

INSTITUTIONAL STRATEGIC PLAN

2022-2027

DEPLOYMENT DOCUMENT



**KALLAM HARANADHAREDDY INSTITUTE OF TECHNOLOGY
(AUTONOMOUS)**

**Approved by AICTE, New Delhi and Permanently Affiliated to JNTUK, Kakinada
NH16, Chowdavaram, Guntur Dt. Andhra Pradesh - 522019**

2022-2027

Message

Kallam Academy of Educational Society (KAES), a non-profit making Society, has been set up Kallam Harandhareddy Institute of Technology (KHIT) with an objective to promote Technical and Professional education with high standards. KAES believes that this objective would be realized with the participation of experienced faculty members, state-of-the-art infrastructure and with modern teaching and learning facilities. KHIT offers innovative, career-oriented UG, PG and diploma programs matching the requirements of the industry and society at large.

For any organization, strategic planning is very much 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 highly 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 SPDD addresses vision, mission which the management dreams along with core values, institutional long term & short term goals. These are defined by the stake holders' aspirations (management, leadership, HODs, faculty, staff, industry, students and parents) and through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through brain storming sessions 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 every stakeholder to build a spirit of ownership which is vital for success of any organization. The strategic plan and deployment is circulated to all the departments. Utmost care has been taken to spell out clearly the implementation and monitoring by identifying measurable targets in line with the desired outcomes. The SPDD is discussed thoroughly and approved by the Governing Board. The SPDD will synchronize the processes and efforts of the institution and it will also ensure that KHIT will become a most preferred technical education institution in the state of Andhra Pradesh by 2027.

President – KAES

1.0	THE KHIT PLANNING MODEL
	Institutions of higher education are driven to engage in strategic planning by a variety of critical forces, both external and internal, to their environments. The forces driving the KHIT's 2022-2027 Strategic Plan for KHIT include, but are not limited to, the demand for higher education that is fueled by the economic progress and high unemployment; changing demographics; and the need for a workforce that will enable this region of AP state to maintain its competitive edge on the national stage encompassing Engineering and Technology. The KHIT 2022-2027 Strategic Plan is grounded in the following best practice principles: 1. Effective strategic planning requires identifying and implementing strategies that will move KHIT to a better desired future as an educational institution in the state of AP, nationally, and globally. 2. Strategic planning is not a “once-and-done” event. It is a continuous process involving planning, implementing, assessing outcomes and using results and lessons learned for further planning and revision and/or modification of strategies. 3. Measurement and/or assessment are key to strategic planning. Therefore, identifying key indicators for sub-goals and identifying responsible divisions/units will ensure effective monitoring and evaluation of outcomes. 4. The Institution should focus on a few but bold sub goals and strategies. Resources, including funds and time, are limited. Therefore, prioritizing of strategies and focusing on those that have the potential of being game changers are critical. 5. Since the execution of strategies is at the department or unit level, the strategic planning process has to be participatory to ensure shared vision, as well as shared ownership of and commitment to the plan by stakeholders throughout the Institution. The strategic planning process uses methodical approach to engage in systematic and comprehensive assessment of the annual KHIT strategic operational plan. Goals and sub-goals are carefully tracked; and reports are regularly disseminated to assist faculty, staff, and administrators in using data-driven decision making and to mapping progress. The 2022-2027 Strategic Plan represents the collective effort of administrators, faculty, staff, students and community stakeholders. The process began when the Strategic Planning Committee is identified in the institution. Strategic planning Committee aligned department/unit goals with the KHIT goals and themes. Every

		member of the institution worked diligently to add sub-goals and strategies. The management built consensus on sub-goals and strategies, shared the first draft for feedback from stakeholders (e.g., faculty, staff, students, alumni and strategic partners) and prepared a final draft.
2.0		VISION & MISSION
	2.1	VISION To be a quality - oriented technical institution known for global academic excellence and professional human values
	2.2	MISSION
		- To provide quality instruction with competent and knowledgeable faculty and state of the art laboratories to meet global standards - To achieve academic distinction through socially and industry relevant curriculum, novel teaching and learning practices and evaluation based on desired outcomes - To prepare the graduates to accomplish professional practice, employability, entrepreneurial development and higher education - To inculcate self-discipline, accountability and values in the learners for effective and informed citizenship - To focus on effective industry-institution interaction with premier institutes and renowned industries to become a R&D center
	2.3	OBJECTIVES
		- To develop institute as an excellent learning center in engineering education. - To provide excellent infrastructure facilities for teaching, learning and research. - To instill in the students the spirit for research, innovation and entrepreneurship. - To enhance the industry institute interaction and the placement services. - To foster students as responsible techno-citizens with moral and social values.
	2.4	CORE VALUES
		KHIT focused on eight core values detailed below:
		i. Contributing to National Development Contributing to National development has always been an implicit goal of KHIT. Serving the cause of social justice, ensuring equity, increasing access to higher education, human resource development and capacity building of

		individuals, to cater to the needs of the economy, society and the country as a whole, thereby, KHIT contributing to the development of the Nation. ii. Fostering Global Competencies among Students With liberalization and globalization of economic activities, the need to develop skilled human resources of a high caliber is imperative. Therefore, KHIT is preparing the students to achieve core competencies, to face the global challenges successfully innovative, creative and entrepreneurial in their approach. Towards achieving this, KHIT established collaborations with industries, network with the neighborhood agencies/bodies and foster a closer relationship between the “world of competent-learning” and the world of skilled work”. iii. Inculcating a Value System among Students Although skill development is crucial to the success of students in the job market, skills are of less value in the absence of appropriate value systems. In India, with cultural pluralities and diversities, it is essential that students imbibe the appropriate values commensurate with social, cultural, economic and environmental realities, at the local and national level. KHIT shouldering the responsibility of inculcating desirable value systems among students. iv. Promoting the Use of Technology & Innovation Technological advancement and innovations in educational transactions have to be undertaken by all, to make a visible impact on academic development as well as administration. To keep pace with the developments in other spheres of human endeavor, KHIT has enriched the learning experiences of their students by providing them with state-of-the-art educational technologies including Information and Communication Technologies (ICT). KHIT established Incubation Center and Entrepreneurship Development Cell to encourage students & Faculty for Innovation. v. Quest for Excellence The Institute is committed to excellence in all spheres of its activities, and through internal and external reviews, and will work towards continuous improvement. The Institute will demonstrate excellence by our people, programs and outcomes, as well as by the quality of decisions and actions recognized through awards and honors. This ‘Quest for Excellence’ started with the assessment or even earlier, by the establishment of the Internal Quality Assurance Cell (IQAC). vi. Integrity Integrity involves honesty and fairness, consistency in instruction, ethics of scholarship, freedom of inquiry, and open and truthful engagement with the
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		community through effective communication, policies and practices. Research and Teaching shall be carried out in an environment of academic freedom and honesty. The Institute will adhere to the standards of ethics in all its activities. vii. Transparency The Institute will function according to defined procedures and rules, which will be informed to all stakeholders. The Institute will put all important information related to its functioning on college Website, viii. Empathy An awareness of the conditions of the vulnerable sections of our society and contributions towards solution of their problems will form an integral part of the research and education programmes of the Institute. The vision articulates our future direction. The mission specifies our purpose of existence. The values assert our beliefs that guide our actions and behavior. Taken together, they provide a road map to our destination.
3.0		SWOC ANALYSIS
		i. STRENGTHS • Committed Management • 12 years of standing • Brand Name • Retention of employees • Disciplined campus ii. WEAKNESSES: • Number of faculty members need qualification up gradation and to get acquainted with latest Technology • Need to focus on quality publications, patent filing and to explore commercial potential. • Consultancy services need to be increased. • Student's intake from rural background • Limited scope for research and consultancy activities • Industry-Institute interaction needs further improvement. • Need to increase placements in core companies iii. OPPORTUNITIES: • To increase fundamental and applied research • To develop Center of Excellence in cutting edge technologies, in every branch of engineering • To start the research centers in each branch of engineering • To sign MoUs with more industries/ research organizations to facilitate the students and the teachers

		- To increase the consultancy iv. CHALLENGES: - Competition with new higher educational institutions like deemed and private universities - Mushrooming of engineering colleges in the state and in district. - Need for improving employability of the students in the current scenario of rapidly changing technology and industrial requirements as well as policies prevailing from time to time in MNCs										
4.0		EXPECTATIONS OF STAKEHOLDERS										
		<table><tr><td>MANAGEMENT</td><td> - Global Brand - Sustainability - Good Governance - University Status - Social Responsibility </td></tr><tr><td>LEADERSHIP TEAM</td><td> - Ranking with in top 100 in India - Competent Faculty - Internal Revenue growth for sustainability - Industry oriented /continuing education programmes - Bench marking through Accreditation of programs and institution - Creation of Centers of excellence </td></tr><tr><td>FACULTY & STAFF</td><td> - Good academic & working ambience - Career growth, Research facilities & incentives - Academic independence with accountability - Transparency and uniform processes </td></tr><tr><td>STUDENTS</td><td> - Good academic & research ambience - Support for co-curricular & Extra-curricular activities - State of the art infrastructure - Experiential learning & Opportunity for talent exposure - Global Certifications at affordable cost - Quality Placement, career guidance and entrepreneurial opportunities </td></tr><tr><td>PARENTS</td><td> - Branding - Quality teaching- learning </td></tr></table>	MANAGEMENT	- Global Brand - Sustainability - Good Governance - University Status - Social Responsibility	LEADERSHIP TEAM	- Ranking with in top 100 in India - Competent Faculty - Internal Revenue growth for sustainability - Industry oriented /continuing education programmes - Bench marking through Accreditation of programs and institution - Creation of Centers of excellence	FACULTY & STAFF	- Good academic & working ambience - Career growth, Research facilities & incentives - Academic independence with accountability - Transparency and uniform processes	STUDENTS	- Good academic & research ambience - Support for co-curricular & Extra-curricular activities - State of the art infrastructure - Experiential learning & Opportunity for talent exposure - Global Certifications at affordable cost - Quality Placement, career guidance and entrepreneurial opportunities	PARENTS	- Branding - Quality teaching- learning
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			• Disciplined students • Good placements
		INDUSTRY	• Industry ready professionals with proper attitude • Strong fundamentals • Strong Industry-Institution interaction • Collaborative research, consultancy • Brand and accreditations of the institute
5.0		STRATEGIC GOALS	
		KHIT Leadership Team after brain storming on the vision, mission, quality policy, core values, stake holder's expectations and SWOC analysis arrived at the step to establish Institution Strategic Goals (ISG) • Ensuring good governance • Establishing effective teaching learning process • Developing financial management • Emphasis on Industry – Institute interaction • Encouraging research and innovation work • Ensuring student's development and participation • Ensuring staff development & welfare • Increasing Alumni Interaction • Engagement in Community Services and Extension Activities • Developing physical infrastructure, conservation of natural resources and sustainability • Getting University Status	
6.0		STRATEGIC PLANNING (2022-2027)	
		Ensuring good governance	• Inclusion of industrialists & academicians on GB • Vision, Mission development & their articulation • Evaluation of Institute performance and benchmarking • Establishing organization structure • Establishing statutory committees • Establishing E governance

			• Code of conduct and policy formulation, approval and implementation
		Establishing effective teaching learning process	• Academic planning • Development of Course Files as per OBE model • Procurement of teaching, learning & evaluation software • Development of e- learning resources • Adoption of ICT • Providing mentoring and personal support • Create fair feedback system • Evaluation parameters and benchmarking • Continuous assessment to measure outcomes • Implementation of best practices
		Developing financial management	• Implementation of Procurement and Financial policies • Department wise Budget planning • Expenditure management • Forecasting income & expenditure • Budget formulation & approval • Periodic Internal/ External Audit
		Emphasis on Industry – Institute interaction	• Formation of industry institute interaction cell • MoUs with industries • Support for internships, visits, trainings, guest lectures • Identifications of industry needs and advice on curriculum

			• Providing opportunities for Industry based/sponsored projects • Strengthen training & placement • Establishing centers of excellence
		Encouraging research and innovation work	• Dedicated R&D center • Fund raising through Project proposals • Apply for Government/ other funding • Collaborations with Govt. and Private Research organizations • Encouragement for Patent filing
		Ensuring student's development and participation	• Establishment of infrastructure for overall development • Student's representation in various administrative and academic committees. • Organizing competitions • Rewards & recognitions of achievers
		Ensuring staff development & welfare	• Recruitment Policy formation & implementation • Staff performance appraisal system • Staff development programs • Best work facilities and infrastructure • Membership of professional bodies • Code of conduct & service rules • Staff welfare policy formation and implementation • Rewards, recognitions and incentives

			• Deputation for seminars, conferences • Sponsorship/ Motivation for qualification improvement • Support for research, consultancy, and innovations
		Increasing Alumni Interaction	• Alumni Registration, Regular interactions with alumni and networking • Recognition of successful alumni • Leverage for guest lecturers/internships/placements • Exploring Contributions • Brand ambassadors • Sponsorships/scholarships
		Engagement in Community Services and Extension Activities	• Identify nearby villages for adoption • Community Service Projects in the curriculum • Educational support to village students • Conducting NSS camps
		Developing physical infrastructure, conservation of natural resources and sustainability	• Smart Class rooms, Tutorials, Seminar halls • Modernization of Laboratory & equipment • Library infrastructure up-gradation • Establishment of Virtual lab and networking • Functional facilities for e-learning • Safety & Security management • Medical facility • Developing sports (indoor/outdoor) and gymnasium facilities

			• Plantation • Rain water harvesting • Renewable Energy harvesting • Hygiene, solid waste management																
		Getting University Status	• Resource planning & budget approval • Preparation of reports and submission																
7.0		STRATEGY IMPLEMENTATION AND MONITORING																	
		After approval of Strategic development plan by Governing Body the next step is its 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 HODs will be the custodian for strategic plan and its deployment. Implementation at Institution <table><tr><td>Governance & Administration</td><td>Director, College Development Committee</td></tr><tr><td>Statutory Compliance</td><td>Director, Principal, HODs and coordinators</td></tr><tr><td>Infrastructure</td><td>Director, Principal, HODs, coordinators and AO</td></tr><tr><td>Teaching- Learning</td><td>Principal, HODs, Faculty and staff</td></tr><tr><td>Research & Development</td><td>Principal, HODs, faculty and Dean, R&D Incharge</td></tr><tr><td>Students Development</td><td>Principal, HODs, Faculty</td></tr><tr><td>Career Guidance, training and Placement</td><td>TPO and HODs</td></tr><tr><td>Quality Assurance</td><td>Coordinator IQAC and IQAC Internal Team</td></tr></table>		Governance & Administration	Director, College Development Committee	Statutory Compliance	Director, Principal, HODs and coordinators	Infrastructure	Director, Principal, HODs, coordinators and AO	Teaching- Learning	Principal, HODs, Faculty and staff	Research & Development	Principal, HODs, faculty and Dean, R&D Incharge	Students Development	Principal, HODs, Faculty	Career Guidance, training and Placement	TPO and HODs	Quality Assurance	Coordinator IQAC and IQAC Internal Team
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7.1	Measurable Parameters during Implementation <table border="1"> <tr> <td data-bbox="358 247 760 772">Ensuring good governance</td><td data-bbox="760 247 1408 772"> • GB selection (Inclusion of Academicians & Industrialist) • Nos. of GB meetings/ Semester • 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 </td></tr> <tr> <td data-bbox="358 772 760 1119">Establishing effective teaching learning process</td><td data-bbox="760 772 1408 1119"> • No. of student counseling/mentoring/training sessions conducted • Results Committee meetings: Result of examinations (Pass, First classes, Distinctions) • Attainment levels outcomes • Alumni feedback </td></tr> <tr> <td data-bbox="358 1119 760 1297">Developing financial management</td><td data-bbox="760 1119 1408 1297"> • Annual Budget forecasting, income & expenditure • Utilization / Allocation of funds • Internal & External Audit </td></tr> <tr> <td data-bbox="358 1297 760 1560">Emphasis on Industry – Institute interaction</td><td data-bbox="760 1297 1408 1560"> • No. of active MOUs/Dept • No. of Initiatives/activities through MOUs • No. of IIIC meetings/year • No. of Initiatives/contributions by IIIC • No of linkages </td></tr> <tr> <td data-bbox="358 1560 760 1854">Encouraging research and innovation work</td><td data-bbox="760 1560 1408 1854"> • Publications in national/international Journals and conference proceedings • No. of industry based/ sponsored UG projects • No. of funded research projects • Patents filed • Conferences & workshops organized </td></tr> </table>	Ensuring good governance	• GB selection (Inclusion of Academicians & Industrialist) • Nos. of GB meetings/ Semester • 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	Establishing effective teaching learning process	• No. of student counseling/mentoring/training sessions conducted • Results Committee meetings: Result of examinations (Pass, First classes, Distinctions) • Attainment levels outcomes • Alumni feedback	Developing financial management	• Annual Budget forecasting, income & expenditure • Utilization / Allocation of funds • Internal & External Audit	Emphasis on Industry – Institute interaction	• No. of active MOUs/Dept • No. of Initiatives/activities through MOUs • No. of IIIC meetings/year • No. of Initiatives/contributions by IIIC • No of linkages	Encouraging research and innovation work	• Publications in national/international Journals and conference proceedings • No. of industry based/ sponsored UG projects • No. of funded research projects • Patents filed • Conferences & workshops organized
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			• New MOUs signed with academic and industrial organizations
		Ensuring student's development and participation	• Number of student participants in various activities • Number of prizes/awards won • Number of sports, technical, cultural events organized • Regional, National & International competitions participated
		Ensuring staff development & welfare	• Number of Staff attending training programs • Staff training programs organized • Number of memberships of professional bodies • Number of staff welfare programs • Staff awards/ recognitions/ incentives
		Increasing Alumni Interaction	• Alumni data base and Number of interactions • Support for internships/placements/ projects/ consultancy • Contribution towards infrastructure development/financial assistance.
		Engagement in Community Services and Extension Activities	• Adoption of villages • Number of trainings/ awareness camps provided • Number of social projects undertaken • Number of Skill development programs for weaker sections
		Developing physical infrastructure, conservation of natural resources and sustainability	• Number of buildings, class rooms added • New equipment added • Annual budget allocated & utilized • Renewable energy source development • Green initiatives • Number. of Volumes & Titles in library • Number of National& International journals

			• Number of e-learning recourses (Moodle/ google classroom/ NPTEL /video lectures etc) • Digital Library • Smart Classroom • Advanced laboratories and Virtual laboratory
		Getting University Status	• Resource planning & budget approval