



**A.V.V.M. Sri Pushpam College (Autonomous)**  
**Poondi– 613 503, Thanjavur-Dt, Tamilnadu**  
*(Affiliated to Bharathidasan University, Tiruchirappalli – 620 024)*

## **Strategic plan and Deployment**

### **Strategic plan:-**

A sound strategy is effectively implemented to:

- Identify goals and direction that manages the staff and students at every level in order to define their work successfully.
- Use inter-disciplinary approach in the teaching learning process and research.
- Develop training facilities and makes arrangement for students' placement.
- Disseminate, create and preserve knowledge by teaching, research training and other extension activities.
- Focus on diversity and inclusivity.
- Design modern, flexible and interdisciplinary curriculum.
- Lay due emphasis on student-centricity in teaching- learning process.
- Maintain appropriate reward mechanism for staff and students.
- Create more collaborative interdisciplinary, socially relevant and industry sponsored research.

### **Decentralization and participative management:**

- The Principal is the Ex-officio Member Secretary of the managing committee and governing body.
- All the Coordinators of various departments are the members of the college council.
- Two senior teachers are the nominees of the governing body.
- The non-teaching staff has a representative role in the statutory bodies.
- Students' interests are represented by their representatives in the academic council.
- Irrespective of the streams, be it teaching or non-teaching, the members of various committees have an active participation, thereby grooming their talents of leadership quality.
- Delegation of certain managerial powers to the IQAC has resulted in utilizing the leadership calibre of a higher order.

Representation of Coordinators and other members of the staff in the Governing Body, Academic Council and College Council to the development of leadership are effective.

- The coordinators take charge of the department by monitoring, leading, training and managing the affairs of the department.

- Liaising with staff and organizing the team building events that take everyone's needs into account, is their chief duty.

All the teachers are assigned as mentors and take up the charge of counselling and guiding the mentees at all times. They maintain discipline in and outside the classroom.

- The Principal is the Head of the institution and the spot authority who exercises powers. He provides a strategic direction to the system.
- To assist the Principal in administrative and academic functions, the posts of Deans – one for Science and one for Arts and Commerce have been created. For the effective functioning of the Management Courses, a Director is specially appointed. This set up assures, grooming up leadership among those who are next in the line of succession to the top slot.
- The Office of the Controller of Examinations has equal power to that of the central office-enabled through the autonomous status.

The Office of the Controller of Examinations functions with sufficient personnel. The examination committee comprising Principal as Chief Superintendent of examinations along with other senior members of staff serves as a strong integrated examination platform to conduct the semester examinations effectively. With a record of impeccable success with secrecy and transparency, the mid semester and end semester tests are conducted in a centralized manner.