ST.XAVIER'SCOLLEGEOF EDUCATION
(AUTONOMOUS)

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NAACAccreditedwith'A'Grade(3rd Cycle)

AffiliatedtoAryabhattaKnowledgeUniversity,Patna

PERSPECTIVE PLAN

ABOUT THE COLLEGE

St. Xavier's College of Education (Autonomous) is an unaided Christian Minority Institution established in 1988 and managed by the members of Patna Province of the Society of Jesus. The Society of Jesus, founded by St. Ignatius of Loyola in 1540 has been active in the field of education throughout the world since its inception. In India alone, the Jesuits are at present responsible for several top-notch colleges, management institutes, teacher training institutes, technical institutes, social institutes, the centre of scientific and historical centers of inter-religious dialogue, higher secondary, secondary, and primary schools& hundreds of non-formal education centers.

St. Xavier's College of Education (Autonomous) is a co-educational institution with permanent recognition from the government of Bihar, permanentaffiliation from Aryabhatta Knowledge University and permanent recognition from the National Council for Teachers Education (NCTE), accreditation from the National Assessment and Accreditation Council (NAAC) with 'A' grade, and recognition from UGC under 2f and 12 B of UGC act 1956. It was conferred autonomous statusby UGC in 2018. Though the college was founded with the primary objective of providing teacher training in a Christian atmosphere for deserving students, especially those belonging to the Catholic community, it admits other students irrespective of caste and creed. However, this Catholic college's goals and activities are pervaded with a strong sense of God who alone gives meaning to life. Various religious beliefs of students are fully respected. Since the inception of the college, it has grown with a clearfocus on quality & excellence. Currently, it offers B.Ed., M.Ed., and Ph.D. courses. Variousvalue-added courses arealso offered by the institution.

SWOC ANALYSIS

STRENGTHS

- Autonomous status allows the college to design its curriculum independently.
- The college enjoys a high level of public esteem and respect, fostering strong expectations.
- Demonstrated history of achievements and consistent institutional growth and development.

- Embraces a rich tradition and is managed by a Humanistic Jesuit leadership.
- Faculty and administration are qualified, dedicated, and possess significant potential.
- Stakeholders exhibit understanding and provide supportive engagement.
- An active and collaborative Alumni Association contributes to institutional advancement.
- The college boasts well-maintained and ample infrastructure.
- Learning Resource Centres are adequately equipped to meet the needs of students.
- The organizational climate is conducive to academic and personal growth.
- The Department of Examinations is professionally managed, ensuring smooth coordination.
- The student body reflects multicultural and multilingual diversity.
- Both staff and students effectively transitioned to online teaching during the pandemic.

WEAKNESSES

- The Journal of Research in Education (JRE) is not included in the UGC-CARE List.
- Admission processes for both B.Ed. and M.Ed. programs are prolonged.
- Extended internship programs deter many reputable private schools from accepting trainees.
- The two-year duration of the B.Ed. program places significant stress on learners, particularly during the internship phase.
- There is a trend of less enthusiastic candidates entering the teaching profession.

OPPORTUNITY

- There is potential for increased collaboration with sister institutions.
- There are numerous opportunities for innovative online teaching-learning methods.
- Availability of e-gadgets can enhance academic interaction.
- Space and infrastructure could be allocated for a 4-year integrated B.Ed. programs.
- Easy access to government-run schools in the city presents opportunities for partnerships.
- There is ample scope for outreach programs to engage with the community.
- There is a possibility of establishing a centrally recognized research centre.

CHALLENGES

- Lack of cooperation from neighbouring schools for student internships.
- Delayed and prolonged counselling process for admission to B.Ed. programs.
- Limited financial resources beyond student fees.
- Difficulty for Hindi medium students in coping with English medium instructions.
- Challenges for students from economically and socially disadvantaged backgrounds in maintaining academic standards.
- Implementation of the 4-year integrated B.Ed. program.
- Reduced intake for M.Ed. programs due to session delays.
- Increased academic pressure on staff due to session delays.

- Necessity to adjust the academic calendar due to session delays.

STRATEGIC GOALS

1. ACADEMIC EXCELLENCE

Objectives:

• Providing personalized training through integral pedagogy and mentoring.

• Offering all-round training encompassing intellectual, cultural, social, emotional, physical, aesthetic, moral, and spiritual aspects.

• Leveraging IT communication media and innovative practices.

• Designing and implementing effective and enriched curricula across all academic programs.

Strategies:

• Enhancing curricula based on Outcome-Based Education (OBE) principles.

• Recruiting well-qualified faculty members to ensure high-quality education.

• Promoting the use of ICT-enabled teaching aids and tools to enhance learning outcomes.

• Developing a robust and transparent examination and evaluation system to assess student progress accurately.

• Introducing a diverse range of skill-oriented add-on certificate courses to supplement core academic programs.

2. RESEARCH AND DEVELOPMENT

Objectives:

• Cultivating and fostering a culture of research among both faculty and students.

• Providing a conducive research environment equipped with necessary resources and facilities.

• Stimulating and supporting faculty and students to engage in productive research endeavours.

Strategies:

• Implementation of a well-defined Research Promotion Policy to guide and incentivize research activities.

• Establishment of separate libraries for M.Ed. and Ph.D. (Education) programs to cater to specific research needs.

• Encouraging faculty members to seek research funding from reputable agencies to support their research projects.

• Motivating faculty members to publish their research findings in esteemed national, international, and UGC peer-reviewed journals.

• Providing financial assistance to faculty members for their participation in national-level seminars, conferences, and workshops to enhance their research acumen and network with peers.

3. INFRASTRUCTURAL DEVELOPMENT

Objectives:

• Establishing a robust and modern infrastructure to support the educational environment.

• Enhancing teaching-learning resources and tools for effective educational delivery.

• Providing a comprehensive range of physical facilities within the campus premises.

Strategies:

• Ensuring the maintenance and adequacy of infrastructure to meet the institution's needs.

• Equipping staff rooms, seminar halls, office spaces, and computer labs with air conditioning units for enhanced comfort.

• Implementing a solar lighting system across the campus to promote sustainability and energy efficiency.

• Renovating older infrastructure to maintain functionality and aesthetic appeal.

• Undertaking landscaping and garden beautification initiatives to create an aesthetically pleasing environment conducive to learning.

• Installing water harvesting and vermicomposting systems to promote eco-friendliness and environmental sustainability.

• Enhancing security measures by installing new CCTV cameras in strategic locations both within and around the college premises.

4. FACULTY DEVELOPMENT INITIATIVES

Objectives:

• Cultivating high-level competency among teachers and staff to excel academically and institutionally.

• Supporting staff and students in realizing their full potential and talents.

• Offering financial assistance to staff members for their professional growth and development.

Strategies:

• Recruiting qualified and experienced teachers to ensure academic excellence.

• Enhancing the IT skills of faculty and staff members to adapt to technological advancements.

• Establishing facilities aimed at improving teaching skills and fostering research capabilities among teachers.

• Promoting the use of ICT-enabled teaching-learning methods across all departments.

• Conducting training programs, workshops, and orientation sessions for teachers and staff members in relevant areas.

• Encouraging continuous professional development and academic advancement among teachers.

• Providing financial support for attending seminars, workshops, and training programs to facilitate ongoing learning and skill enhancement.

5.COLLABORATIONS AND CONSULTANCY

Objectives:

• Establishing partnerships and connections with institutions, governmental bodies, and non-governmental organizations (NGOs).

• Organizing joint programs and activities aimed at enhancing the development of both staff and students.

Strategies:

• Forming Memorandums of Understanding (MoUs) with esteemed organizations and institutions to foster collaboration.

• Establishing connections with governmental agencies and NGOs to leverage resources and expertise.

• Facilitating teacher-student exchange programs in collaboration with partner agencies.

• Coordinating collaborative initiatives encompassing academic, research, and cultural domains to enrich the learning experience.

6. HOLISTIC DEVELOPMENT AND EMPOWERMENT

Objectives:

• To foster holistic education by emphasizing co-curricular and extra-curricular activities alongside academic achievements.

Strategies:

• Facilitating career advancement programs and placement drives through the dedicated Placement Cell and various departments.

• Organizing events and cultural activities focused on gender sensitization, exploring career opportunities, and promoting women's empowerment.

• Developing curricula for all academic programs based on Outcome Based Education (OBE) principles to ensure comprehensive learning outcomes.

7. ENVIRONMENT CONSERVATION AND SUSTAINABILITY

Objectives:

• Enhance understanding of the environment and its interaction with humanity.

• Equip individuals with skills to address environmental challenges.

• Raise awareness about various environmental issues.

Strategies:

• Implementing energy-efficient practices such as installing LED bulbs campus-wide.

• Establishing solar lighting systems to reduce reliance on non-renewable energy sources.

• Implementing waste segregation practices for effective waste management.

• Promoting a plastic-free environment within the campus.

• Organizing plantation drives both within and outside the campus premises to promote greenery and biodiversity.

8. BRANDING AND COMMUNICATION

Objectives:

•Increase the visibility of the institution within academic and societal spheres.

• Foster interactive communication with stakeholders.

Strategies:

• Develop and maintain an engaging college website, regularly updating content.

• Feature the institution's vision, mission, objectives, and core values prominently on the website and in publications.

• Enhance presence on social media platforms such as Facebook, Instagram, and YouTube.

• Incorporate the college logo in all official documents, both physical and digital.

• Seek membership in reputable associations and boards to bolster institutional credibility.

9. ETHICS AND VALUE EDUCATION

Objectives:

• Implement a value-based course on 'Inter-Religious Studies' for all B.Ed. and M.Ed. students.

• Schedule the singing of the college anthem before the commencement of classes.

• Conduct value-based personality development classes for all students.

• Organize seminars, quizzes, poster-making competitions, and other programs on relevant topics.

Prof. (Dr.) Ignatius Topno,S.J.
PRINCIPAL

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