



# **Institutional Development Plans**

## **Sandra Shroff College of Nursing, Vapi**

**Plot No. 334, 335, 336 & 338, near Haria L. G. Rotary Hospital  
Campus. GIDC, Vapi - 396 195, Dist. Valsad, Gujarat**

**Duration: 2026-2031**

**Date of Submission: 05/01/2026**

## **Brief overview of the Institution's current status**

SSCN trains, molds & nurtures students & ensure that they move fast, with technological advances, as Nursing is an innovative, challenging and rewarding career which is in high demand. Nurses are working as a frontline worker for a patient care. They work in a wide variety of treatment and ensures that they get an opportunity to work in the institution of their choice in India or in abroad.

SSCN has been established in the year 2003 by Mrs. Sandra Shroff, Founder & Chairperson with sole purpose of enabling girls from union territory of below average families to stand on their feet & support their families. SSCN is the 1st B.Sc. Self-finance Nursing college in Gujarat and 1st M.Sc., Self-finance Nursing College in south Gujarat.

SSCN has started Basic B.Sc. Nursing course in 2003. Later on, 2 years of M.Sc. Nursing & 3 years of General Nursing & Midwifery courses were started in the year 2011 & 2022 accordingly. G.N.M., B.Sc. Nursing and M.Sc. Nursing courses are affiliated by Indian Nursing council (INC), Gujarat Nursing Council (GNC), Veer Narmad South Gujarat University, Surat. We have strong SNA & NSS Unit.

### **Mission**

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 industry.

### **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.

### **Motto**

Together we stand, united in our commitment to serve humanity. Our collective strength empowers us to make a positive impact, fostering a world of compassion and shared responsibility.

## **Summary of Key Initiatives in the Institutional Development Plan (IDP)**

### **1. Academic Excellence & Curriculum Enrichment**

- Adoption of **outcome-based and competency-based education**
- Curriculum enrichment through value-added courses, workshops, seminars, and guest lectures
- Strengthening internal assessment, feedback mechanisms, and academic audits

### **2. Clinical Training & Skill Development**

- Enhancement of **clinical affiliations** with hospitals and community health centres
- Strengthening **skill laboratories and simulation-based training**
- Structured clinical supervision and competency evaluation

### **3. Faculty Development & Capacity Building**

- Continuous Professional Development (CPD) through FDPs, conferences, and training programs
- Encouragement for higher education, research guidance, and leadership roles
- Faculty performance appraisal and mentoring systems

### **4. Research, Innovation & Knowledge Creation**

- Promotion of student and faculty research projects
- Training programs on research methodology, statistics, and publication ethics
- Encouragement for publications, presentations, and funded research

### **5. Student Support & Holistic Development**

- Academic mentoring, remedial teaching, and counselling services
- Career guidance, soft skills development, and employability enhancement
- Promotion of leadership, co-curricular, and extracurricular activities
- Mentor mentee system

### **6. Digital Transformation & ICT Integration**

- Integration of ICT-enabled teaching–learning methods
- Strengthening e-library resources and digital learning platforms
- Use of technology for academic administration and record management

### **7. Community Engagement & Social Responsibility**

- Regular community outreach programs, health camps, and awareness activities
- Active participation in national health programs
- Emphasis on preventive, promotive, and rehabilitative healthcare services
- Participation in **UNNAT BHARAT ABHIYAN**

### **8. Quality Assurance & Governance**

- Strengthening of IQAC for continuous quality improvement
- Periodic academic and administrative audits
- Compliance with INC, GNC, University, and statutory norms
- NAAC Accreditation

### **9. Infrastructure & Learning Resources**

- Upgradation of classrooms, laboratories, library, and student amenities
- Improvement of campus safety, hygiene, and learning environment

- Sustainable use of resources and eco-friendly practices

#### **10. Ethics, Values & Professionalism**

- Promotion of ethical nursing practice and professional conduct
- Value-based education focusing on compassion, empathy, and accountability
- Reinforcement of institutional discipline and code of conduct
- Registration of Ethical Committee

#### **11. Expected Outcomes of IDP**

- Enhanced academic quality and clinical competence
- Improved research output and faculty capacity
- Holistic student development and employability
- Strong community impact and institutional growth

### **INSTITUTIONAL PROFILE**

**Year of Establishment: 2003**

#### **Type of Institution**

- **Private (Self-Financed) Nursing College**

#### **Accreditation & Affiliations**

- Recognized by **Indian Nursing Council (INC), New Delhi**
- Approved by **Gujarat Nursing Council (GNC)**
- Affiliated to **Veer Narmad South Gujarat University (VNSGU), Surat**
- Functioning as per norms of statutory and regulatory authorities

#### **Programs Offered**

- **General Nursing and Midwifery (GNM)**
- **B.Sc. Nursing**
- **M.Sc. Nursing**

#### **Faculty and Staff Strength**

- **Teaching Faculty:** Qualified and experienced nursing faculty as per INC norms (37 Teaching Faculty)
- **Non-Teaching Staff:** Simulation In-Charge, Administrative staff, Office assistants, librarians, and support staff, Peon, Sweeper (11)

## Student Demographics

**Table: Student Demographic Profile (Latest Academic Year)**

Parameter	Details
Total Student Strength	294
GNM Students	60
B.Sc. Nursing Students	225
M.Sc. Nursing Students	09
Female Students (%)	86.73%
Male Students (%)	13.26%

### A. Short-Term Goals (1–2 Years)

Strategic Goal	SMART Objective	Timeline	Responsibility
Academic Quality Enhancement	Implement outcome-based education in all programs	1–2 Years	Principal, IQAC, HODs
Clinical Skill Strengthening	Upgrade skill labs and simulation-based learning	1–2 Years	Principal, Clinical Coordinators
Faculty Development	Conduct FDPs and encourage faculty training	1–2 Years	IQAC, Principal
Student Support Services	Strengthen mentoring and counselling	1–2 Years	Student Welfare Committee
Quality Assurance	Strengthen IQAC and documentation	1–2 Years	IQAC Coordinator

### B. Medium-Term Goals (3–5 Years)

Strategic Goal	SMART Objective	Key Performance Indicators (KPIs)	Timeline	Responsibility
Research Promotion	Increase research output among faculty & students	<ul style="list-style-type: none"> <li>• Publications/year</li> <li>• Research projects completed</li> <li>• Conference presentations</li> </ul>	3–5 Years	Research Committee
Digital Transformation	Integrate ICT & digital learning resources	<ul style="list-style-type: none"> <li>• ICT-enabled classrooms (%)</li> <li>• E-resources usage stats</li> <li>• LMS adoption rate</li> </ul>	3–5 Years	IQAC, IT Committee
Community Engagement	Expand outreach and health programs	<ul style="list-style-type: none"> <li>• No. of health camps/year</li> <li>• Beneficiaries covered</li> <li>• Community feedback</li> </ul>	3–5 Years	Community Health Dept.

Faculty Leadership	Promote higher education & leadership	<ul style="list-style-type: none"> <li>• Faculty enrolled in PhD/PG</li> <li>• Leadership roles held</li> <li>• Retention rate</li> </ul>	3–5 Years	Management, Principal
Infrastructure Development	Upgrade physical learning resources	<ul style="list-style-type: none"> <li>• New facilities added</li> <li>• Student–facility ratio</li> <li>• Safety &amp; audit reports</li> </ul>	3–5 Years	Management, Admin

### C. Long-Term Goals (5+ Years)

Strategic Goal	SMART Objective	Key Performance Indicators (KPIs)	Timeline	Responsibility
Institutional Excellence	Achieve accreditation & recognition	<ul style="list-style-type: none"> <li>• NAAC grade/status</li> <li>• Ranking improvement</li> <li>• Compliance reports</li> </ul>	5+ Years	Management, IQAC
Program Expansion	Introduce new PG/specialty programs	<ul style="list-style-type: none"> <li>• Programs approved</li> <li>• Student intake increase</li> <li>• Faculty readiness</li> </ul>	5+ Years	Management, University
Research Centre Establishment	Develop a research & innovation centre	<ul style="list-style-type: none"> <li>• Funded projects</li> <li>• MOUs signed</li> </ul>	5+ Years	Research Committee
Sustainability & Global Outlook	Implement green campus & collaborations	<ul style="list-style-type: none"> <li>• Green audits</li> <li>• MOUs (national/international)</li> <li>• Exchange programs</li> </ul>	5+ Years	Management, IQAC
Ethical & Social Impact	Develop ethical nursing leaders & registration of Ethical Committee	<ul style="list-style-type: none"> <li>• Alumni in leadership roles</li> <li>• Community Services</li> </ul>	5+ Years	Principal, Faculty

## 8. KEY FOCUS AREA

<b>Key Focus Area</b>	<b>Strategic Objective</b>	<b>Major Initiatives / Activities</b>	<b>Timeline</b>	<b>Expected Outcomes</b>
<b>Academic Excellence</b>	Enhance quality of teaching– learning and assessment	Outcome-based education, curriculum enrichment, continuous evaluation	Short– Medium Term	Improved academic performance and competent graduates
<b>Research &amp; Innovation</b>	Promote research culture and evidence-based practice	Research workshops, publications, student & faculty projects	Medium– Long Term	Increased research output and innovation
<b>Faculty Development</b>	Strengthen faculty competence and leadership	FDPs, conferences, higher education, mentoring	Short– Medium Term	Skilled, motivated, and research-oriented faculty
<b>Infrastructure Development</b>	Upgrade physical and learning resources	Skill labs, library enhancement, smart classrooms	Medium– Long Term	Improved learning environment and resources
<b>Industry / Clinical Collaboration</b>	Strengthen clinical exposure and professional readiness	Hospital tie-ups, expert lectures, community partnerships	Short– Medium Term	Enhanced clinical competence and employability
<b>Student Support &amp; Employability</b>	Ensure holistic student development	Mentoring, counselling, soft-skill training, career guidance, Mentor - Mentee	Short Term	Higher retention, satisfaction, and placement outcomes
<b>Digital Transformation</b>	Integrate ICT in academics and administration	ICT classrooms, LMS, e-library, digital records	Medium Term	Efficient, technology-enabled teaching and governance
<b>Sustainability &amp; Green Campus</b>	Promote environmental responsibility	Waste management, energy conservation, green practices	Medium– Long Term	Eco-friendly, sustainable campus

<b>Internationalization</b>	Develop global outlook in nursing education	International webinars, collaborations, conferences	Long Term	Global exposure and academic networking
<b>Promotion of Knowledge of India</b>	Integrate Indian values and health traditions	Indian health systems, ethics, national programs	Continuous	Value-based education and cultural awareness

## MONITORING AND EVALUATION

### 1. Mechanism for Tracking Progress

#### a) Online Mechanisms

- Use of **digital documentation systems** (shared drives / institutional MIS) for maintaining academic plans, action-taken reports, and KPI data
- Online collection of **student, faculty, alumni, and employer feedback** through structured Google Forms
- Digital tracking of academic performance, attendance, research output, and outreach activities
- E-records of IQAC minutes, audit reports, and compliance documents

#### b) Offline Mechanisms

- Maintenance of **departmental files, registers, and logbooks** for academic, clinical, and administrative activities
- Physical records of meetings, FDPs, workshops, community programs, and clinical postings
- Manual verification of infrastructure utilization, safety audits, and laboratory records

### 2. Mid-Term Review and Feedback Loop

- **Quarterly and Semester-wise reviews** conducted by the IQAC and departmental committees
- **Mid-term IDP review meetings** to assess progress against baseline and target values
- Analysis of KPI achievement, identification of gaps, and formulation of **corrective and preventive actions (CAPA)**
- Preparation of **Action Taken Reports (ATR)** and communication of outcomes to concerned departments
- Revision of strategies and timelines based on review findings and stakeholder feedback

### 3. Stakeholder Involvement

Stakeholder	Role in Monitoring & Evaluation
<b>Management</b>	Strategic oversight, policy support, approval of resources
<b>Principal</b>	Overall supervision, implementation monitoring
<b>IQAC</b>	Central coordinating body for planning, monitoring, and evaluation
<b>Faculty &amp; HODs</b>	Department-level implementation, reporting, and corrective actions
<b>Students</b>	Feedback on academics, clinical training, facilities, and support services
<b>Alumni</b>	Inputs on curriculum relevance and employability

<b>Employers / Clinical Partners</b>	Feedback on graduate performance and clinical competence
<b>Community Representatives</b>	Evaluation of outreach programs and social impact

## Risk Management

### 1. Identification of Key Risks

<b>Risk Category</b>	<b>Key Risks Identified</b>
<b>Academic Risks</b>	Decline in student academic performance; curriculum misalignment with regulatory norms
<b>Faculty Risks</b>	Faculty shortage; high attrition; limited research capacity
<b>Clinical / Industry Risks</b>	Inadequate clinical exposure; limited hospital tie-ups
<b>Student-Related Risks</b>	Dropouts; low employability; stress and mental health issues
<b>Financial Risks</b>	Budget constraints; delayed funding approvals
<b>Digital &amp; Cyber Risks</b>	Limited ICT adoption; data security threats
<b>Environmental &amp; Safety Risks</b>	Health hazards; poor waste management; emergency preparedness gaps

### 2. Mitigation Strategies

<b>Risk Category</b>	<b>Mitigation Strategies</b>
<b>Academic Risks</b>	Outcome-based education; periodic curriculum review; academic audits
<b>Faculty Risks</b>	Faculty development programs; retention policies; succession planning
<b>Clinical / Industry Risks</b>	MOUs with multiple hospitals; diversified clinical and community postings
<b>Student-Related Risks</b>	Strong mentoring system; counselling services; career guidance and skill training
<b>Financial Risks</b>	Prioritized budgeting; resource optimization; external funding proposals
<b>Digital &amp; Cyber Risks</b>	ICT upgradation; data backup; cybersecurity awareness and controls
<b>Regulatory &amp; Compliance Risks</b>	Dedicated compliance cell; regular inspections and documentation
<b>Environmental &amp; Safety Risks</b>	Green campus initiatives; disaster management plan; health & safety training

## Budget and Financial Plan

### 2. Sources of Funds

<b>Source Category</b>	<b>Details</b>
<b>Government / Statutory</b>	Government-sponsored training or development schemes
<b>Private / Management</b>	Primary funding through institutional management and trust
<b>Internal Resources</b>	Student fees, consultancy services, continuing education programs
<b>Research &amp; Projects</b>	Funded research projects, sponsored programs
<b>Donations / CSR (if applicable)</b>	Contributions from alumni, donors, or corporate social responsibility initiatives

### 3. Sustainability Plan

- **Phased Budget Allocation:** Prioritization of essential academic and clinical needs with phased implementation of large infrastructure projects
- **Optimal Resource Utilization:** Efficient use of existing infrastructure, shared resources, and digital platforms
- **Revenue Generation:** Strengthening continuing nursing education (CNE), workshops, and certificate programs
- **Cost Control Measures:** Regular financial audits, transparent procurement, and monitoring of expenditures
- **Long-Term Planning:** Allocation of funds for maintenance, upgrades, and future expansion
- **Environmental Sustainability:** Investment in energy-efficient systems and green practices to reduce recurring costs