

**SHIVTEJ AROGYA SEVA SANSTHA'S**



**YOGITA DENTAL COLLEGE AND  
HOSPITAL**

REGD.NO.MAH/F/-1588/RATNAGIRI

(Recognized by Dental Council of India, New Delhi & Affiliated to Maharashtra University of Health Science, Nashik)

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## **Strategy Plan and Deployment Document**

Attested:

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### *Message*

Yogita Dental College and Hospital, Khed, is a non-profit making trust has been set up to promote professional dental education of high standards. With the help of dedicated and experienced faculty members and state-of-the-art campus with modern teaching and research facilities, the institution offers innovative, career-oriented degree and post graduate programs matching the requirements of the country and society at large.

The institute was established in 2008 and eleven batches of B.D.S and three batches of M.D.S have already passed out successfully and another batch is on the verge of outgoing. This is the right time that the institute should embark its journey of success in the coming years. The preparation of '**strategic planning & deployment document**' is the first step towards this direction. The enthusiastic faculty members under the leadership of Principal, HOD's brought out the best possible detailed strategies and its deployment plan. I am confident that this team will implement the strategic plan in its total spirit.

I congratulate the Principal, HODs, Faculty members, staffs and students and extend my best wishes for their future journey towards placing the institute to a new height.

Managing Trustee

Attested:



## *Preface*

For an organization, strategic planning is very 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 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 it addresses the vision, mission which the institute dreams along with core values, institutional long term & short term goals. These are defined and guided by the stake holders (management, leadership, HODs, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion 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 all stakeholders to help contribute their part which is vital for the success of every organization. Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for YDCH, Khed to achieve its goal to become an institution of Academic Excellence and providing professional by skilled young Dentists to the society.

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### *Vision:*

To be the prime dental health care and education provider in the rural province of Konkan belt by producing skilled and competent dentists trained to meet the regional and national oral health care needs.

### *Mission:*

- To reach every individual of this rural area and provide them with modern dental care at nominal rates.
- To provide quality dental education to all the aspirants and nurture them with professional social and human values.
- To implement latest means of educational systems and digitalization in par with the global standards.
- Systematic progress review to be conducted annually to assess the progress of the institute strictly in terms of its vision and mission attributes.

### *Core Values*

- We believe in imparting Education and disseminating knowledge among youth, which is one of the best ways of nation building.
- Give due respect to all students and staff members
- Gender biasness is strictly prohibited.
- Enhance professionalism with good human values.
- Promote team spirit and healthy competition.
- Create healthy atmosphere for effective teaching–learning process.
- Promote creativity and innovation in all activities.
- Promote equality, integrity, patriotism and brotherhood.

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- Promote communal harmony and religious tolerance.
- Value individual differences and dignity of labor.
- Sharing of experience, knowledge and skills.

### *Strategic Goals*

The passionate team of Yogita Dental College and Hospital, Khed after several discussion and planning and guided by the Mission and Vision of the Institutes Quality Policy, Core Values, Stake holder's expectations and SWOC analysis framed the Institutions strategic Goals.

#### **Institution Strategic Goals:**

1. Following effective teaching and learning processes.
2. Developing and following leadership and participative management
3. Establishing a continuous Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring student's development and participation
6. Ensuring staff development & welfare
7. Developing financial management
10. Encouraging research and development work
11. Increasing internal revenue generation
12. Increasing Alumni Interaction and participation and Outreach activities



13. Engagement in Community Services and Activities
14. Developing physical infrastructure
15. Getting memberships of professional bodies, Local chapters, student's chapter etc.

### *Strategic Planning*

Teaching and Learning process	<ul style="list-style-type: none"><li>• Academic planning and preparation of Academic Calendar</li><li>• Development of teaching plan</li><li>• Use of more teaching aids and adopt more ICT</li><li>• Development of e- learning resources</li><li>• Promote research culture &amp; facilities</li><li>• Provide mentoring and personal support</li><li>• Follow a transparent and fair feedback system</li><li>• Conduct training based on need analysis</li><li>• Evaluation parameters and benchmarking</li><li>• Continuous assessment to measure outcomes</li><li>• Performance development through credit system</li><li>• Implementation of best practices</li></ul>
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Leadership and Participative management	<ul style="list-style-type: none"><li>• To follow reporting structure</li><li>• Decentralize the academic, administration and student related authorities &amp; responsibilities</li><li>• Prescribe duties, responsibilities and accountability</li><li>• Portfolio assignments</li><li>• Establishment of functional committees</li></ul>
Internal Quality assessment	<ul style="list-style-type: none"><li>• Establishment of IQAC done</li><li>• Framing of Quality Policy &amp; publishing regularly</li><li>• Formation of Quality Monitoring Committee &amp; functioning</li><li>• Educating &amp; Training of all employees</li><li>• Periodic check &amp; guidance for quality improvement</li><li>• Establishment of audit team and process</li><li>• Audit for remedial measures</li><li>• Promoting best practices</li><li>• Annual report preparation &amp; submission</li></ul>
Good Governance	<ul style="list-style-type: none"><li>• <input type="checkbox"/> Vision, Mission development &amp; their articulation in every</li><li>• key position</li></ul>

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- Inclusion of industrialists & academicians in the GB
- Evaluation of Institute's performance and benchmarking
- Institutional strategic goals setting
- Institutional Strategic development plan
- Monitoring and Implementing the Quality Management
- Systems
- Following organization structure
- Smooth Working of statutory committees
- Establishing E governance
- Leadership development through decentralization
- Establishing internal audit committee
- Code of conduct and policy formulation, approval and
- implementation
- Establishing fair and transparent performance appraisal

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	system
Student's Development and participation	<ul style="list-style-type: none"><li>• Budget allocation for student development programmes and activities</li><li>• Students Trainings &amp; Placement Activities</li><li>• Formation of student council</li><li>• Student's representation in various committee and cell</li><li>• Participation in competitions</li><li>• Organizing competitions</li><li>• Credit transfer &amp; compensation</li><li>• Rewards &amp; recognitions of achievers</li><li>• Participation in extracurricular activities</li><li>• Participating in social and welfare activities</li></ul>
Staff development and welfare	<ul style="list-style-type: none"><li>• Recruitment Policy formation &amp; implementation</li><li>• Staff performance evaluation system</li><li>• Staff Training for quality improvement</li></ul>

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	<ul style="list-style-type: none"><li>• Best possible work facilities &amp; infrastructure facilities</li><li>• Code of conduct, service rules &amp; leave rules</li><li>• Staff welfare policy implementation</li><li>• Career advancement schemes</li><li>• Rewards, recognitions and incentives</li><li>• Deputation for seminars, conferences and workshops etc.</li><li>• Sponsorship/ Motivation for qualification improvement</li><li>• Support for research, consultancy, innovations</li></ul>
Financial Management	<ul style="list-style-type: none"><li>• Framing &amp; implementation of Purchase and Financial policies</li><li>• Department wise Budget planning and allocation</li><li>• Forecasting income &amp; expenditure</li><li>• Effective functioning of purchase committee</li><li>• Plans for Emergency Fund</li><li>• Budget formulation &amp; approval through Finance Committee</li></ul>

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	<ul style="list-style-type: none"><li>• Periodic Audit</li></ul>
Research and innovation	<ul style="list-style-type: none"><li>• Dedicated R &amp;D facilitation centre</li><li>• Establish and develop Laboratories with more research facility</li><li>• Fund generation through Project proposals</li><li>• Apply for Government/Non-Government industry, sponsored funds</li><li>• Collaborations with Government &amp; Private Institutes,</li><li>• Universities and Research Organizations</li><li>• Applying for patent</li></ul>
Internal revenue generation	<ul style="list-style-type: none"><li>• Establishing infrastructure for revenue generation</li><li>• Policy for Incentives for Revenue generation plans</li><li>• Successful implementation of Internal revenue generation plans</li><li>• Advertising &amp; marketing</li></ul>
Alumni interaction	<ul style="list-style-type: none"><li>• Formation of Alumni association, participation and registration</li><li>• Data base creation, Regular interactions with alumni</li></ul>

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	<p>and networking</p> <ul style="list-style-type: none"><li>• Recognition of successful alumni</li><li>• Leverage for guest</li><li>• lecturers/internships/placements/training/entrepreneurship</li><li>• Exploring Contributions</li><li>• Sponsorships/scholarships/fund generation</li></ul>
Community and outreach activities	<ul style="list-style-type: none"><li>• Budget from institution resources/Faculty/students/other donors</li><li>• Identify community and social development work</li><li>• Identify challenges of society for development work</li><li>• Provide vocational training /job oriented training as per local needs at the institute</li><li>• Educational support to village people</li><li>• Conducting awareness camps</li></ul>
Physical infrastructure	<ul style="list-style-type: none"><li>• Infrastructure building development &amp; modification</li><li>• Smart Class rooms, Tutorials, Seminar halls</li><li>• Modernization of Laboratory &amp; equipment</li><li>• More ICT enabled classrooms</li></ul>

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	<ul style="list-style-type: none"><li>• Library infrastructure up gradation</li><li>• System up gradation</li><li>• Functional facilities for e-learning</li><li>• Safety &amp; Security management</li><li>• Water facility</li><li>• Medical facility</li><li>• Developing sports (indoor/outdoor) facilities</li><li>• Plantations</li><li>• Rain water harvesting</li><li>• Renewable Energy usage</li><li>• Hygiene, zero plastic &amp; green campus</li><li>• Recycling of water</li></ul>
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### ***Strategy Implementation and Monitoring***

After approval of Strategic development plan the next step is its implementation.

During 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 Academic Council and other

Team member will be the custodian for strategic plan and its deployment.

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### Implementation at Institute Level

Governance and administration	Chairman and members of GB, administration office.
Branding/ Expansion	GB members, Local Management committee,
Students Admissions	Principal, HODs, Admission Team, Students section
Statutory Compliance	Principal, HODs, Coordinators
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and staff
Research and Development	Principal, HODs.
Students Development	Principal, HODs
Departmental Activities	HODs, and Faculty
Quality Assurance	IQAC team

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### *Measurable during Implementation*

Effective teaching learning process	<ul style="list-style-type: none"><li>• No. of teaching aids</li><li>• Syllabus completion</li><li>• Projects and seminars</li><li>• No. of students training programs and sessions</li><li>• Student Feedback</li><li>• Advance and slow learners list</li><li>• Result of examinations (Pass, First class, Distinctions)</li></ul>
Leadership and participative management	<ul style="list-style-type: none"><li>• Reporting structure in place</li><li>• Decentralization in various domains- academic, administrative, staff welfare, student development, infrastructure management – appointments</li><li>• Code of conduct – duties, responsibilities and accountability.</li><li>• Functional of statutory committees – no. of meetings and reports</li><li>• Planning and implementation</li></ul>

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Internal quality assurance system	<ul style="list-style-type: none"><li>• Number of IQAS initiatives</li><li>• Audit reports</li><li>• AQAR submission</li></ul>
Good governance	<ul style="list-style-type: none"><li>• GB selection (Inclusion of academicians and Clinicians)</li><li>• No. of GB meetings</li><li>• Vision and mission statements approved by the GBs.</li><li>• Organization structure in place</li><li>• Degree of E governance</li><li>• Resource mobilization</li><li>• Staff appraisal and career advancement scheme in place</li><li>• Services rules and benefits</li></ul>
Student's development and participation	<ul style="list-style-type: none"><li>• Numbers of student participations</li><li>• Number of sports, technical, cultural events organized</li><li>• Regional and national competitions participated</li></ul>

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	<ul style="list-style-type: none"><li>• Regional and national recognitions received</li><li>• Sport infrastructure provided.</li><li>• Funding for sports</li></ul>
Staff development and welfare	<ul style="list-style-type: none"><li>• Number of staff attending training programs</li><li>• Staff training programs organized</li><li>• Sponsorships for higher education</li><li>• Staff awards/ recognition/ incentives</li></ul>
Financial management	<ul style="list-style-type: none"><li>• Annual Budget forecasting income and expenditure</li><li>• Utilization / allocation of funds</li><li>• Internal and external audits</li></ul>
Students development	<ul style="list-style-type: none"><li>• Number of career guidance trainings</li><li>• Number of skill development programs.</li></ul>
Internal revenue generation	<ul style="list-style-type: none"><li>• Revenue generated by in patient and outpatient departments</li></ul>
Alumni Interaction	<ul style="list-style-type: none"><li>• Alumni data base</li><li>• Number of interactions</li></ul>
Community services and extension activities	<ul style="list-style-type: none"><li>• Number of training/ awareness camps provided</li></ul>

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		<ul style="list-style-type: none"><li>• Number of skill development programs for weaker sections</li><li>• Number of social welfare or outreach programs done</li><li>• Number of people benefited in each program.</li></ul>
Infrastructure physical	—	<ul style="list-style-type: none"><li>• Number of buildings, class rooms added</li><li>• Implant clinic added</li><li>• Minor OT surgery room added</li><li>• New equipment (OPG, RVG) added</li><li>• Annual Budget allocated and utilized</li><li>• Harvesting and recycling of water</li><li>• Green initiatives</li></ul>
Infrastructure academic	—	<ul style="list-style-type: none"><li>• Number of Volumes and Titles in library</li><li>• Number of national and international journals</li><li>• Digital library</li><li>• Smart classroom</li></ul>

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### ***Monitoring of strategic plan***

The implementation of strategic plan will be monitored time to time by Principal, academic council and other committees through periodic review. The section heads will prepare the detailed progress report and present it in the review meetings. The benchmarking of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the finding to the Academic council and GB. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, need of further processes and deployment of resources. All these reports will be forwarded for further discussions and implementation by the Board of Trustees.

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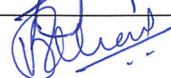
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### *Conclusion*

The SPDD (Strategic planning and Deployment document) is an effort for paving a pathway towards accomplishment of goals YDCH dreams to achieve. Just formulating the strategic plan doesn't ensure success, but it provides a guiding framework which is collective effort delivered by the process of participative brainstorming of stakeholders. The proper implementation of strategies through teamwork with good spirit leads to success and sustainability over a longer time through a dynamic process. It needs continuous evolution to incorporate the lessons learnt during the implementation and emphasize the role of IQAC in ensuring the quality of implementation.

### **DISTRIBUTION AND APPROVAL**

Names	Role	Approval	Signature
Dr. Hemangi Pol	Chief Executive Officer	YES	
Dr. Varsha Jadhav	DEAN	YES	



  
Dean/Principal  
Yogita Dental College & Hospital  
Khed Ratnagiri.

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