

Institutional Development Plan (IDP)

1. Introduction

- Founded in 2007 by Tmt. N. Sendamaraai under the support of J.K.K. Rangammal Charitable Trust, Sresakthimayeil Institute of Nursing & Reserach has a longstanding commitment to providing exceptional nursing education. As a part of the JKKN Educational Institutions with over 57 years of legacy in educational services, the institution is affiliated with The Tamil Nadu Dr. M.G.R. Medical University, Chennai. It is also recognized by the Tamil Nadu State Nurses and Midwives Council and the Indian Nursing Council, ensuring adherence to high standards in nursing education. The institution offers a comprehensive range of nursing programs, including Basic B.Sc. (Nursing), Post Basic B.Sc. (Nursing), and M.Sc. (Nursing), with a focus on developing skilled and compassionate nursing professionals equipped to meet modern healthcare challenges

2. Vision, Mission, and Strategic Direction

- **Vision Statement:** To be a Leading Global Innovative Solutions provider for the ever changing needs of the society.
- **Mission Statement:** Empower learners with deep nursing knowledge , desirable attitude , practical skills, critical thinking & efficient communication as well as help them to understand bio-convergence and guide them to become nursing leaders and problem solvers in delivering patient-centred care.

Core Values:

- V1: Innovation – Continuously striving for advancement in education, research, and community impact through creative and forward-thinking approaches.
- V2: Commitment to Excellence – Upholding the highest standards in all aspects of teaching, learning, and research to ensure that students reach their full potential.

- V3: Think Big – Encouraging students and faculty to have a visionary approach, embracing bold ideas and thinking beyond conventional boundaries.
- V4: Integrity – Maintaining transparency, honesty, and ethical practices in every endeavor of the institution.
- V5: Teamwork – Fostering a collaborative and supportive environment where faculty, staff, and students work together to achieve shared goals.

3. Strategic Goals and Development Objectives

Curricular Aspects Committee (CAC)

Rationale: The Curricular Aspects Committee ensures the foundation for fostering competencies that align directly with the institution's Vision to be a leading global innovative solutions provider and the Mission to develop skilled, compassionate, and forward-thinking nursing leaders. By focusing on innovation, excellence, and student-centered care, this committee supports the transformative education required for the evolving healthcare landscape.

Working Group 1.1: Curriculum Planning and Development

Rationale: This group ensures that the curriculum is an embodiment of the Vision to inspire innovation and excellence in nursing education while addressing the Mission of preparing nursing leaders capable of solving modern healthcare challenges.

- Design competency-based curricula aligned with the Indian Nursing Council (INC) regulations.
- Develop interdisciplinary learning modules integrating healthcare trends like telehealth and nursing informatics.
- Incorporate advanced simulation-based training within the curriculum to enhance clinical decision-making skills.

Working Group 1.2: Curriculum Enrichment

Rationale: Dedicated to elevating the learning experience, this group aligns with the Vision of creating holistic nursing education and the Mission of nurturing culturally competent, patient-centered care providers capable of delivering impactful solutions.

- Introduce elective courses focusing on mental health, palliative care, and healthcare informatics.
- Organize workshops and guest lectures from industry experts to bridge theoretical and practical knowledge.
- Integrate cultural competence and patient-centered care principles into the learning modules.

Working Group 1.3: Feedback System

Rationale: Through a commitment to continuous quality improvement, this group advances the Vision of transparency and accountability, fulfilling the Mission of engaging all stakeholders in shaping a responsive and dynamic curriculum.

- Establish a digital platform for collecting feedback from students, faculty, and stakeholders.
- Use analytics tools to evaluate feedback for continuous improvement in curriculum design.
- Publish annual curriculum enhancement reports to maintain transparency and accountability.

Teaching-Learning and Evaluation Committee (TLEC)

Rationale: The Teaching-Learning and Evaluation Committee plays a critical role in aligning institutional strategies with the Vision of fostering global competencies and innovation while adhering to the Mission of empowering students with practical skills, critical thinking, and leadership capabilities. This alignment ensures a transformative learning environment conducive to excellence.

Working Group 2.1: Student Enrollment and Profile

Rationale: By targeting diverse student demographics, this group supports the Vision of inclusivity and the Mission of preparing versatile nursing professionals capable of addressing global healthcare challenges.

- Develop inclusive admission strategies targeting diverse student demographics.
- Implement digital profiles for tracking student academic and clinical progress.
- Conduct regular orientation sessions to familiarize students with the nursing profession.

Working Group 2.2: Learner-Learning Facilitator Ratio

Rationale: Ensuring optimal faculty-student ratios reflects the Vision of excellence and the Mission's emphasis on providing personalized and effective learning experiences.

- Recruit qualified nursing educators to ensure optimal faculty-student ratios.
- Conduct annual assessments of teaching workloads and reallocate resources as needed.
- Develop a mentorship program to support faculty in handling diverse student needs.

Working Group 2.3: Teaching-Learning Process

Rationale: Innovation in teaching methodologies aligns with the Vision of forward-thinking education and the Mission's goal of nurturing critical thinking and leadership skills in students.

- Promote innovative teaching methods like flipped classrooms and experiential learning.
- Introduce AI and VR technologies to enhance clinical teaching.
- Establish student-led learning initiatives like peer teaching and group projects.

Working Group 2.4: Teacher Profile and Quality

Rationale: Fostering faculty excellence supports the Vision of being a leader in education and the Mission's aim to cultivate a knowledgeable and skilled nursing workforce.

- Provide faculty with opportunities for national and international certifications.
- Facilitate professional development through regular workshops and conferences.
- Implement a faculty appraisal system linked to research, teaching, and community service.

Working Group 2.5: Evaluation Process and Reforms

Rationale: Transparent and effective evaluation processes align with the Vision of accountability and the Mission of equipping students with measurable competencies.

- Transition to competency-based assessment methods such as Objective Structured Clinical Examinations (OSCE).
- Develop clear and transparent grading policies for both theory and practical exams.
- Integrate continuous assessments to monitor student progress and provide timely feedback.

Working Group 2.6: Student Performance and Learning Outcomes

Rationale: Monitoring and enhancing student outcomes directly support the Vision of excellence and the Mission of ensuring impactful, patient-centered care delivery.

- Track student performance metrics such as clinical skill proficiency and graduation rates.
- Analyze learning outcomes to identify areas for intervention and improvement.
- Develop a remediation program for students struggling with academic or clinical skills.

Research, Innovations, and Extension Committee (RIEC)

Rationale: The Research, Innovations, and Extension Committee serves as the cornerstone for advancing healthcare through evidence-based research and innovative solutions, aligning with the Vision of being a global provider of innovative solutions. The committee also

mirrors the Mission by equipping nursing leaders with the critical skills and knowledge needed to address evolving healthcare challenges and deliver patient-centered care.

Working Group 3.1: Resource Mobilization for Research

Rationale: By securing funding and resources for research, this group supports the Vision of innovation in nursing education and healthcare solutions while fulfilling the Mission of empowering nursing students and faculty to lead transformative research in patient-centered care.

- Secure grants from healthcare organizations and government bodies for faculty and student research.
- Establish an internal seed fund to support innovative research projects.
- Develop training workshops on research proposal writing and grant applications.

Working Group 3.2: Innovation Ecosystem

Rationale: This group directly contributes to the Vision of providing innovative healthcare solutions by fostering a culture of creativity and collaboration, aligning with the Mission to prepare nursing professionals who can solve complex healthcare problems using modern technologies.

- Set up an innovation hub to encourage student-faculty collaboration on healthcare challenges.
- Promote interdisciplinary research focusing on evidence-based practices.
- Organize hackathons and innovation challenges to develop solutions for community health issues.

Working Group 3.3: Research Publications and Awards

Rationale: Encouraging faculty and student publications aligns with the Vision of thought leadership in global healthcare, while fostering research excellence and critical thinking, core elements of the Mission to empower nursing leaders.

- Encourage faculty and students to publish research in peer-reviewed journals.
- Create an institutional repository for research publications and projects.
- Introduce annual research awards to recognize contributions to nursing science.

Working Group 3.4: Extension Activities and Institutional Social Responsibility

Rationale: This group embodies the Vision of providing innovative solutions to societal challenges, and the Mission of equipping nursing students with the skills needed for patient-centered care in real-world settings, particularly in underserved communities.

- Conduct regular health camps and awareness programs in underserved communities.
- Partner with NGOs and government agencies for impactful community health projects.
- Train students to design and implement evidence-based community interventions.

Working Group 3.5: Collaborations and Linkages Promotion

Rationale: Strengthening collaborations with global healthcare organizations aligns with the Vision of being a leading global solutions provider and supports the Mission by offering nursing students access to diverse international research, knowledge, and learning opportunities.

- Develop partnerships with national and international healthcare organizations for research and education.
- Facilitate student and faculty exchange programs to enhance global learning.
- Formalize industry linkages to offer internships and hands-on training.

Working Group 3.6: Departments Transformation into Centers of Excellence

Rationale: This group advances the Vision of global excellence in nursing education by establishing specialized departments that contribute to the evolving healthcare landscape, and it supports the Mission of empowering nursing students to become leaders in patient-centered care.

- Upgrade departmental facilities to meet global standards in clinical and academic training.
- Establish specialized tracks in areas like geriatric care, pediatric nursing, and critical care.
- Initiate faculty fellowship programs to build research and clinical expertise.

Infrastructure and Learning Resources Committee (ILRC)

Rationale: The Infrastructure and Learning Resources Committee is essential for ensuring that the institution's physical and technological resources meet the standards necessary to provide world-class nursing education. This group supports the Vision of being a leading provider of innovative solutions and the Mission of empowering nursing leaders with the necessary resources and skills to deliver patient-centered care.

Working Group 4.1: Physical Facilities

Rationale: The expansion and modernization of facilities ensure that the infrastructure supports a conducive learning environment, in line with the Vision of innovation in education and healthcare solutions. This group also contributes to the Mission of providing nursing students with the best physical resources to enhance their practical and theoretical knowledge.

- Expand and modernize classrooms, laboratories, and libraries to meet INC standards.

- Introduce eco-friendly campus initiatives like solar energy and rainwater harvesting.
- Ensure facilities comply with safety standards, including fire safety and accessibility.

Working Group 4.2: Library as a Learning Resource

Rationale: By enhancing library resources and access to specialized nursing knowledge, this group supports the Vision of fostering innovation and excellence in nursing education and research, while promoting the Mission of empowering nursing professionals with the critical knowledge needed to solve healthcare challenges.

- Upgrade library resources to include access to nursing-specific journals and databases.
- Create digital repositories for seamless access to academic resources.
- Organize library orientation programs for new students and faculty.

Working Group 4.3: IT Infrastructure

Rationale: Strengthening IT infrastructure aligns with the Vision of providing innovative healthcare solutions and prepares students for the evolving healthcare landscape. This group also supports the Mission of equipping students with the necessary technological tools for practical skill development and patient-centered care.

- Enhance campus-wide high-speed internet and Wi-Fi accessibility.
- Implement a Learning Management System (LMS) tailored to nursing education.
- Develop cybersecurity measures to protect digital resources and data.

Working Group 4.4: Maintenance of Campus Facilities

Rationale: Ensuring the upkeep and safety of the campus facilities contributes to a sustainable and safe learning environment, supporting the Vision of creating a world-class

institution and aligning with the Mission's focus on providing high-quality education in a secure setting.

- Schedule regular maintenance checks for infrastructure, including labs and classrooms.
- Establish a campus safety committee to oversee emergency protocols and security measures.
- Develop a green audit system to monitor environmental sustainability efforts.

Working Group 4.5: Promoting Use of Technology

Rationale: Integrating technology into teaching and learning aligns with the Vision of forward-thinking education and the Mission of nurturing critical thinking and leadership in nursing students. This group emphasizes the need to embrace digital innovation to improve clinical skills and overall educational outcomes.

- Integrate virtual simulation tools into clinical training and skill development.
- Train faculty on the use of AI and other advanced technologies for teaching.
- Adopt analytics platforms to track and improve student performance.

Student Support & Progression Committee (SSPC)

Rationale: The Student Support & Progression Committee plays a pivotal role in ensuring that students are provided with the necessary support for their academic, professional, and personal growth. By focusing on student wellbeing, progression, and engagement, this committee directly supports the Vision of being a leading provider of innovative solutions and aligns with the Mission to empower nursing students to become competent, compassionate leaders in healthcare.

Working Group 5.1: Student Mentoring and Support Services

Rationale: Providing comprehensive mentoring and support services aligns with the Vision of fostering a holistic approach to education, addressing the evolving needs of students. This group also supports the Mission of nurturing nursing professionals by helping them build resilience, critical thinking, and career readiness.

- Set up a student wellness center offering counseling and career services.
- Launch a mentorship program connecting students with faculty and alumni.
- Conduct stress management and resilience-building workshops.

Working Group 5.2: Student Progression

Rationale: Monitoring student progression ensures that the institution is meeting its goals of excellence and that students are on track to become skilled, compassionate leaders. This group aligns with the Vision of preparing students to solve modern healthcare challenges and the Mission of helping them progress through academic and professional milestones.

- Monitor and report on student progression metrics like retention and graduation rates.
- Provide academic support services like tutoring and skill-building workshops.
- Develop a pathway program for career readiness, including certification opportunities.

Working Group 5.3: Student Participation and Activities

Rationale: Encouraging student participation in extracurricular activities enhances leadership skills and prepares students to be well-rounded nursing professionals. This group contributes to the Vision of creating global leaders and supports the Mission of empowering students with critical thinking, leadership, and practical skills for delivering patient-centered care.

- Organize leadership development programs through student councils and clubs.
- Facilitate participation in extracurricular activities, including sports and cultural events.
- Encourage students to present their projects at national and international forums.

Working Group 5.4: Alumni Engagement

Rationale: Strengthening alumni relations and involving them in institutional development aligns with the Vision of being a global leader in healthcare education and innovation. This group also supports the Mission by fostering mentorship and career opportunities for students, enabling them to contribute to the healthcare community even after graduation.

- Develop an interactive alumni portal to strengthen alumni relations.
- Host annual alumni meet to foster networking and mentorship opportunities.
- Collaborate with alumni to raise funds for scholarships and campus development.

Governance, Leadership, and Management Committee (GLMC)

Rationale: The Governance, Leadership, and Management Committee ensures the strategic direction and operational excellence of the institution, reinforcing the Vision of being a global leader in innovative healthcare solutions. The committee also embodies the Mission by fostering leadership, transparency, and effective management practices to empower students, faculty, and staff in delivering patient-centered care.

Working Group 6.1: Institutional Vision and Leadership

Rationale: Aligning institutional goals with the Vision and Mission is fundamental to ensuring that every decision and strategy is directed towards excellence and innovation. This group promotes strong leadership to steer the institution towards fulfilling its goal of preparing nursing leaders capable of solving healthcare challenges.

- Align institutional goals with the mission and vision statements.
- Develop leadership training programs for faculty and administrative staff.
- Establish a transparent decision-making framework for governance.

Working Group 6.2: Strategy Development and Deployment

Rationale: Strategic planning and execution are essential for fulfilling the institution's Vision of becoming a global solutions provider. This group ensures that strategies are implemented effectively to meet long-term goals, enhancing the institution's ability to adapt to evolving healthcare education needs.

- Oversee the execution of the Institutional Development Plan (IDP).
- Develop a dashboard to monitor the progress of strategic goals.
- Conduct annual reviews to reassess and refine strategies.

Working Group 6.3: Faculty Empowerment Strategies

Rationale: Empowering faculty is crucial for maintaining educational excellence. This group ensures that faculty members are provided with opportunities for growth and recognition, directly supporting the Vision of leadership in education and the Mission of equipping faculty to empower students in patient-centered care.

- Offer grants and scholarships for faculty pursuing advanced degrees or certifications.
- Recognize and reward faculty contributions in teaching and research.
- Develop mentoring programs for junior faculty.

Working Group 6.4: Financial Management and Resource Mobilization

Rationale: Effective financial management and resource mobilization ensure the sustainability and growth of the institution. This group aligns with the Vision of providing innovative solutions by exploring diverse funding sources and the Mission of maintaining financial transparency to support the educational goals of the institution.

- Diversify revenue streams by exploring public-private partnerships.
- Implement cost-saving measures without compromising educational quality.
- Develop a transparent budgeting process involving key stakeholders.

Institutional Values and Best Practices Committee (IVBPC)

Rationale: The Institutional Values and Best Practices Committee plays a crucial role in ensuring that the institution's activities align with the core values of ethics, global competencies, and sustainability. This committee supports the **Vision** of providing innovative global solutions by fostering a value-driven culture and promoting best practices that equip nursing professionals with the ethical and global competencies needed to address evolving healthcare needs.

Working Group 7.1: Human Values and Professional Ethics

Rationale: This group emphasizes the importance of human values and professional ethics in shaping compassionate, ethical nursing professionals. By integrating these values into both the curriculum and clinical practices, this group contributes directly to the **Mission** of developing nursing leaders who are guided by ethical principles and are equipped to deliver patient-centered care.

- Conduct regular workshops on professional ethics and human values.
- Integrate ethical considerations into the curriculum and clinical practices.
- Develop a code of conduct for students and faculty.

Working Group 7.2: Fostering Global Competencies

Rationale: Fostering global competencies is essential for preparing students to engage with healthcare systems worldwide. This group ensures that students are equipped to handle global healthcare challenges, aligning with the **Vision** of being a global leader in innovative healthcare solutions and the **Mission** of preparing nursing leaders capable of working in diverse global environments.

- Introduce training programs focused on global healthcare standards and practices.

- Develop partnerships for international nursing internships.
- Promote cross-cultural learning through exchange programs.

Working Group 7.3: Inculcating Value System among Students

Rationale: Inculcating a strong value system in students ensures that future nursing leaders are not only skilled but also deeply committed to their responsibilities in society. This group supports the **Vision** of preparing nursing professionals who are not just technically proficient but also socially responsible and capable of delivering compassionate care.

- Organize seminars and discussions on community service and civic responsibility.
- Encourage student participation in social outreach programs.
- Highlight success stories of alumni as role models for value-driven leadership.

Working Group 7.5: Green Audit

Rationale: Sustainability is a critical aspect of healthcare that can greatly impact the environment and patient care. This group directly aligns with the **Vision** of leading innovative solutions by implementing eco-friendly practices that contribute to a sustainable healthcare future.

- Conduct an annual green audit to evaluate campus sustainability efforts.
- Implement waste management practices, including recycling and composting.
- Develop a green campus action plan focusing on energy conservation.

Nursing Academic and Clinical Excellence Committee (NACEC)

Rationale: The Nursing Academic and Clinical Excellence Committee focuses on elevating the quality of education and clinical training to ensure that students are well-equipped to become skilled, compassionate nursing leaders. This committee aligns with the **Vision** of

providing innovative healthcare solutions and the **Mission** of developing nursing leaders with critical thinking, practical skills, and the ability to deliver patient-centered care.

Working Group A: Clinical Skills, Simulation Labs, and Quality of Care

Rationale: Ensuring high standards in clinical skills and quality care is crucial for preparing students to tackle real-world healthcare challenges. This group supports the **Mission** of providing students with the skills necessary to become competent and compassionate healthcare professionals who can deliver quality care.

- Establish state-of-the-art simulation labs to replicate real-life clinical scenarios.
- Develop a quality assurance system for monitoring and improving clinical training programs.
- Regularly update clinical skills modules to reflect advancements in nursing practices.

Working Group B: Faculty Development, Certification, and Representation

Rationale: Empowering faculty with continuous development opportunities ensures the delivery of high-quality education. This group aligns with the **Vision** of excellence in education and the **Mission** of fostering skilled faculty who can guide students to become leaders in healthcare.

- Organize faculty training sessions on new clinical technologies and teaching methodologies.
- Encourage faculty to obtain certifications in specialized areas like critical care and emergency nursing.
- Promote faculty representation in national and international nursing conferences and symposiums.

Working Group C: Immunization, Disease Prevention, and Hospital Accreditation

Rationale: This group directly addresses the evolving healthcare needs by focusing on disease prevention and preparing students for clinical placements. It supports the **Vision** of global healthcare solutions and the **Mission** of ensuring that students are equipped to deliver patient-centered care in a variety of healthcare settings.

- Collaborate with healthcare facilities to provide vaccination drives and immunization programs.
- Conduct workshops on disease prevention strategies for students and faculty.
- Develop training modules aligned with hospital accreditation standards, ensuring readiness for clinical placements.

Working Group D: Inter-Institutional Collaboration and Community Outreach

Rationale: Collaborative efforts and community outreach programs enhance students' practical experience while promoting interdisciplinary healthcare solutions. This group aligns with the **Vision** of fostering innovative solutions and the **Mission** of preparing nursing leaders who are capable of addressing public health challenges and working in diverse settings.

- Develop partnerships with regional hospitals and healthcare organizations for clinical training.
- Organize interdisciplinary community health programs addressing public health challenges.
- Foster collaborative research projects with other nursing institutions to improve community care models.

4. Current Situation Analysis (SWOC)

Strengths

1. **State-of-the-Art Infrastructure:** The institution has a modern, safe, clean, and green campus with facilities such as Wi-Fi-enabled classrooms, simulation labs, and a well-equipped library. These resources support a conducive learning environment.
2. **Strong Academic Programs:** Offering undergraduate, post-basic, and postgraduate nursing programs accredited by key regulatory bodies (e.g., The TamilNadu Dr. M.G.R. Medical University and Indian Nursing Council), the institution is recognized for academic rigor and adherence to standards.
3. **Experienced Faculty:** With a substantial number of faculty members holding postgraduate degrees, the institution provides high-quality, specialized education in nursing.
4. **Clinical Training Partnerships:** Collaborations with government and private hospitals provide students with hands-on clinical training, enhancing their practical skills and patient care competencies.
5. **Commitment to Community Engagement:** Active involvement in community service through health camps and social responsibility programs fosters a sense of social commitment among students.
6. **Digital Integration:** ICT-enabled classrooms and a digital library facilitate a modern learning experience, keeping pace with technological advancements in education.

Weaknesses

1. **Limited Research Funding:** The institution faces challenges in securing external funds for research, limiting its ability to innovate and lead in nursing research.
2. **Low National Recognition and Awards:** Despite a strong academic and community focus, the institution has yet to gain significant national recognitions and awards, which can affect its competitive positioning and reputation.
3. **Few Ph.D.-qualified Faculty:** The limited number of Ph.D. scholars among the faculty impacts research output and limits the institution's capacity to conduct high-level research.
4. **Resource Constraints for Faculty Development:** The current budget and support for faculty development, including attendance at conferences and workshops, are limited, impacting continuous professional growth.

Opportunities

1. **Expansion of Digital Resources:** Increasing digital resources, including online journals and e-learning platforms, could support enhanced academic learning and research.
2. **Growing Demand for Nursing Professionals:** The rising demand for healthcare professionals, both domestically and internationally, offers a significant opportunity to expand programs and attract a larger student base.
3. **Potential for External Partnerships:** Building relationships with healthcare organizations, research institutes, and government bodies could improve research funding and collaborative opportunities.
4. **Scope for Multidisciplinary Learning:** There is an opportunity to introduce multidisciplinary programs and add-on courses that enhance students' employability, such as digital literacy, critical thinking, and specialized clinical skills.
5. **Strengthening Alumni Network:** Engaging alumni in mentorship, guest lectures, and curriculum development could enhance student learning and bridge connections with industry professionals.
6. **Focus on Sustainability:** The institution can further develop green campus initiatives and participate in environmental sustainability efforts, enhancing its reputation and alignment with sustainable development goals (SDGs).

Challenges

1. **Securing Consistent Funding:** Dependence on limited funding sources creates challenges in covering costs associated with research, faculty development, and infrastructure expansion.
2. **Attracting and Retaining Qualified Faculty:** Recruiting Ph.D.-qualified nursing educators is a challenge, particularly with competition from more established institutions offering competitive salaries and research incentives.

3. **Adapting to Rapid Technological Change:** Keeping up with advancements in digital healthcare and educational technology, such as AI-based learning tools and simulation, requires continuous investment and adaptability.
4. **Meeting Regulatory Compliance and Standards:** Regular updates in healthcare and education regulations necessitate continuous review and adaptation of the curriculum, which can be resource-intensive.
5. **Promoting Student Innovation and Entrepreneurship:** Motivating students to engage in innovative practices and solution-based learning can be challenging without an established support system or dedicated entrepreneurship centre.