
| <p>Stake holders in Curricular, Co-curricular and Extension activities of the institution.</p> | <ul style="list-style-type: none"> • Seek the cooperation of stake holders for the conduct of extension activities. • Strategies to be framed to utilize the expertise available among the stake holders. • Stakeholders working in reputed institutions can be regularly invited as resource person for the programme organized by the institution. • Stakeholders shall be utilized for imparting contemporary skill among homoeopath. |
| <p>Procurement of database in the Central Library.</p> | <ul style="list-style-type: none"> • More number of e-journals is to be subscribed. • Subscription to databases. • Remote access (24X7) |
| <p>Facilitation of student placement and</p> | <ul style="list-style-type: none"> • Even though the Homoeopathic is a professional |

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| <p>career guidance</p> | <p>courses, the institution is extending its service for placement.</p> <ul style="list-style-type: none"> • Preparing the UG students for AIAPGT examination. • Assistance and guidance for establishment of Homoeopathic Clinic. • Guidance for obtaining Clinical Establishment Certificate. • Proper awareness and provide Career related information. |
| <p>Democratic leadership and participative management</p> | <ul style="list-style-type: none"> • Constitution of academic committees • Democratic Leadership in all activities. • Decentralize the academic, administration and student related authorities and responsibility. • Participative management for decision taking bodies. • Representation of students in relevant committees • Proper documentation of meeting/committee proceedings. • Well stated duties, responsibilities of all concerned and accountability. |
| <p>Updation in College Management Information System</p> | <ul style="list-style-type: none"> • New Modules to be included in the Existing MIS. • Secure user id and password to all individual faculties to upload or approved as per their capacities. • Examination module to be included in MIS • More user friendly environment in MIS • Student and parent login portal to be included • Online fee payment module in MIS |
| <p>Staff Welfare measures and Staff Quarters</p> | <ul style="list-style-type: none"> • Performance based assessment and evaluation system. • Career Advancement Scheme • Training and professional development programme for all concerned. • Proper recognition and appreciation. • Motivation and financial assistance for attending FDP. • Staff Welfare policy • Code of conduct, service rules and leave rules • Rewards, recognitions and incentives. • Deputation for seminars, conferences and workshops etc. |
| <p>Strengthening of faculty development programmes by establishing HR cell in the institution.</p> | <ul style="list-style-type: none"> • Identifies the areas in advance to conduct FDP programme. • Establish a cell for conducting FDP programme namely Human Resource Development Centre of |

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| | <p>SKHMC and to bring all FDP activities under this umbrella.</p> <ul style="list-style-type: none"> • Frame a policy to invite resource person from FDP programmes • To prepare an annual FDP Calendar • Frame a policy to attend / participate FDP programme conducted by other institution in such a way to ignore those programme which is not recognized by accreditation agencies. • Annual report to be prepared on details of programme conducted by the institution as well as attended by the faculty. • Encourage to participate both online and offline mode. • Equipped to conduct online programme on MOOC platform |
| Increasing Internal Revenue Generation | <ul style="list-style-type: none"> • Use of Research Infrastructure • Extending access to Library Resources and databases. • Undertaking funded projects • Undertaking government schemes in Health and hygiene • Activities through publication division |
| Formation of Quality Circle | <ul style="list-style-type: none"> • Quality circle is to be formed • Identifies core area for quality improvement |
| Sustenance of Quality | <ul style="list-style-type: none"> • Strengthening the IQAC activities for sustaining quality. • Meeting of IQAC at least once in every quarter. • Formation of Quality Circle • Academic Audit regularly and corrective measures • Initiation of Internal and External audit • Framing policy on quality initiatives • Conducts survey on student feedback on Curriculum in time • Preparing analysis report to the concerned for further action • Documentation of institutional level best practices • Participation in AISHE, NIRF ranking etc. • Preparing format and templates on reporting of teaching and learning activities. |
| Nurturing professionalism and training to uphold professional ethics | <ul style="list-style-type: none"> • Preparing and implementation of Annual plan for nurturing professionalism and professional ethics among students, faculty and supporting staff. • Conduct a short term course on professional ethics through online as self learning platform. |
| Institution as a Centre of Excellence in | <ul style="list-style-type: none"> • Fulfill the qualifying criteria |

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| Homoeopathy | <ul style="list-style-type: none"> • Identifies the area of specialization • Documentation of all activities • Submit the proposal before 2025 and reach the target before 2027. |
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Strategy Implementation and Monitoring

After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Principal along with Academic Council and other team member will be the custodian for strategic plan and its deployment.

Implementation at Institute Level

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| Governance & Administration | Chairman & Members of Management Committee, Administration Office |
| Branding /Expansion | Management Committee members, Public relation committee |
| Students Admissions | Principal, HODs, Admission Committee |
| Statutory Compliance | Management Committee, Principal, HODs, Coordinators |
| Infrastructure (physical) | Management Committee, Principal, Infrastructure committee |
| Infrastructure (Academics) | Principal, HODs |
| Teaching- Learning | Principal, HODs, Academic Co-coordinators, Faculty and Staff |
| Research& Development | Principal, HODs, Research facilitation Centre |
| Students Development | Principal, HODs, Academic Co-coordinators, Student's council, Student support progression, career guidance, and counselling committee |
| Departmental Activities | HODs and Faculty |
| Training &Placement | Principal, Placement cell, HODs & Students |
| Quality Assurance | IQAC |

Measurable during Implementation

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| Effective teaching learning process | <ul style="list-style-type: none"> • Academic Planning • Academic calendar, Time Table • Teaching Plan & Work done register • Details of student centric methods implemented • Enrichment activities, teaching aids, ICT materials • Completion of syllabus in time • Mini projects, Major projects, Seminars • Details of Midcourse improvement programme • Advanced Learners, Slow Learners • No. of learning resources- (Print & E- resources) • Course attainment level • No. of student counseling/mentoring/training sessions conducted • Result of examinations (Pass, First classes, Distinctions) • Graduate attribute attainment levels • Student feedback |
| Leadership and participative management | <ul style="list-style-type: none"> • Reporting structure in place • Decentralization in various domains - academic, administration, staff welfare, student development, infrastructure management – appointments • code of conduct - duties, responsibilities and accountability • Function of statutory committees – no. of meetings, minutes of meetings. • Planning & implementation |
| Internal Quality Assurance Cell | <ul style="list-style-type: none"> • Number of IQAC initiative • Audit Reports • AQAR Reports • Documentation of best practices of the institution. |
| Good governance | <ul style="list-style-type: none"> • Composition of College council • No. of management committee meetings • Vision Mission , Dissemination & Review • Organization structure in place • Degree of decentralization • Degree of E governance • Resource mobilization • Staff appraisal & career advancement scheme in place • Service rules & benefits |
| Student's development and participatio | <ul style="list-style-type: none"> • Number of student participation • Existence of student's council • Number of sports, cultural events organized • Regional & National competitions participated • Regional & National recognitions received • Sports infrastructure provided • Funding for sports |

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| Staff development & welfare | <ul style="list-style-type: none"> • Number of Staff attending training programs • Staff training programs organized by the institution • Sponsorships for higher education by the institution • Number of staff welfare programs provided by the institution • Staff awards/ recognitions/ incentives |
| Financial Management | <ul style="list-style-type: none"> • Annual Budget • Utilization / Allocation of funds • Internal & External Audit |
| Student Development | <ul style="list-style-type: none"> • Number of Career guidance trainings organized • Number of skill development programmes organized • Number of Placements drives organized • Number of students participated in placement drives • Number of placements made |
| Internal revenue generation | <ul style="list-style-type: none"> • Funding raised through sponsored Projects • Consultancy • Alumni and PTA Contributions • Philanthropy- Donations |
| Alumni Interaction | <ul style="list-style-type: none"> • Alumni data base • Number of interactions / meeting • Support for internships/placements/ projects/ consultancy • Contribution towards students development |
| Community Services and Extension Activities | <ul style="list-style-type: none"> • Number of trainings/ awareness camps provided • Number of social projects undertaken • Number of Skill development programs for weaker sections. • Number of social welfare or outreach programs done • Number of people benefited in each program |
| Infrastructure - physical | <ul style="list-style-type: none"> • Number of buildings, class rooms added • Removal of obstacles • New Laboratories added • New equipment added • Annual budget allocated & utilized • Harvesting & Recycling of water • Renewable energy source development • Green Initiatives |
| Infrastructure - Academic | <ul style="list-style-type: none"> • Number of books added in the in library • Number of National& International journals lectures etc) • Digital Library Initiatives • Smart Classrooms • ICT enabled classrooms |

Monitoring of Strategic Plan

The implementation of strategic plan will be monitored time to time by the Chairman and members of the trust, Principal, College Council and other committees through periodic review. The section heads will prepare the detailed progress report and present it in the review

meetings. The bench marking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the College Council and Management committee. With thorough analysis of outcomes based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources. All these reports will be forwarded for further discussions and implementation by the Board of Trustees.

CONCLUSION

The SPDD is an effort for paving a pathway towards accomplishment of goals SKHMC dreams of Centre of excellence in Homoeopathy. 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 implementation.