



LAKSHYA – 2045

Vision for the Journey Ahead

RCA Girls' (PG) College, Mathura

(A NAAC Accredited 'B+' College)

Preface

An institution cannot grow in the desired manner without a well-defined strategic plan. In fact, the vision and mission of the institution can be realised only through its strategic plan. It is a document providing the set of goals to be achieved within a specified period of time and the methodology to be followed to attain these goals, considering the basic needs & priorities of the institution and keeping the physical, financial, local and other controllable and uncontrollable factors in view. It is framed on the basis of analysis of present challenges and future opportunities and it envisions the direction in which the institution should move to attain its set goals and objectives.

Since its inception in 1971, the College Governing Council (Management Committee) has been inclined towards the all-round development of girls from the marginal sections of the society, in and around Mathura. The management, in consultation with the Principal and faculty, had set and achieved small short-term goals for growth and expansion such as getting affiliation for more & more subjects in graduation, shifting to its own building from the shared Inter-College building, upgrading itself to a PG College by getting affiliation in PG subjects, initiating NSS units, starting commerce classes at UG and later at PG level, organising various Inter-collegiate competitions and seminars, constructing new classrooms, sports grounds, laboratories etc. during its initial journey about three decades.

Immediately, after the formation of the NAAC, the College, although not in a very good state of existence, decided to go for NAAC accreditation in 2005, and got a C+ grade.

But, this exercise turned out to be the growth tracker for future and gave a specific direction & vision for further development. Later, in 2016, the College applied for 2nd cycle of accreditation after working on the recommendations of NAAC peer team (1st Cycle). Though the College couldn't comply with all these recommendations due to various factors, but it upgraded itself with B+ in the 2nd cycle.

Although the College had a vision of its own, for holistic and integrated development of girls from the very beginning, the NAAC peer team during 2nd cycle, directed the management to have a documented Strategic Development Plan for at least 25 years. Thus, the present Vision Document has come into existence after many brainstorming sessions of the Strategic Planning Committee which involves the feedback from all stakeholders, viz., members of the Management Committee, Principal, Faculty, Alumni, Students and eminent persons of the city concerned about girls' education. The institutional action plans were decided in terms of short-term (on annual or bi-annual basis) and long term goals (on 5-yearly basis). A careful attention has been paid to identify, execute and monitor the measurable targets to attain these goals, in tune with the vision and mission of the institution.



Message

I feel privileged and really delighted to pen down the progress that RCA Girls' PG College has made in the past few decades. The purpose of education is not restricted in imparting bookish knowledge only but also to inculcate humanitarian values like companionship, courage, humanity, integrity in a student. We have strived towards this purpose. It has been our endeavor to provide holistic education to the girl students, encompassing – academics, co-curricular activities, sports education and life skills learning.

The NAAC peer team visited our College in 2016 and suggested certain recommendations. On that basis a Strategic Planning Committee was formed which has given several proposals and suggestions for the upgradation and development of the College for the next 25 years which have been given the shape of this document LAKSHYA - 2045. I extend my blessings and best wishes to the Principal, entire staff and the students of RCA Girls' PG College to continue their journey towards excellence.

With blessings,

रमेश चन्द मिश्र

(Ramesh Chand Mittal)

President,
Management Committee



Message

It is a matter of immense pleasure that R.C.A. Girls' PG College is preparing for 3rd cycle of NAAC accreditation. By the efforts of Management and Principal, the College is progressing day by day. We are trying to provide an atmosphere that ensures academic excellence and platform to produce empowered girls to make a place in the world. We have introduced several job oriented courses and determined to introduce more courses and facilities to our students and make it a renowned College of India. Through seminars and discussions we provide a platform to our girl students to know about the contemporary scenario of the world and prepare them to overcome the challenges.

From Infrastructure to Curriculum, Faculty Development, Co-curricular Activities and other developmental issues are constantly taken care of. Our resolution to empower girls of poor and downtrodden classes is taking shape as many of our girls are placed at high posts. The progress of this College is commendable. This is the only 'NAAC Accredited' College of Mathura District. I hope the College will progress more and more.

With Best Wishes,

(Girish Agrawal)

Secretary,
Management Committee





Message

It is my proud privilege to present 'LAKSHYA – 2045', the Vision Document of RCA College, which is a result of the collective effort of all stakeholders, be it the Management, Staff, Alumni, Parents or the Students. Although, the Strategic Planning Committee has prepared the document, it encompasses the views and suggestions of all concerned stakeholders.

The RCA College, established in 1971 with only 7 UG Arts subjects in the 4-room accommodation of Maharaja Agrasen Inter College, has now come a long way. In this span of about four and a half decades, the College has grown leaps and bounds. The continuous journey has led to a visible steady growth.

The two NAAC accreditations in 2006 and 2016, have paved the way to success. While the first NAAC opened a new pathway to progress, the second has led to a systematic and visionary approach to plan and documentise the strategies and action plans to achieve the desired institutional goals in the years to come. With this Vision Document in hand, the RCA fraternity is ready to enter its Golden Jubilee Year with remarkable achievements and to move forward in its quest for excellence in tune with the vision and mission of the institution.

At this memorable moment, as the chairperson of this Strategic Planning Committee I am delighted to express my sincere thanks to our governing body and all stakeholders for their valuable and fruitful suggestions which helped us a lot in bringing out this policy document for the next quarter century.

Every girl coming to this College is individually mentored and motivated to grow up as a responsible and confident citizen and contribute significantly to the society when she goes out. I hope, this extensive strategic planning which includes seven focus areas namely, Academic Expansion and Excellence, Enhancing sports & Extra-curricular facilities, Infrastructure Development/Augmentation, Skill Development & Employability Enhancement, Research, Innovation & Collaboration, Employee Welfare & Staff Harmony, Contributing to Sustainable Growth, will prove even more effective in realising our vision and mission to educate, empower and enlighten these girls and making them excellent human beings whom their alma mater will always be proud of.

(Preeti Johari)

Principal

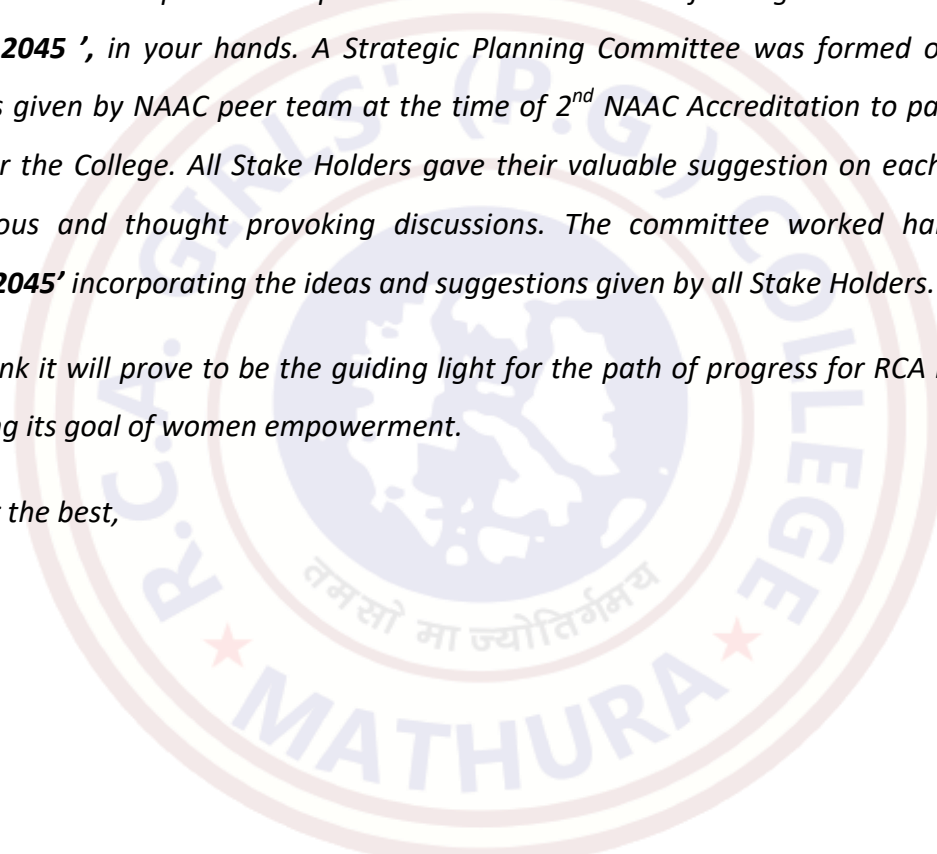


Message

I deem it a real pleasure to place the vision document of RCA girls' PG College, Mathura, '**Lakshya - 2045**', in your hands. A Strategic Planning Committee was formed on the basis of suggestions given by NAAC peer team at the time of 2nd NAAC Accreditation to pave the path of progress for the College. All Stake Holders gave their valuable suggestion on each & every area after rigorous and thought provoking discussions. The committee worked hard to prepare '**Lakshya - 2045**' incorporating the ideas and suggestions given by all Stake Holders.

I think it will prove to be the guiding light for the path of progress for RCA in future years for achieving its goal of women empowerment.

Wishing for the best,



Kalpana
(Kalpana Vajpeyi)
Coordinator IQAC



Our Vision

To provide quality higher education to the girls from marginalised sections of the society and to make this College a Centre of academic excellence by carving each and every student into conscious, responsible and competent citizen of the society.

Our Mission

To educate, empower and enlighten the girls today and equip them with high social and moral values to nurture the needs of tomorrow.

Profile of the College

Radhavallabh Chunnihal Agrawal Girls' PG College, commonly known as RCA Girls' PG College, is affiliated to Dr. B.R.A. University, Agra and is governed by Agrawal Kanya Shiksha Sabha (Reg.). The College aims to provide quality education to the girls coming from marginal section of the society from neighbouring rural & urban areas. Presently the College is imparting UG courses in Science, UG & PG courses in Arts and Commerce faculties' togetherwith short-term job oriented courses and skill training in Computer, Fine Arts and Handicrafts. The College aims towards the integrated and holistic development of the young girls who are trained here to lead & mould the future generations. It also strives to inculcate high moral values and nurture professional ethics among students to groom them up into good human beings and responsible citizens.

History

The RCA College has come a long way since its inception on 4th Oct 1971. The journey of about 45 years summarised below reflects the steady growth of the institution in tune with its vision and mission.

Initiated in the Maharaja Agrasen Intermediate College Campus with only 4 rooms and affiliation in 7 Art subjects for B.A., now the College has 14 Arts faculty subjects in B.A., M.A. in 5 subjects, B.Com, M.Com and has now started B.Sc. with both Maths and Bio streams. In 1984, it shifted to the present premises & has now about 25 Classrooms, 10 Laboratories plus 4 Laboratories under construction, a big Library, a fully AC Auditorium & an AC Conference Room, 6 Departmental Rooms and an Administrative Block consisting of an Office, a Principal Office and a Staff Room with Wi-Fi facility. Also there is an Indoor Sports Complex and 2 outdoor games grounds. The College has a lush green serene campus to ensure a natural & healthy learning environment to the students. The College has been twice accredited by NAAC and enjoys B+ grade. Also, the College has the privilege of being only NAAC Accredited Grant-in-Aid College in Mathura.

THE VISION

Introduction

Strategic planning, periodic assessment and making subsequent changes according to time are the key to institutional growth. With the direction provided by NAAC peer team in Sept. 2016, the Strategic Plan Advisory Committee was formed as per resolution No. 11 passed in the IQAC meeting on 05.04.2018, with a view to visualise and prepare a blueprint of institution's vision for development for the next 25 years.

Later, in the IQAC meeting dated 10.01.2019, another committee consisting of the Principal & a few senior faculty members was constituted to coordinate with the Strategic Plan Advisory Committee and draft a document consisting of the vision and plans for development and the actions to be taken to realise this vision. After several brainstorming sessions & discussions over the present education scenario, future demands of the society, and the global and local career requirements, the committee has brought out this roadmap of development for the next two & a half decades namely LAKSHYA-2045; keeping the empowerment of the girl students as the main point of focus.

The Journey Ahead

To carry forward the legacy of fostering academic as well as social responsibility and to realise its vision for 2045, the LAKSHYA-2045 encompasses following salient areas where the College will focus to excel as it reaches its target year 2045.

1. Academic Expansion and Excellence
2. Enhancing sports & Extra-curricular facilities
3. Infrastructure Development/Augmentation
4. Skill Development & Employability Enhancement
5. Research, Innovation & Collaboration
6. Employee Welfare & Staff Harmony
7. Contributing to Sustainable Growth

1. Academic Expansion and Excellence

- a. **Increasing curricular options for students** – The foremost priority of the RCA College is to provide quality education, to the girls in and around Mathura, in all streams viz. Arts, Commerce, Science etc. It aims to equip the students with specific tools needed to be successful in advance level courses togetherwith general skills such as communication, critical thinking, professional ethics & values etc. The College proposes the following initiatives to achieve this target.
- To apply for new affiliations in more and more subjects at UG and consequently at PG levels such as History, Geography, Communicative English, Statistics, Computer Sc., Environmental Sc., Bio-Technology, Data Science, Artificial Intelligence etc., as per their need in future and job prospects in these subjects. Also to work for affiliation for new PG programmes like PG in Education, Drawing & Painting, Psychology, Economics and professional courses such as B.C.A., B. Ed, B.B.A., M.B.A., D.Pharma, B. Pharma, L.L.B, Journalism and Mass Communication etc.
 - To expedite the process of permanent affiliation of the newly started M.A. (Soc.), M.A. (Pol. Sc.) and B.Sc. programmes.
 - To introduce new courses for personality & Soft-skill development of students.
 - The College also plans to initiate more and more skill based job-oriented courses as per the need of the hour as well as the holistic personality development of girls and to apply for affiliation in B. Voc. Programme leading to skill development.
- b. **Expanding ICT facilities** - To achieve all the above goals and to enhance academic excellence in the years to come, the College plans to increase the use of ICT tools in teaching and to set up e-content development facility in the campus. To ensure and assess the learning levels of students the College will also initiate to document various innovative methods for assessment in the form of Audio-visual clips.
- **Expansion of Wi-Fi Network:** In line with the policy of maximizing ICT use, Wi-Fi based Internet and LAN connectivity will be improved in College campus.
 - **Integrated College Management Information System:** College Management Software System will progressively be expanded to cover all academic and administrative processes of the College.
 - **Fully Technology Enabled Campus:** The objective of the perspective plan is to create a fully technology enabled campus within next 10 – 15 years.

2. Augmentation of Sports and Extra-curricular facilities

Academics and sports share a close relationship. While academics provide knowledge, sports impart the invaluable traits of teamwork, leadership, hard work and fellow feeling among students besides strengthening their health and fitness.

- a. **Enriching the Sports infrastructure** – To realise this vision, the College will establish an open gymnasium and acquire more and more sports equipment in the years to come. The purpose is to facilitate all the students for various sports activities. The College also plans to improve and enhance its current existing sports facilities by renovating the existing basketball court and converting it into a multi-utility court and acquiring more land for track and field events.
- b. **Facilitating Extra-curricular Activities** – Further, the College will enhance the facilities for extracurricular activities such as equipping the College auditorium with a high quality Audio-Visual system, purchasing some more musical instruments, preparing a College Musical Band team and encouraging every students' participation in at least two literary and fine arts related extracurricular activities. The College administration will also incentivise the students who participate in sports and extra-curricular activities by awarding them and compensating their regular classes lost due to participation in the activities by arranging extra classes.
- c. **Starting an NCC unit for Girls** – The governing body plans to take serious initiatives for starting a full-fledged NCC unit in the College as soon as possible.

3. Infrastructure Development/Augmentation

- a. **Techno Friendly Campus** – The perspective plan of the College includes the technological upgradation of the administrative block with MIS and other relevant software for all academic and administrative functions. It also envisions to provide a fully Wi-Fi campus in the coming years to facilitate online teaching. The College is celebrating its Golden Jubilee next year. This signifies that the College building has become old enough and requires renovation and repair. The Managing Committee of the College has the plans to demolish the old parts of the building and construct new buildings in its place as and when the College finances permit. Also, its top priority is the reconstruction of the damaged toilet blocks of the College and to add one more toilet block in the campus. Creating proper parking facilities separately for manual and automotive vehicles is also recommended.
- b. **Library Augmentation** – Library is the heart and soul of any Higher Education Institution. To nurture and enhance high quality of education, library facilities are planned to be expanded and upgraded to cope up with the upcoming needs of the NEP 2020. The Committee, therefore, proposes to increase the infrastructural facilities for the library. To go for 100% digitalization of library at the earliest and improve the e-learning experience of the students is the top priority of the College. The Committee also recommends the extension of the existing Library Building and adding more and more departmental Libraries within next 10 years.

- c. **Setting up new Laboratories and improving the old ones** – Laboratories are the integral part of all science departments. To impart better practical knowledge in science subjects, the Committee plans to establish high quality State of Art laboratories with modern equipment to perform experiments. Also, it proposes to set up a Commerce Laboratory for under-graduation and post-graduation students and augment the existing Labs in Arts subjects particularly H.Sc, Drawing & Painting and Psychology.

4. Skill Development & Employability Enhancement

- a. **Introduction of value-added courses** – As per the recommendations of NAAC peer team, the Governing Body has planned to start several short-term value added courses in Event Management, A/c and Tally, Yoga, Vaastu, Animation, Food Preservation, Dietetics and Nutrition, Tourism, Hospitality Management and Journalism etc. in the coming years. The College also has a plan to introduce public speaking classes in English Language for improving public speaking skill of the students. It aims to ensure 100% computer literacy among the students. Therefore, the Governing Body wishes to initiate Vocational Course with the thrust on computer education, as per the guidelines of NEP-2020, as well as students' needs. Further, the committee has planned to start some short term courses related to Science subjects such as X-Ray Technician, Pathology Lab Technician, Physiotherapy and Nursing etc. after 5 years of introduction of B.Sc. programme.
- b. **Placement Drives** – to enhance the employability skill of the students there is a plan to introduce coaching for competitive examinations like SSC, Bank, NET, SLET, Civil Services. There is also a plan to organise Placement Drives/ Employment Fare every year for final year students of all streams.

5. Research, Innovation & Collaboration

The academic environment of the College is strengthened through various research and innovative programmes taken up by the College. With this view, the Strategic Planning Committee has advised different PG departments to organise National, International Seminars and Conferences on various contemporary issues which are of significance.

- a. **Research Studies** – It is also proposed to strengthen the research environment by subscribing more Journals in all PG subjects and encourage the faculty members to apply for the grant of major and minor research projects administered by different Govt. and academic bodies and national councils. The College will encourage the faculty to undertake such research activities which may add value to the curriculum offering of the College and lead to the intellectual advancement of its faculty. The College also endeavors to encourage students for Ph.D. programmes in PG subjects like English, Sanskrit, Sociology, Political Science and Hindi. It also proposes to publish its own research journals in various subjects.

- b. Encouragement for Interdisciplinary Projects** – Faculty members will be also encouraged to undertake more and more of interdisciplinary projects like joint seminars, workshops and collaborative research projects.
- c. Partnerships & Collaborations** – The College plans to establish strategic partnerships with reputed local/outside institutes and organizations to initiate various programmes and activities beneficial to the students. In order to implement this, the College will develop strategic partnership and sign MoU's with such organisation which shall provide digital literacy programmes for the students. It also seeks partnership with the Institutes, which can help the students to obtain better job facilities by introducing various skill development programmes. In the next few years, the Managing Committee is planning to introduce faculty exchange programme with other local educational institutions in order to provide a broader exposure to students in their curriculum.

6. Employee Welfare & Staff Harmony

- a. Professional Development Programmes** – The College also plans to organise professional development programmes for its staff and increase the opportunities for on-the-job training. This includes financial assistance to self-finance teachers to attend conferences/workshop/seminars. Regular technical trainings to non-teaching staff to keep them updated with latest computer skills is also proposed.
- b. Staff Welfare Schemes** – The success of an institution largely depends on its employees. When the efforts and initiatives undertaken by the employees are appreciated, they feel encouraged and get motivated to work even harder. So in order to enthuse them to perform in meaningful & efficient ways, the College supports its employees and creates a sense of belongingness in them. Also, it proposes to initiate various welfare programmes for teaching and non-teaching staff in future -
- Maternity benefits for self-finance teachers and other women employees.
 - Group Insurance for non-teaching staff.
 - Initiation of incentives and cash awards for the faculty members and non-teaching staffs based on their annual performance.

7. Contributing to Sustainable Growth

- a. **Encourage Environment Friendly Activities** – Given the present climate crisis, it has become an absolute necessity to shift to alternate sources of energy and contribute to maintain ecological balance. The College proposes to implement various projects under environmental sustainability like plantation drives in the campus and nearby areas, shifting to the use of 100% solar energy, rainwater harvesting and complete transformation to LED lights in place of the existing ones.

Besides, the Strategic Planning Committee has also recommended to adopt various environment friendly measures for waste-management like installation of a Compost plant or a Vermi-compost bin for utilizing the leafy waste, maintaining the plastic-free campus, proper disposal of electronic and chemical waste, restricting the entry of motorized vehicles in the main campus, promoting the concept of paperless office and minimizing the use of paper in all correspondence etc. The committee has also suggested exchanging all waste paper with recycled paper from such authorized agencies.

It has been the utmost effort of the Strategic Planning Committee to give a comprehensive plan to carry the College forward in its journey of academic excellence that began about half a century ago and take it to a level where it can stand at par with premier national/ international academic institutions so that it can proudly share its contribution to nation building. It hopes to contribute to the real empowerment of girls and shape a future which is meaningful and enriching for the later generations to come.

However, no individual or organisation can present a document which is perfect and cannot be improved. Further, the change is the inevitable factor for growth in every aspect of life. With this in mind, the Strategic Planning Committee has recommended a periodic review of this document by a competent body appointed by the management committee which may suggest relevant amendments as per the changing circumstances and needs of the society.

STRATEGIC PLAN ADVISORY COMMITTEE

- | | |
|---|-------------|
| 1. Sri Girish Agrawal
(Secretary, Management Committee) | Patron |
| 2. Dr. Preeti Johari
(Principal) | Chairperson |
| 3. Sri Vijay Prakash Agrawal
(Member, Management Committee) | Member |
| 4. Sri Janardan Sharma | Member |
| 5. Sri O.P. Agrawal
(Civil Eng. & Architect, Mathura) | Member |
| 6. Dr. Ashok Kumar
(Asso. Prof., Pol. Sci., K.R. College, Mathura) | Member |
| 7. Dr. Anjubala Agrawal
(Asso. Prof., Dept. of English) | Member |
| 8. Dr. Archana Pal
(Asso. Prof., Dept. of Sanskrit) | Member |
| 9. Dr. Namrata Mishra
(Asso. Prof., Dept. of Music) | Member |

STRATEGIC PLAN DEVELOPMENT COMMITTEE

- | | |
|--------------------------|-------------|
| 1. Dr. Preeti Johari | Chairperson |
| 2. Dr. Anjubala Agrawal | Member |
| 3. Dr. Kalpana Vajpeyi | Member |
| 4. Dr. Bharati Sagar | Member |
| 5. Dr. Sandhya Srivastav | Member |
| 6. Dr. Seema Sharma | Member |
| 7. Dr. Soma Das | Member |