



SANDRA SHROFF COLLEGE OF NURSING

Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat
Plot No. 334, 335, 336 & 338, Near Haria L.G. Rotary Hospital Campus, GIDC, Vapi - 396195. Gujarat, India
Mobile No: +91-6357647901, +91-6357647902 E. info@sscnavapi.org

Criteria 6.2.1 (4) Strategic planning & deployment

STRATEGIC **PLANNING AND** **DEPLOYMENT** **DOCUMENT** **(2024-2025)**

Dr. Anita Nawale
I/C. Principal
S.S.C.N. VAPI



SANDRA SHROFF COLLEGE OF NURSING

Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat
Plot No. 334, 335, 336 & 338, Near Haria L.G. Rotary Hospital Campus, GIDC, Vapi - 396195. Gujarat, India
Mobile No: +91-6357647901, +91-6357647902 E. info@sscnavapi.org

For an organization, strategic planning is very essential to accomplish the Vision and Mission, which it dreams of. Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and deployment document (SPDD) is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives.

The first part of it addresses the vision, mission which the institute dreams along with core values, institutional long term & short term goals. These are defined and guided by the stake holders (management, leadership, HODs, faculty, staff, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with HODs and faculty members. The strategies with action plans were decided to achieve institutional strategic goals.

While formulating the strategic plan and deployment document, care has been taken to involve all stakeholders to help contribute their part which is vital for the success of every organization. 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 SANDRA SHROFF COLLEGE OF NURSING to achieve its goal to become an institution of Academic Excellence and providing professional by skilled staff nurse to the society.


Dr. Anita Nawale
I/C. Principal
S.S.C.N. VAPI



SANDRA SHROFF COLLEGE OF NURSING

Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat
Plot No. 334, 335, 336 & 338, Near Haria L.G. Rotary Hospital Campus, GIDC, Vapi - 396195. Gujarat, India
Mobile No: +91-6357647901, +91-6357647902 E. info@sscnavapi.org

MISION

All-round development of an individual, capable to understand and deliver quality care to sick and weary. Thus, preparing professionally competent care providers for future health industries.

VISION

To see the amalgamation of knowledge and skill, in preparing astute proficient nurses who will shine as a symbol of hope and trust for patient, family and community at large.

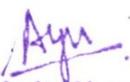
OBJECTIVES

1. To promote the scientific base of nursing knowledge and skill through innovative teaching methodology.
2. To train competent nurse for preventive & curative health care to the patient at various health care settings.
3. To build all round development of the students in curricular, co-curricular and extracurricular activities.
4. To initiate, undertake and promote quality research in various health care settings.

QUALITY POLICY

We at SANDRA SHROFF COLLEGE OF NURSING shall strive to be a premier provider in Nursing Education for Graduate and Post Graduate Nursing Students with the Student First Policy through:

- Excellence in Nursing Education
- High Standards of Nursing care
- Inculcation of Leadership Qualities
- Community Partnership for Health and Developmental Activities
- Promotion of Nursing Research


Dr. Anita Nawale
I/C. Principal
S.S.C.N. VAPI



SANDRA SHROFF COLLEGE OF NURSING

Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat
Plot No. 334, 335, 336 & 338, Near Haria L.G. Rotary Hospital Campus, GIDC, Vapi - 396195. Gujarat, India
Mobile No: +91-6357647901, +91-6357647902 E. info@sscnavapi.org

Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strength

- Sandra Shroff college of Nursing has evolved as a reputed institution offering quality education over the years.
- Academic excellence as exemplified by excellent infrastructure and contemporary curriculum
- Located in the center of the city and good public and personal transportation.
- Dynamic and committed faculty & staff members
- Students: Majority of the students are natives of Gujarat State. The institution has all sections of the society including other backward classes/SC/ST and under privileged.
- Value – Added Programmers: A good number of value-added certified program has been incorporated besides the Indian nursing Council curriculum.
- Placement: Top corporate hospitals conduct regular recruitment drives to select and absorb students into their hospitals.
- The institute honors meritorious students with scholarship.
- Infrastructure of the college is complete with well-equipped Multipurpose halls, class rooms, laboratories and Conference room and simulation lab.
- Effective teaching learning process is supported by learning materials.
- Hostel facility for boys and girls are available
- Well-equipped library and laboratories.
- Scheduling of academic programmers in advance
- Effective Grievance Redressal.
- Extension activities through NSS
- Effective Career guidance and Placement cell.
- Decentralized work culture.


Dr. Anita Nawale
I/C. Principal
S.S.C.N. VAPI



SANDRA SHROFF COLLEGE OF NURSING

Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat
Plot No. 334, 335, 336 & 338, Near Haria L.G. Rotary Hospital Campus, GIDC, Vapi - 396195. Gujarat, India
Mobile No: +91-6357647901, +91-6357647902 E. info@sscnavapi.org

- Student nurses association as a unit to identify and provide a platform for showcasing the talents and skills of the students.
- Good support for Extra and Co-curricular activities

Institutional Weakness

- Very Few number of research and interdisciplinary projects
- Many of our teachers are still pursuing Ph.D.
- Pre fixed curriculum need to follow.

Institutional Opportunity

- Research and consultancy initiatives
- Revenue generation through resource sharing
- Cultivate Innovation and start up culture in institution
- Encouraging students for competitive examinations and higher studies
- To become one of the nursing institutes in Gujarat State
- To attract students from all corners of Nation
- To enhance extension activities, outreach programme as a measure of institutional social responsibility
- Optimal utilization of infrastructure and facilities available
 - Enhancement of quality education through training and knowledge upgradation of faculty
 - Scope to carry out more collaborative research with private, non-profit, and public sectors.
 - To be a leader in interdisciplinary and integrated learning
 - To equip students to face the challenges of life successfully


Dr. Anita Nawale
I/C. Principal
S.S.C.N. VAPI

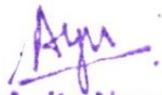


SANDRA SHROFF COLLEGE OF NURSING

Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat
Plot No. 334, 335, 336 & 338, Near Haria L.G. Rotary Hospital Campus, GIDC, Vapi - 396195. Gujarat, India
Mobile No: +91-6357647901, +91-6357647902 E. info@sscnavapi.org

Institutional Challenge

- Being a self-financed institute upgrading the infrastructure with the growing need without government funding support.
- Being an affiliated college, we faced certain constrain like having administrative delay in the way of examinations are conducted and results are announced.
- To attract high meritorious students
- To cope up with rapidly emerging technologies
- High cost of delivering Education
- Execution of collaboration with more foreign Institutions
- Getting professional experts for new courses in emerging areas.
- Mobilizing research funds from other agencies.
- Motivating faculty to engage in research due to better service option.
- Overcoming the initial hurdles in acclimatizing students from diverse backgrounds


Dr. Anita Nawale
I/C. Principal
S.S.C.N. VAPI



SANDRA SHROFF COLLEGE OF NURSING

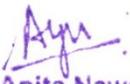
Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat
Plot No. 334, 335, 336 & 338, Near Haria L.G. Rotary Hospital Campus, GIDC, Vapi - 396195. Gujarat, India
Mobile No: +91-6357647901, +91-6357647902 E. info@sscnavapi.org

Strategic Goals

The passionate team of SANDRA SHROFF COLLEGE OF NURSING after several discussion and planning and guided by the Mission and Vision of the Institutes Quality Policy, Core Values, Stake holder's expectations and SWOC analysis framed the Institutions strategic Goals.

Institution Strategic Goals:

1. Following effective teaching learning process
2. Developing and following leadership and participative management
3. Establishing a continuous Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring student's development and participation
6. Ensuring staff development & welfare Developing financial management
7. Development of entrepreneurship
8. Encouraging research and development work Increasing
9. Alumni Interaction and participation and Outreach activities
10. Engagement in Community Services and Activities
11. Developing physical infrastructure
12. Getting memberships of professional bodies, Local chapters, student's chapter etc


Dr. Anita Nawale
I/C. Principal
S.S.C.N. VAPI



SANDRA SHROFF COLLEGE OF NURSING

Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat
Plot No. 334, 335, 336 & 338, Near Haria L.G. Rotary Hospital Campus, GIDC, Vapi - 396195. Gujarat, India
Mobile No: +91-6357647901, +91-6357647902 E. info@sscnavapi.org

STRATEGIC PLANNING

1. GOOD GOVERNANCE

Vision, Mission and Institution Goals	Vision, Mission development & their articulation Setting short term and long term goals Institutional Strategic development plan Institutional strategic goals setting
Transparency & Leadership	Transparency in Leadership & appointment of Key Designations Service conduct rules and polices formulation, approval & implementation Grievance Redressal mechanism Leadership Development through decentralization
Internal Quality Assurance Cell & Accreditation	Setting up of IQAC with internal & external members to audit processes
Students Participation	Students' suggestions in various academic and student affairs

2. LEADERSHIP DEVELOPMENT

Developing Ownership	Motivating through interactions
Assessment & Identification	Expert committee to assess all existing leader's potential Find gaps and structure changing
Decentralization	Decentralize the academic, administration and student Related Prescribe duties, responsibilities and accountability

3. FINACIAL MANAGEMENT

Budgeting	All the budget work of college is handled by accountant.
Financial Governance	Expenditure management Yearly Audit (internal /External) checks-balances Support through research, consultancy and training
Outflow Management & Growth plans	Monitoring expenses as per budget planning Predicting internal revenue generation Growth- Expansion plans

4. PHYSICAL INFRASTRUCTURE

Academic infrastructure	Aesthetic Class rooms, conference halls State of the art Laboratory & equipment
Library	Library infrastructure up gradation Functional Furniture
Residential Township	Safety, Security management and Water facility
Sports, Hostel & Canteen	The Sports, Hostel and Canteen facilities are available.



SANDRA SHROFF COLLEGE OF NURSING

Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat
Plot No. 334, 335, 336 & 338, Near Haria L.G. Rotary Hospital Campus, GIDC, Vapi - 396195. Gujarat, India
Mobile No: +91-6357647901, +91-6357647902 E. info@sscnavapi.org

5. TEACHING – LEARNING INFRASTRUCTURE

Smart Class rooms	Classrooms equipped with Projector facility Multimedia and support equipment
Laboratory Equipment	Development in infrastructural facilities in Laboratory and its maintenance
Books & E-Learning	Books, Journals, Periodicals, Magazines Departmental library books

6. LIBRARY & INFORMATION CENTRE

Infrastructure enhancement	Budget allocation Infrastructure (Buildings & Furniture)
Removal of obsolescence in Books & Resources	Books, journals procurement, storage and retrieval

7. ATTRACTION, DEVELOPMENT, RETENTION

Talent Hiring & Retention policy	Merit based hiring policy formulation & implementation Career advancement Schemes Critical talent identification & retention measures
UGC recommended Scales,	UGC recommended scales implementation
Conducive working environment	Best work facilities and infrastructure Role & responsibilities clarity and empowerment
Career growth & Development	Sponsorship/ Deputation, sabbaticals for higher education & More Exchange programmes Sponsorship to participate in national /international conferences

8. TEACHING, LEARNING AND EVALUATION

Bench mark with Premier institutes	Constitute academic teams and visit premier institutions Customize & Implement best practices
Curriculum Design & Lesson plan	Design curriculum as per all graduate attributes and expectations of stake holders Develop lesson plan.
TNA and upgrading faculty & staff competence	Conduct training need analysis every two years Conduct / depute faculty and staff for competence development Support paper publications and presentations Provide opportunities for networking
Knowledge Delivery & Outcome based education	Define outcomes of each teaching learning initiative Continuous Assessment and evaluation to measure outcomes



SANDRA SHROFF COLLEGE OF NURSING

Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat
Plot No. 334, 335, 336 & 338, Near Haria L.G. Rotary Hospital Campus, GIDC, Vapi - 396195. Gujarat, India
Mobile No: +91-6357647901, +91-6357647902 E. info@sscnavapi.org

	Establish Research Culture Access to online learning Mentor on academic, career & higher educational opportunities
Evaluation & Assessment	Create proper feedback system Continuous progress assessment Question bank development & Term end examinations

09. RESEARCH, DEVELOPMENT & INNOVATION

Establishing Quality Systems	Setting up bench marks & system flow Quality Policy steering committee Publishing Quality system design & culture Educating & Training of all employees
Internal Quality Assurance & Assessment cell	Setting up of IQAC team Periodic checks and guidance
Accreditation & Certifications	Audit and certifications
Audit Internal Controls	Establish audit process & audit teams Train internal auditor teams Audit and remedial measures
Continual improvement, Rewards & Recognitions	Setting up of Quality assurance cell Identifying achievements & best practices Quality circle competitions & rewards Annual competitions

10. PLACEMENT, INTERNSHIPS & CAREER

Placement & Career guidance department	Dedicated team Video recording of mock up interviews of students and feedback
Training & Development	Awareness programs Value added programs
Internships, Placement process	Internships planning and execution Placement process coordination

12. EXTRA-CURRICULAR AND CO-CURRICULAR

State of the art infrastructure	Budget allocation Establish state of the art infrastructure (indoor/outdoor) Formation of hobby
Credit transfer, Rewards & Recognition	Admission priority for state/national achievers Reward & Recognize achievers


Dr. Anita Nawale
I/C. Principal
S.S.C.N. VAPI



SANDRA SHROFF COLLEGE OF NURSING

Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat
Plot No. 334, 335, 336 & 338, Near Haria L.G. Rotary Hospital Campus, GIDC, Vapi - 396195. Gujarat, India
Mobile No: +91-6357647901, +91-6357647902 E. info@sscnavapi.org

13. COMMUNITY SERVICE AND EXTENSION

Budget	Budget from institution resources Budget from Faculty/students/Govt./other donors
Projects	Identify nearby villages for adoption Study rural projects and challenges Explore & provide support to the execution of projects
Job oriented courses	Identify the job oriented courses as per local needs Provide vocational training at the institute educational tuitions/ support to village students
Health Awareness campus	Health awareness programs are organized in community settings.

14. CLINICAL SERVICES

For Local community	Best health services providing by health checkups, medical camps, awareness programmers rallies, exhibition, role play etc.
---------------------	---

Monitoring of strategic plan

The implementation of strategic plan will be monitored time to time by Institutional Advisory Committee through periodic review. The heads will prepare the detailed progress report and present it in the review meetings. The benchmarking 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 Academic Council and GB. With thorough analysis of outcomes and 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 Management


Dr. Anita Nawale
I/C. Principal
S.S.C.N. VAPI



SANDRA SHROFF COLLEGE OF NURSING

Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat
Plot No. 334, 335, 336 & 338, Near Haria L.G. Rotary Hospital Campus, GIDC, Vapi - 396195. Gujarat, India
Mobile No: +91-6357647901, +91-6357647902 E. info@sscnavpi.org

CONCLUSION

The Strategic Planning and Deployment Document (SPDD) is an effort for paving a pathway towards accomplishment of goals SANDRA SHROFF COLLEGE OF NURSING dreams to achieve. 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 art during the implementation and emphasizes the role of IQAC in ensuring the quality of accomplishment.




Dr. Anita Nawale
I/C. Principal
S.S.C.N. VAPI