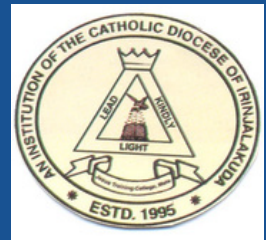


JESUS TRAINING COLLEGE, MALA

THRISSUR, KERALA

AN ISO 9001: 2015 CERTIFIED INSTITUTION
AFFILIATED TO UNIVERSITY OF CALICUT, RECOGNIZED BY NCTE



**STRATEGIC
PLAN
2019 - 2024**

STRATEGIC PLAN 2019-2024

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JESUS TRAINING COLLEGE, MALA

Jesus Training College, a pioneering coeducational teacher education institution in Kerala's self-financing sector, is set to celebrate its Pearl Jubilee next year, marking 29 years of excellence in central Kerala's educational landscape. Established in June 1995, the college was founded with the noble aim of providing quality teacher education to underprivileged students and producing dedicated, competent teachers accountable to the nation. This institution fulfilled a long-cherished dream of the people in and around the Diocese of Irinjalakuda, Kerala.

Affiliated with the University of Calicut, Jesus Training College is managed by the Jesus Training College Trust under the Catholic Diocese of Irinjalakuda. The B.Ed. program admits two units of fifty students each across six subject streams.

Renowned for its tradition of discipline, hard work, character formation, and value-oriented training, Jesus Training College has carved its niche among aspiring students. The college was conceived by visionary Mar James Pazhayatil, the Bishop of the Catholic Diocese of Irinjalakuda, to empower and develop men and women in the region. These values are upheld by the current chairman and patron, His Excellency Mar Pauly Kannoorkadan, the second Bishop of the Catholic Diocese of Irinjalakuda. The college campus spans 3.88 acres with a built-up area of 3266.39 m² in Mala Panchayath.

In addition to the B.Ed. College, the Diocese of Irinjalakuda extends its educational services through institutions such as College of Engineering and Technology, College of Advanced Studies, Management Studies, College of Nursing and Pharmacy, and other socio-medical institutions.

Situated in a serene environment away from the city's hustle, the college enjoys a tranquil setting with fresh breezes from nearby rivulets and backwaters, making learning an exhilarating experience.

Jesus Training College aims to be a premier educational institution in this region by providing exemplary educational services. We are committed to achieving this by:

- Enhancing teaching skills to nurture learners' talents, emphasizing conceptual understanding over mere course completion,
- Providing adequate infrastructure to support the learning process,
- Creating a conducive atmosphere to foster effective learning,
- Complying with relevant applicable requirements,
- Establishing and monitoring quality objectives as part of the management system framework.



VISION

“An ideal society where values prevail with empowered and enlightened Teachers”.

Our college draws its inspiration from Christ, the Light of the World, to kindle humanity, vibrant with the values of love, compassion, justice, and co-existence. This vision shapes every aspect of our institution, guiding our commitment to fostering an environment where these values are not only taught but lived daily.

Inspired by Christ’s teachings, we aim to cultivate an educational experience that goes beyond academic excellence. We strive to develop individuals who are not only knowledgeable but also possess a deep sense of empathy, integrity, and social responsibility. Our goal is to nurture compassionate leaders who can bring about positive change in society.

We believe that empowered and enlightened teachers are the cornerstone of such an ideal society. Our faculty members are dedicated to continuous personal and professional growth, ensuring they can inspire and guide students effectively. They serve as role models, embodying the values we cherish and fostering a nurturing and inclusive learning environment.

The college emphasizes the importance of community and co-existence. We promote a culture of mutual respect and understanding, where diversity is celebrated, and everyone feels valued. Through various initiatives and programs, we encourage students to engage with and contribute to their communities, embodying the spirit of service and compassion.

Justice is a fundamental value at our institution. We are committed to providing equal opportunities for all, ensuring that every student has access to quality education and the resources needed to succeed. Our policies and practices are designed to uphold fairness and equity, preparing students to advocate for justice in their future endeavors.

In summary, our college seeks to ignite the light within each individual, fostering a society where love, compassion, justice, and co-existence are at the forefront. By drawing inspiration from Christ, we are dedicated to building a community of empowered and enlightened individuals who are ready to make a meaningful impact on the world.

Translating this vision into action, our college cherishes the following mission.

MISSION

"To enlighten the young, to know themselves, and transform the generations to come."

In today’s world, marked by alienation and fierce competition, humanity often gropes in the darkness of ignorance, bigotry, communal hatred, and the relentless pursuit of power. A world devoid of core values undermines the essence of our existence. Recognizing this, our institution is dedicated to preparing teachers who are self-aware and equipped to transform society.



Our mission focuses on several key areas:

1. **Development of Professional Scholarship, Academic, and Research Competencies:** We prioritize cultivating educators who excel in their fields, emphasizing the importance of continuous learning and research. By equipping teachers with advanced knowledge and skills, we ensure they can provide high-quality education and inspire a love for learning in their students.
2. **Inculcation of Values of Uprightness, Tolerance, Social Commitment, and Dignity of Labor:** Our institution places a strong emphasis on moral and ethical education. We strive to instill values of integrity, tolerance, and social responsibility in our teachers. These values are crucial for fostering an inclusive and respectful community where every individual is valued and dignity of labor is upheld.
3. **Development of an Attitude of Reconciliation between Man and Man, Man and Nature:** We aim to nurture peace-makers and defenders of the marginalized, as well as saviors of the environment. By promoting harmony and understanding between individuals and between humanity and nature, we prepare teachers to advocate for social justice and environmental sustainability.
4. **Development of a Close-knit Network with the Local People and Village Administration:** Our institution actively engages with the local community, implementing schemes that contribute to the socio-economic and educational progress of the area. This collaborative approach ensures that our teachers are not only educators but also community leaders who drive positive change.

The motto of our college, "Lead, kindly light," encapsulates our vision. We seek to guide the young towards self-awareness and enlightenment, empowering them to transform future generations. By fostering a community of enlightened educators, we aim to create a world where values prevail, and every individual can thrive in harmony and mutual respect.

IMPLEMENTATION OF STRATEGIC PLAN

As a first step to implement a quality Management system and its proper monitoring the institution has proposed a strategic plan for 5 years and structured a monitoring committee for the evaluation of its progress. The monitoring system in place for the smooth implementation of the Strategic development plan is headed by Principal and the members include IQAC coordinator along with two teaching and one administrative staff.



SWOC ANALYSIS

INSTITUTIONAL STRENGTH

Our institution prides itself on a range of key strengths that together create an exceptional learning environment.

- **Visionary and supportive management team**

At the core of our success is a visionary and supportive management team, which provides strategic direction and ensures that the institution remains at the forefront of educational innovation. Their leadership fosters a culture of excellence and continuous improvement, allowing us to adapt to changing educational needs and maintain high standards.

- **Highly motivated and academically brilliant staff members**

Our faculty is composed of dedicated professionals who are not only experts in their respective fields but also passionate about teaching and mentoring students. Their commitment to academic excellence and personal growth ensures that students receive a well-rounded and rigorous education, preparing them for future success.

- **Well-built, spacious, and updated infrastructure further supports both academic and co-curricular activities**

State-of-the-art classrooms, laboratories, libraries, and recreational facilities provide an environment conducive to learning and personal development. This infrastructure enables us to offer a wide range of programs and activities that enhance the student experience and foster holistic development.

- **100% enrollment of students in each academic year.**

This reflects our institution's reputation for excellence and the high demand for our programs. Our ability to attract and retain students speaks to the quality of education and the supportive environment we offer.

- **Academic excellence is a hallmark of our institution**

We consistently produce outstanding academic results, a testament to the hard work of our students and the dedication of our faculty.

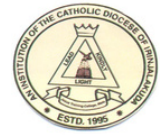
- **Well-planned action plan and organized academic activities, all aligned with our vision, mission, and the curriculum prescribed by the university.**

This strategic approach ensures that our educational offerings are relevant, comprehensive, and of the highest quality.

- **A proactive Internal Quality Assurance Cell (IQAC)**

The IQAC ensures quality enhancement by regularly monitoring and evaluating academic and administrative processes. Their initiatives help maintain and elevate our standards, ensuring that we remain a leader in education.

In summary, our institution's success is built on visionary leadership, exceptional faculty, robust infrastructure, high enrollment rates, academic excellence, strategic planning, and a commitment to quality enhancement.



INSTITUTIONAL WEAKNESS

While our institution excels in many areas, we recognize that there are several challenges that we must address to further enhance our educational environment and support our community effectively.

- **The number of publications by our faculty members in academic journals is limited**

Although our faculty is highly motivated and academically brilliant, the demands of teaching and administrative duties often leave little time for research and publication. To address this, we aim to create more opportunities and support systems for our faculty to engage in research activities. This includes providing research grants, facilitating collaborations with other institutions, and offering dedicated time for research.

- **Our institution currently lacks its own hostel facilities**

This presents a challenge for students who come from distant locations and require accommodation. To mitigate this, we are exploring partnerships with local housing providers and nearby institutions to offer safe and affordable accommodation options for our students. Long-term plans include the construction of on-campus hostels to provide convenient living arrangements and foster a stronger sense of community.

- **Transportation to the college is another area that needs improvement**

While we have some transportation options, they are not sufficient to meet the needs of all our students and staff. To address this, we are looking into expanding our transportation services. This will ensure that everyone can reach the campus easily and on time.

- **Our ability to undertake significant research projects is hindered by lack of funds**

Securing additional funding for research is a priority, and we are actively seeking grants from government bodies, private foundations, and industry partners. By increasing our research budget, we can support innovative projects that contribute to academic advancement and societal benefit.

- **Our institution has limited automation**

Enhancing automation will streamline operations, reduce manual workloads, and improve efficiency. We are in the process of adopting advanced management systems for student records, attendance, library management, and other administrative functions to provide a more seamless experience for students and staff alike.

Addressing these challenges is crucial for our continued growth and success, focusing on these areas, we aim to create an even more supportive and effective educational environment.



INSTITUTIONAL OPPORTUNITY

Our institution is poised to make significant strides in enhancing the educational experience and opportunities for our students and staff. Several initiatives are underway to strengthen our academic offerings and institutional capabilities.

- **Achieving autonomous status is a key goal for our institution.**

Autonomy will allow us greater flexibility in curriculum design, assessment methods, and academic governance. This status empowers us to tailor our programs to better meet the needs of our students and the demands of the job market, fostering innovation and excellence in education.

- **We are excited about the prospect of starting an M.Ed programme**

This advanced degree will not only enhance our academic portfolio but also provide a pathway for students to pursue higher education in teaching and educational leadership.

- **To further support our faculty, we are implementing staff empowerment programme**

These initiatives will focus on professional development, providing opportunities for our staff to enhance their teaching methods, stay updated with the latest educational trends, and pursue their research interests. Workshops, seminars, and training sessions will be integral to these programs, fostering a culture of continuous learning and improvement.

- Staff and student exchange programs can also be developed to promote cross-cultural experiences and academic collaboration. These programs will enable our faculty and students to gain new perspectives, share knowledge, and build networks with peers from other institutions.
- We are actively seeking collaborations with educational institutions and establishing MOUs with various organizations. These partnerships will open up new opportunities for joint research projects, internships, and educational resources. Collaborations with industry and academia will enhance our curriculum and provide real-world experience for our students.
- To diversify and enrich our academic offerings, we are introducing more value-added and certificate courses. These courses will provide specialized skills and knowledge that complement our core programs, helping students to become more competitive in the job market and well-rounded in their professional capabilities.

In summary, through these strategic initiatives, our institution aims to elevate the educational experience, support staff development, and create a vibrant, collaborative academic community.



INSTITUTIONAL CHALLENGE

While our institution is dedicated to providing an exceptional educational experience, we face several challenges that must be addressed to achieve our goals effectively.

- **Proposed Integrated Teacher Education Program (ITEP)** has not yet been opened to affiliated colleges. The delay in introducing this program limits our ability to offer a comprehensive pathway for students aspiring to enter the teaching profession. To address this, we are actively engaging with educational authorities and advocating for the swift approval and implementation of ITEP. This program will be instrumental in providing a seamless and integrated approach to teacher education, enhancing the quality and scope of our academic offerings.
- **Uncertainties** in the examination dates, admission processes, and course completion timelines set by the university create significant challenges for the timely implementation of our programs. These uncertainties disrupt academic planning and affect both students and faculty. To mitigate these issues, we are working closely with university officials to establish more predictable schedules and improve communication. We are also exploring ways to build flexibility into our academic calendar to better adapt to unforeseen changes.
- **Financial constraints** pose another major hurdle, particularly in mobilizing innovative initiatives in teaching, learning, research, and extension activities. Limited funding restricts our ability to implement cutting-edge educational technologies, conduct extensive research projects, and offer comprehensive community outreach programs. To overcome this, we are seeking alternative funding sources, including grants, and alumni contributions. By diversifying our funding streams, we aim to secure the resources necessary to drive innovation and excellence in all aspects of our institution.
- **The introduction of Enterprise Resource Planning (ERP)** systems is another critical area of focus. ERP systems can significantly enhance the efficiency of our administrative and academic processes by integrating various functions such as student information management, finance, human resources, and academic scheduling.

In summary, addressing these challenges is essential for our institution's growth and success. By advocating for program approvals, improving academic scheduling, securing diverse funding sources, and implementing ERP systems, we aim to enhance the educational experience and operational efficiency of our institution.

SEE THE ANNEXURES ATTACHED

- Annexure 1 - Recommendations for the proposed plan of action for 2019-2024 from the stake holders
- Annexure 2 - Detailed proposal
- Annexure 3 - Log Frame Schedule of Plan Implementation
- Annexure 4 - Approval from governing body.



JESUS TRAINING COLLEGE, MALA

ANNEXURE 1

RECOMMENDATIONS FOR THE STRATEGIC PLAN 2019-2024

The recommendations for the proposed plan of action from the stake holders falls into the following categories

- Implement a Quality Management System
- Execute Value Added/ Add on Courses
- Infrastructure advancement
- Staff Empowerment
- Student Support Services
- Extension and community activities
- Research
- Student Trainings
- Extracurricular activities
- Fund Mobilization



ANNEXURE 2

RECOMMENDATIONS SUBMITTED BEFORE THE GOVERNING BODY FOR THE STRATEGIC PLAN 2019 - 2024

ADD ON/ VALUE ADDED COURSES

- It is decided to implement Value Added courses for the Teacher Trainees in order to give an additional exposure to more competencies and skills which enhance the teaching learning process.

INFRA STRUCTURE ADVANCEMENT

- More washroom facilities for Girls and Boys
- Ample Vehicle parking facilities
- Mess Hall renovation
- Renovation of common areas
- New rest room for Boys
- Water purifier for Staff and Students
- Increased Smart Class Facilities
- Interactive Smart Board Installation
- More computer facility for students
- A sports complex for indoor games.

STAFF EMPOWERMENT

- Motivation and appreciation from higher authorities
- Encourage online training programmes
- Hands-on training courses for faculty
- Motivation to attain Ph.D. Degree
- FDP programme in current research trends
- Hands-on training for SDGs
- Financial support and encouragement for faculty to attend international conferences and research collaborations
- E-content development

ANNEXURE 2



JESUS TRAINING COLLEGE, MALA

- Increase publication per faculty
- Staff exchange programmes
- More MoU for Linkage and Collaboration with other Institutions.

STUDENT SUPPORT SERVICES

- Institute additional scholarship for meritorious students
- Strengthen mentoring, remedial, tutorial and counselling
- Institutional funding for student projects
- Health and nutritional service for students
- Initiation of Student exchange programme
- Internship certificate for all students
- Preparing students for University level Arts and Sports competitions
- Fitness awareness classes
- More Value Added Courses
- Opportunities for Extension activities
- Wider exposure in area of research

EXTENSION AND COMMUNITY ACTIVITIES

- Community development /awareness programmes for stake holders.
- Elevate the number of extension activities
- Enhance the degree of contribution to outer community
- Direct outreach activities
- More MoU for community engagements.
- School linkage programmes
- Contribution to Health Care sector

RESEARCH

- Apply for funded Projects from NGOs
- Increase number of publication
- Publications in CARE listed journals
- Start Institution's own Journal
- Publish Books with Chapters by teachers from the institution
- Increase PhD's from the institution
- Participate and Organize National and International seminars
- Participate and organize workshops on relevant areas

ANNEXURE 2



JESUS TRAINING COLLEGE, MALA

STUDENT TRAININGS

- Coaching for competitive examination leading to higher studies and career
- Career guidance
- Soft skill training
- Training on utilization of e-resources and e-content
- Value added Courses
- Encourage students to complete MOOC
- Internship programme

EXTRACURRICULAR ACTIVITIES

- Cultural Activities
- Support to University Youth festival
- Support to Sports activities
- Participation to Intercollegiate Competitions
- Publishing quarterly News Letter
- Publishing manuscript magazine

ADDITIONAL PROPOSED AREAS FOR PLANNING

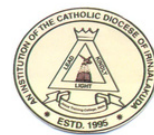
- Appointments
- Scholarship
- Alumni engagement
- Integrating hostel facilities
- e-vehicles for Institutional support
- Implementing QMS and ISO Certification
- Academic and Administrative Performance audit

**ANNEXURE 3****LOG FRAME SCHEDULE OF PLAN IMPLEMENTATION**

Area	Activity Details	Proposed Date of Completion
Infrastructure	Building Expansion to Accommodate General Hall and Guest Rooms	June 2019
	Smart Conference Hall	July 2019
	Innovation Centre	June 2023
	Studio for E-content Development	June 2024
	Solar Panel Installation	December 2023
	Interactive Smart Board Installation	June 2024
	Staff Room Renovation	August 2020
	Executive Director's Room	May 2021
	Labs Renovation	September 2023
	Mess Hall Renovation	June 2023

**ANNEXURE 3****LOG FRAME SCHEDULE OF PLAN IMPLEMENTATION**

Area	Activity Details	Proposed Date of Completion
Infrastructure	Wash rooms for Boys and Girls	April 2023
	Parking Area Expansion and Renovation	December 2022
	More Smart Classes	June 2021
Staff Empowerment	Establishing Contributory Welfare Fund	January 2024
	More FDPs and Orientation Programmes	May 2020
	More MoU for Teacher Exchange	June 2019
	Financial Assistance for Academic Empowerment	June 2019
Student Support Services	Initiation of Mentor-Mentee System	December 2023
	Internship Certificates	June 2024
	MoU for Collaboration and linkage	June 2019

**ANNEXURE 3****LOG FRAME SCHEDULE OF PLAN IMPLEMENTATION**

Area	Activity Details	Proposed Date of Completion
Extension and Community Activities	More MoU for community engagements.	June 2019
Research	Organize and Participate in Seminars and workshops	June 2019
	More Publications	June 2019
	Institution's Own Journal	June 2024
	Publication of Book	June 2024
Student Trainings	More VACs	June 2019
	More Orientation Programmes	May 2019
Extra Curricular Activities	Publishing quarterly News letter	May 2021
Additional Proposed Areas	e-vehicles for Institutional support	June 2024
	Implementing QMS and ISO Certification	June 2019
	Academic and Administrative Performance audit	August 2024



JESUS TRAINING COLLEGE, MALA

ANNEXURE 4

RECOMMENDATIONS SUBMITTED BEFORE THE GOVERNING BODY FOR THE STRATEGIC PLAN 2019 - 2024

The above recommendations were reviewed by the the Governing body and the following plan of action and the schedule for 2019 to 2024 has been formed. The implementation as per the schedule is entrusted with the Manager and the Principal.

Date 17-12-2018
Seal




ChairmanMANAGER
Jesus Training College, Mala