

## ***The institutional perspective plan***

Our college functions in a decentralized manner, with decision-making distributed among various committees, sub-committees, and departments. These bodies propose decisions which are then reviewed either by the Internal Quality Assurance Cell (IQAC) or the Principal for approval. The Governing Body (GB) holds the top managerial position within the institution. They collaborate closely with the Principal, who provides comprehensive plans for the college's overall development, encompassing its vision, planning, and future initiatives. Once the GB approves these plans, the Principal oversees their execution with the assistance of both teaching and non-teaching staff along with various committees and sub-committees.

The IQAC plays an active role in formulating and executing quality policies and plans through meetings, recommendations, and data management. Additionally, sub-committees, under the Principal's leadership, continuously monitor and assess the implementation of planned activities. The GB solicits action plans from the institution, facilitated through the Principal who acts as a liaison between the GB and other stakeholders. These action plans are formulated in meetings and are aligned with the institution's strategic plan, ensuring all aspects of institutional development receive due consideration. The college management values input from all stakeholders, including employees, students, parents, alumni and others. Regular interactions between the Principal, GB representatives, and teachers facilitate the gathering of stakeholders' views. Planning and policy implementation receive support through needs analysis, research, and stakeholder consultations. Regular meetings with teaching and non-teaching staff, student representatives, and guardians further enhance communication and collaboration. The IQAC, Academic Sub-committee, and Teachers' Council convene regularly to address academic matters.

In the past five years, several perspective plans have been implemented to enhance various aspects of the college. These include introducing an annual college schedule through collaboration between the Cultural Committee, Teachers Council, and Academic Sub-Committee. Efforts to fill vacant teaching posts were coordinated by the Teachers Council and Academic Sub-Committee. As we are a state-aided college we must follow West Bengal Service Rules for employment of full time faculty. We properly maintain 100% roster for full time teaching faculty positions. Requisitions for vacant posts are sent to the West Bengal College Service Commission (WBCSC). WBCSC recommends candidates against the vacant teaching posts and based on such recommendation appointments are carried out by the Governing Body. We follow the West Bengal Service Rules with respect of all full time staff members.

In 2017-18, up-gradation of the infrastructural quality of the college was planned installation of CC Camera, Students Admission Software, water purifier were installed along with expenditure on furniture, flooring and generator room were incurred under guidance of with various committees and sub-committees. In 2018-19 plans for preparation of yearly schedule of the college to the teaching, nonteaching staff and students at the beginning of the year through distribution of academic calendar were deployed and success was achieved by Teacher's Council and Academic Sub- Committee. Affiliation of Bachelor Degree Programme (BDP) from Netaji Subhash Open University (NSOU) was applied and received by joint effort of principal and Academic Sub- Committee. Further, Construction and renovation projects funded by the college were overseen by the Building Committee. Plans to enhance sports facilities, introduce vocational courses, and establish partnerships with nearby institutions were executed with involvement from relevant committees and sub-committees, emphasizing the collaborative approach to institutional development

*Suker*  
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Principal  
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