

NAVODAYA DENTAL COLLEGE

(Approved by RGUHS of, Karnataka, Recognized by DCI, Affiliated to Rajiv
Gandhi University, Karnataka)

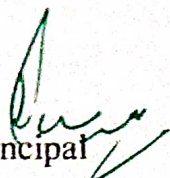
Raichur, Karnataka - 584103



NDC STRATEGIC PLANNING

2021-2025

Dr. GIRISH KATTI M.D.S.
PRINCIPAL
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.



Principal



Shri. S.R. Reddy, Chairman, Navodaya Education Trust®, a Pioneer, an entrepreneur, and a social reformer who believes that there are no boundaries for education and growth. It's an enormous achievement to distinguish oneself in such diverse fields as Medical, Dental, Engineering, Education, and Physiotherapy. Shri. S.R. Reddy is a blessed person by dint of hard work and singular devotion to service. Born to humble beginnings, he rose to become one of the doyens of the education sector of North Karnataka.

His pioneering efforts revolutionized the education scenario in North Karnataka. Endowed with sharp business acumen, a balanced perspective and a social bent of mind he set up the Navodaya Education trust in 1992 for furthering his dream of shaping young minds through quality education.

Dr. GIRISH KATTI M.D.S.
PRINCIPAL
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.

Principal

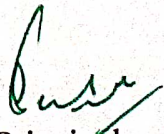
Message

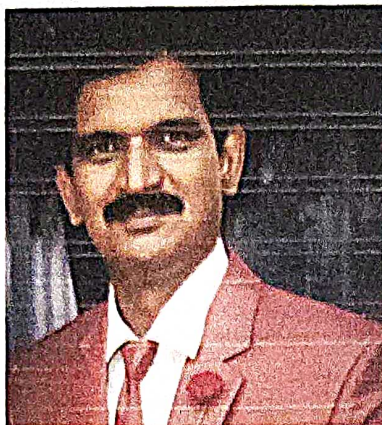
It is heartening to note that Navodaya Dental College has embarked upon scientific way of formulating strategic development plan document for 2021-2026. Progressive institution like NDC must clearly spell out and articulate vision, mission and set the direction. NDC has made its mark as Telugu speaking linguistic minority institution and is the most preferred in the Hyderabad - Karnataka region. This is right time that the institute decides its direction of growth in coming decades. I am confident that the distinguished faculty members under the leadership of Principal and HODs brought out the best possible detailed vision, mission, high level goals, strategies and its implementation plan. Any good strategic plan will be successful, when fully implemented and its outcomes are evaluated. I am sure that this leadership will implement the strategic plan in its total spirit.

I take this opportunity to congratulate Principal and all teaching and non-teaching Faculty members who relentlessly worked towards bringing out this strategic development plan document as a master piece reference mentor for the period of 2021 -2026.

Shri.S.R.Reddy
Chairman,
NDC

Dr. GIRISH KATTI M.D.S.
PRINCIPAL
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.


Principal



Principal's Message

NDC is the most admired institution in the Karnataka. The evolution of the institute within a short span of 17 years has witnessed a blend of state-of-the-art infrastructure and highly qualified teaching faculty, committed to provide quality education with creativity and innovation.

The theme for the strategic development plan covers all critical aspects of the institution. The Strategic Development Plan (SDP) implementation in its full spirit may lead this institution towards the most preferred institution in national level and also among all its stakeholders.

The strategic development plan formulates clear vision, mission, quality policy, core values, institutional strategies, sub strategies and strategic goals. The key performance indicator of SDP is in its successful implementation and evaluation aspects. I have utmost confidence in the institution's human resources and management capability in true implementation.

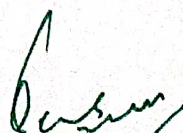
I am placing on the record, committed management support, alumni performance and feedback from time to time. HODs, teaching and non-teaching Faculty's active participation in making this SDP possible. My heartfelt appreciations to all the members who are directly and indirectly involved in making an implementable document.

Wishing good luck!

DR. GIRISH KATTI

Principal

Dr. GIRISH KATTI M.D.S.
4 PRINCIPAL
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.


Principal


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 Development Plan (SDP) 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 Development Plan, 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 NDC to achieve its goal to become an institution of Academic Excellence and providing professional by skilled young Dentist to the society.

Dr. GIRISH KATTI M.D.S.

PRINCIPAL

NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.



Principal

1. ABOUT THE INSTITUTION

Navodaya Dental College (NDC) which was established in the year 2006 by Shri. S. R. Reddy. NDC is a premier education service provider in Raichur, Karnataka which promotes and provide higher education in the country.

Navodaya Dental College, one of the prestigious institutions of Navodaya Education Trust, Raichur was started in the year 2006-2007 with under graduate course in dentistry with the Annual intake of 100 students. The post-graduate was started in the year 2011 with an annual intake of 26 students in 9 specialties. It is affiliated to Rajiv Gandhi University of Health Sciences, Bangalore (Karnataka) and recognized by Dental Council of India, New Delhi and Ministry of Health & Family Welfare, Government of India.

Dr. GIRISH KATTI M.D.S.
PRINCIPAL

NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.


Principal

2. VISION, MISSION AND POLICY STATEMENT

THE VISION

To establish colleges imparting high quality education by creating requisite infrastructure complemented by state-of-the-art technology, making excellence, a natural inspiration, and to convert Navodaya Colleges as premier education hub.”

THE MISSION

To create new benchmark in exemplary education driven by consistent commitment towards providing complete knowledge-based solutions fostering total career enlightenment for student and personnel.

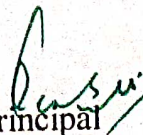
POLICY STATEMENT

We are committed to developing and advancing the college as an institution of higher learning by offering quality education through excellent infrastructure, quality teaching learning process and congenial ambience. The innate talents of students are nurtured through overall development by providing a number of curricular, co-curricular and extracurricular activities. We are also committed to implementing effective and transparent appraisal system.

CORE VALUES

- ✓ Create healthy atmosphere for effective teaching-learning process.
- ✓ Enhance professionalism with good human values.
- ✓ Promote team spirit and healthy competition.
- ✓ Promote creativity and innovation in all activities.
- ✓ Promote equality, integrity, patriotism and brotherhood.
- ✓ Sharing of experience, knowledge and skills

Dr. GIRISH KATTI M.D.S.
PRINCIPAL
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.


Principal

3. Strength, Weakness, Opportunity and Challenges(SWOC)

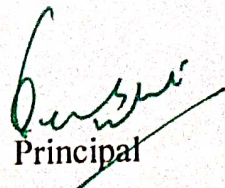
Institutional Strength

- The Vision, Mission and objectives of the college are framed in comprehensive terms.
- Pro-active management with effective leadership.
- The state of art infrastructure and ample space for continuous expansion incorporating advanced clinics.
- Excellent patient service.
- Student centric teaching methodology.
- ICT enabled teaching is employed involving smart boards and advanced ICT tools.
- Computerized academic, administrative and library functions.
- Community outreach programs in the form of camps, and services provided through satellite centers.
- Preclinical lab is well equipped with audio-visual aids.
- Various Skill development programs.
- Holistic programs including yoga are part of the curriculum.
- Formative and summative evaluation.
- Effective maintenance and optimal use of infrastructure.
- Gender friendly environment.
- Safety and Security: The Entire Campus is under security vigilance and CCTV surveillance.

Institutional Weakness

- Limitations associated with affiliated college.
- Limited scholarly contributions by the faculty members
- Lack of autonomy in the development of curriculum & limited advanced research work.
- Alumni Contributions need improvement.

Dr. GIRISH KATTI M.D.S.
PRINCIPAL
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.


Principal

Institutional Opportunity

- Encouragement to faculty for research.
- Excellent internships and job opportunities for our students.
- Scope for consultancy and collaboration for research.
- Increasing need-based extension activities.
- Growing urbanization resulting in increasing patients and economic progress.
- Formation of standard operating guidelines for clinical, para-clinical and administrative sections.
- To penetrate the near and far villages with patient centric out-reach proposals.

Institutional Challenge

- Enhancing employability of our students with vast curriculum.
- Getting qualified & experienced faculty in emerging areas.
- Sustaining quality of education imparted.
- Changing academic and employment scenario.
- Attrition rate among the junior faculty members.

4. Strategic Goals

The passionate team of NDC has framed the Institution's strategic Goals after several discussion and planning guidance by the Mission and Vision of the Institute's Quality Policy, Core Values, Stake holder's expectations and SWOC analysis.

Institution's Strategic Goals:

1. Following effective teaching learning process
2. Developing and following leadership and participative management
3. Establishing a continuous Internal Quality Assurance System
4. Ensuring good governance
5. Ensuring the development and participation of students
6. Ensuring welfare and development of staffs
7. Developing financial management
8. Emphasizing on community interactions, services and activities
9. Development of entrepreneurship- skill development programs.
10. Encouraging research and development work
11. Increasing internal revenue generation
12. Increasing Alumni Interaction & participation and Outreach activities

Dr. GIRISH KATTI M.D.S.
PRINCIPAL

Principal 

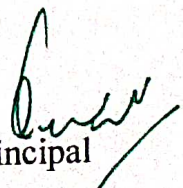
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.

13. Involving memberships of professional bodies, Local chapters, student's chapter etc.

Strategic Plan, Sub -strategic plan and Status

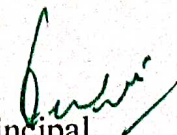
The Strategic Plan seeks to leverage the strengths that NDC has developed over a decade and to build them upon to acquire and develop new strengths. In particular, the Strategic Plan proposes to nurture the large groups of faculties working on transformational technologies that have the potential to address the social challenges on the oral health faced in India today- specifically in rural areas. Strategic Plan identifies the following broad targets:

Dr. GIRISH KATTI M.D.S.
10 PRINCIPAL
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.


Principal

Sr. No	Strategic Plan	Sub-strategic Plans	Status
1.	Enhance engagement with Society	Other Social Activities and contributions	Deployed
2.	Diverse Student learning environment	ICT based TL, Value added, Skill Development center, etc.,	Deployed
3.	Enhance engagement with Other institutions	Guest Lectures, Internship, MOUs Other Initiatives.	Deployed
4.	Improve internal support Systems	ERP, ICT & LMS, effective Implementation	Deployed
5.	Enhance alumni Engagement	Registered Alumni Association, Alumni Meet, Alumni involvement	Deployed
6.	Develop a cleaner and greener campus	Solar, LED, All type of Waste Management, Green Landscaping	Deployed
7.	Academic Autonomy and Institutional Curriculum	Improvement in Admission, NAAC Assessment with A grade, Academic Autonomy from University Grants Commission.	Process Initiated.

Dr. GIRISH KATTI M.D.S.
PRINCIPAL
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.

Principal 

5. Strategic Planning (2021-2027)

The team consisting of Principal, Heads of Departments and senior faculties that develops drives and deploys the following policy.

Teaching learning process	<ul style="list-style-type: none">• Academic planning and preparation of Academic Calendar• Teaching plan as per Rajiv Gandhi university• Preparation of Lesson Plan based on CO & PO mapping• Use of more teaching aids and adopt more ICT• Development of e-learning resources• Promote research facilities• Provide mentoring and personal support• Follow a transparent and fair feedback system• Conduct training based on needs• Evaluation of parameters and benchmarking• Continuous process of assessment outcomes.• Implementation of best practices
Leadership and participative management	<ul style="list-style-type: none">• Reporting structures• Decentralize the academic, administration and student related authorities & responsibilities• Prescribe duties, responsibilities and accountability• Compilation of student and faculty work.• Establishment of functional committees
Internal Quality Assurance System	<ul style="list-style-type: none">• Established IQAC• Framing of Quality Policy & publishing regularly• Formation of Quality Monitoring Committee & functioning• Educating & training all employees• Periodical checking & guidance for quality improvement• Reviewing the IQAC quarterly report & audit• Remedial measures for audit• Promoting best practices

Dr. GIRISH KATTI M.D.S.
12 PRINCIPAL
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.

Principal

	<ul style="list-style-type: none"> • Annual report preparation & submission
Good governance	<ul style="list-style-type: none"> • Vision, Mission development & their articulation in key progress. • Inclusion of management or governing council body & academicians in the General Body meeting • Evaluation of Institution'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 • Reviving internal audit committee • Code of conduct and policy formulation, approval and implementation • Establishing fair and transparent performance appraisal system
Student's development and participation	<ul style="list-style-type: none"> • Budget allocation for student development programs and activities • Career Guidance programs. • Skill development programs • Formation of student council • Student's representation in various committee and cell • Participation in competitions • Organizing competitions • Rewards & recognitions of achievers • Participation in extracurricular activities • Participating in social and welfare activities
Staff development & welfare	<ul style="list-style-type: none"> • Recruitment Policy formation & implementation • Staff performance evaluation system • Staff Training for quality improvement

Dr. GIRISH KATTI M.D.S.
13 PRINCIPAL
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.

Principal

	<ul style="list-style-type: none"> • Best possible work facilities & infra structure facilities • Code of conduct, service rules & leave rules • Staff welfare policy implementation • Rewards, recognitions and incentives • Deputation for seminars, conferences and workshops etc. • Sponsorship/ Motivation for qualification improvement • Support for research, consultancy, innovations
Financial management	<ul style="list-style-type: none"> • Framing & implementation of Purchase and Financial policies • Strategic financial planning - income & expenditure • Effective functioning of purchase committee • Budget formulation & approval through Finance Committee • Periodic Audit
Institute – social organization Interaction	<ul style="list-style-type: none"> • Formation of social organization & institute interaction cell • MoUs with other institutions/ organizations • Support for internships, visits, trainings, guest lectures • Providing opportunities for conducting sponsored projects • Providing career guidance • Strengthen training & skill development • Establishing innovation centers
Research and innovation	<ul style="list-style-type: none"> • Dedicated R & D facilitation center • Establish and develop Laboratories with more research facility • Fund generation through Project proposals • Apply for Government/Non-Government institutions, sponsored funds • Collaborations with Government & Private Institutes, Universities and Research Organizations • Applying for patent
Alumni Interaction	<ul style="list-style-type: none"> • Formation of Alumni association, participation and Registration

Dr. GIRISH KATTI M.D.S.
 14 PRINCIPAL
 NAVODAYA DENTAL COLLEGE
 RAICHUR-584 103.

[Signature]
 Principal

	<ul style="list-style-type: none"> • Data base creation, Regular interactions with alumni and networking • Recognition of successful alumni • Leverage for guest lecturers / internships/ training/ entrepreneurship • Exploring Contributions
Community Services and Outreach Activities	<ul style="list-style-type: none"> • Budget from institution resources/Faculty/students/other donors • Identify community and social development work • Identify challenges of society for development work • Providing health education to community • Dental Education support to village people • Conducting awareness camps
Physical infrastructure	<ul style="list-style-type: none"> • Infrastructure building development & modification • Smart Class rooms, Tutorials, Seminar halls • Modernization of Clinics & equipment • Library infrastructure upgradation • System upgradation • Facilities for e-learning • Safety & Security management • Water facility • Medical facility • Sports facilities(indoor/outdoor). • Plantations • Rain water harvesting • Renewable Energy usage • Hygiene, zero plastic & green campus • Food court and hostel facilities

15
Dr. GIRISH KATTI M.D.S.

Principal

PRINCIPAL

NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.

6. Strategy Implementation and Monitoring

After approval of Strategic development plan the next step is 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.

Implementation at Institute Level

Governance & Administration	Chairman & Members of General Body, Administration Office
Branding /Expansion	General Body members, Local Management Committee
Students Admissions	Principal, Administrative office, Director-
Statutory Compliance	Principal, Coordinators
Infrastructure (physical)	College infrastructure, sports complex
Infrastructure (Academics)	Library, laboratories, smart classrooms, e-learning, modernization of clinics
Teaching- Learning	Principal, HODs, Faculty members
Research& Development	Proposals and funds from government & non-government organizations
Students Development	Skill development, extracurricular activities
Departmental Activities	HODs and Faculty
Training & Placement	Career guidance, skill development
Quality Assurance	IQAC team

16
Dr. GIRISH KATTI M.D.S. Principal
PRINCIPAL
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.

7. Measurable during Implementation

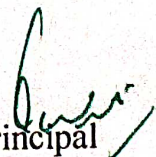
Effective Teaching learning process	<ul style="list-style-type: none"> ✓ Utilization of different teaching aids ✓ Syllabus completion ✓ Mini projects, Major projects, Seminars ✓ Different learning resources ✓ Student's counseling/mentoring/ training sessions conducted ✓ Conducting IA & evaluation ✓ Student feedback
Leadership and participative management	<ul style="list-style-type: none"> ✓ Reporting structures ✓ Decentralization of various domains - academic, administration, staff welfare, student development and faculty appointments ✓ Code of conduct - Ethics, duties, responsibilities and accountability ✓ Functions of statutory committees – no. of meetings/ annuals, minutes of meetings ✓ Strategic Planning & implementation
Internal Quality Assurance System	<ul style="list-style-type: none"> ✓ Number of IQAS initiatives/quarterly reports ✓ Audit Reports ✓ AQAR submission
Good governance	<ul style="list-style-type: none"> ✓ General Body selection (Inclusion of Chairman, trustee members & Principal) ✓ General Body meetings- annually ✓ Governing Council meeting- half yearly ✓ Vision, Mission, Dissemination & Review ✓ Organization structure.

Dr. ¹⁷ **GIRISH KATTI** M.D.S. Principal
 PRINCIPAL
 NAVODAYA DENTAL COLLEGE
 RAICHUR-584.103.

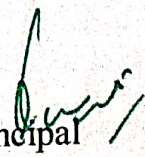
	<ul style="list-style-type: none"> ✓ Decentralization of domains ✓ E-governance ✓ Resource mobilization ✓ Staff appraisal & career advancement ✓ Service rules & benefits
Student's development and participation	<ul style="list-style-type: none"> ✓ Intra-college cultural, sports events and co-curricular activities ✓ Inter-college Sports, cultural and co-curricular events organized ✓ Encouraged to participate in Regional, National & international competitions ✓ Regional, National & International recognitions received ✓ Skill development programs ✓ Encouraged to participate in state and National level conferences and conventions. ✓ Sports infrastructure provided
Staff development & welfare	<ul style="list-style-type: none"> ✓ Faculty development programs organized ✓ Encourage for higher education ✓ Staff welfare schemes ✓ Encourage in research activities and publications. ✓ Staff awards recognitions & incentives
Financial management	<ul style="list-style-type: none"> ✓ Annual Budget planning - income & expenditure ✓ Allocation and utilization of funds ✓ Internal & External Audit
Institute and organization interaction	<ul style="list-style-type: none"> ✓ Active MoUs ✓ Initiatives & activities through MoUs ✓ Institute - organization annual Interaction meetings ✓ Initiatives & contributions by Institute - organization interaction

Student Development	<ul style="list-style-type: none"> ✓ Career Guidance programs. ✓ Skill development programs ✓ Formation of student council ✓ Student's representation in various committee and cell ✓ Participation in competitions ✓ Organizing competitions ✓ Rewards & recognitions of achievers ✓ Participation in extracurricular activities ✓ Participating in social and welfare activities
Alumni Interaction	<ul style="list-style-type: none"> ✓ Alumni association and Registration ✓ Data base creation, annual interactions with alumni ✓ Recognition of successful alumni ✓ Guest lecturers / internships/ training/ entrepreneurship for alumni ✓ Skill development programs ✓ Career guidance
Community Services and Extension Activities	<ul style="list-style-type: none"> ✓ Trainings/ awareness camps conducted ✓ Budget from institution resources/ Faculty/ students/other donors ✓ Community and social development work ✓ Free treatment camps conducted at school levels and community ✓ Health awareness programs conducted ✓ Dental Education support provided to village people

Dr. GIRISH KATTI M.D.S.
 PRINCIPAL
 NAVODAYA DENTAL COLLEGE
 RAICHUR-584 103.


 Principal

<p>Research and innovation</p>	<ul style="list-style-type: none"> ✓ National / international conferences attended by faculties ✓ Papers published by Faculty members in national / international conferences. ✓ Articles published by Faculty members in national / international conferences. ✓ Contributions by faculty members in book publication ✓ Labs/equipment's established and developed with respect to research facilities ✓ RGUHS research grants undertaken.
<p>Physical infrastructure</p>	<ul style="list-style-type: none"> ✓ Building extensions and smart class rooms added ✓ Library building, food court and sports complex ✓ New Laboratories added ✓ New equipment added ✓ Annual budget allocated & utilized ✓ Harvesting & Recycling of water plant ✓ Renewable energy source development ✓ Green initiatives
<p>Infrastructure – Academic</p>	<ul style="list-style-type: none"> ✓ Back volumes of journals & Book titles are added in library ✓ National & international Journals annual subscriptions done ✓ Digital Library upgraded ✓ Smart Classroom introduced ✓ ICT enabled classrooms


Dr. GIRISH KATTI M.D.S. Principal
 PRINCIPAL
 NAVODAYA DENTAL COLLEGE
 RAICHUR-584 103.

9. Monitoring of strategic plan

The implementation of strategic plan will be monitored time to time by Principal and other committee members through periodic review. The section heads will prepare the detailed progress report and present it in the review meetings. The benchmark of quality standards and its monitoring, evaluation of attainment will be carried out by the IQAC independently. The IQAC will report the findings to the Academic Council quarterly and General Body annually. With thorough analysis of outcomes and based on IQAC report, the above will recommend the corrective actions, for further processes and deployment of resources. All these reports will be forwarded for further discussions and implementation by the management.

Dr. GIRISH KATFI M.D.S.
PRINCIPAL
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.

Principal

10. Conclusion

The Strategic Development Plan is an effort for paving a pathway towards accomplishment of goals & dreams of NDC. Just formulating the strategic plan doesn't ensure success, but it provides a guiding framework which is a 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 emphasizes the role of IQAC in ensuring the quality of implementation.

22
Dr. GIRISH KATTI M.D.S. Principal
PRINCIPAL
NAVODAYA DENTAL COLLEGE
RAICHUR-584 103.