6.1.1

The governance of the institution is reflective of an effective leadership intune with the vision and mission of the Institution

Upload the vision and mission statement of the institution and describe in not more than 500 words on the nature of governance, perspective plans and participation of the teachers in the decision making bodies.

Vision:

To become a centre that moulds seekers of knowledge into integrated persons and upright citizens of academic competence, spiritual maturity and social consciousness, following Don Bosco’s system of education.

Mission:

• To achieve academic excellence through quality education.

• To foster teamwork, social involvement and spiritual enrichment.

• To ensure individual follow up and guidance.

Catch phrase: Don Bosco for a Fulfilling Life

Nature of governance

The institution is managed by the Salesians of Don Bosco, an organization that works for the welfare of the youth, in 128 countries. The top cadre consists of the Rector Major and his council, with its headquarters in Italy. The second level of management is the Provincial and his councilors, operating from Bangalore. Assistance to the Provincial and his council is given by the ‘higher education commission’, which consists of experts in the field of higher education. The local management is at the third level, with the manager and his council members. The management at various levels design and follow up the quality policy of the institution. This is communicated to the faculty, students and other stakeholders, at proper times.

The top management has framed the vision and mission of the institution. While doing this, it has tuned the vision of Don Bosco organization, which is the welfare of the youth, for the Kerala situation.

The role of the management in realizing the vision and mission of the institution with quality, can be seen in the following actions:

#### Competent and committed staff members are inducted, trained and retained.

#### Required infrastructure in the form of buildings, computer lab, library, and other campus facilities, is provided.

#### Regular training programs are arranged to remind the staff about remaining committed to the quality policies of the institution.

#### Staff members are encouraged to go for higher studies, organize/attend national/international conferences etc. Incentives are available for the same.

#### Suggestions from all stakeholders, regarding quality improvement are seriously taken into consideration.

The following means are adopted by the leadership to ensure that the policy statements and action plans for fulfillment of the stated mission are achieved.

#### In order to mould the students into integrated persons, several value education programs are offered.

#### In order to mould them into upright citizens, the students are given opportunities to involve in making certain decisions regarding the institution. A democratically elected student union for governance related issues and an association for academic related issues are functioning. The student union is elected as per the recommendations of the Lingdo commission. Students are also represented in many decision making committees.

#### In order to achieve academic competence, the leadership has provided all the required infrastructure and other learning resources. Competent staff members are appointed and retained. They are exhorted and encouraged to pursue higher studies/participate and present papers in national/international conferences etc.

#### In order to inculcate spiritual maturity among the students, the management has introduced value education programs, annual spiritual retreat, monthly Holy Mass, daily assembly and good morning talk etc. Training in yoga is provided and facilities for daily practice of the same are made available. Spiritual programs are arranged in the hostels too.

#### Social consciousness is inculcated among the students, through promoting interaction with the villagers. Rural camps are organized yearly, to achieve this. The institution steps into the society, whenever there is a need, such as when a natural calamity occurs, etc. The college has also adopted two government primary schools of the neighbourhood. Students go to these schools after their class hours and train the children in developing academic and cultural skills.

#### The leadership ensures that action plans are formulated for all operations and that they are incorporated into the institutional strategic plan. Following are some of the means adopted to ensure this:

#### Every year, there is a meeting of all the managers, principals and HoDs of the various Don Bosco colleges, with the provincial, his council and the members of the higher education commission. The provincial evaluates and solicits action plans from this meeting and gives suitable directions.

#### The provincial or a nominee attends the academic advisory meeting of the institution. This helps him to get firsthand information about the requirement of the institution.

#### The leadership ensures interaction with stakeholders by:

#### Every year, the Provincial personally visits the institution. This program is called the ‘Provincial visitation’. During this visitation, he individually meets the key persons of the institution, and meets all the staff members and students in group. Any stakeholder is free to visit the Provincial during the visitation and express his/her concerns/difficulties. Record of this visitation is maintained by the manager.

#### Alumni association and PTA are involved in many planning activities.

#### The leadership provides proper support for policy and planning through need analysis, research inputs and consultations with the stakeholders. The strategy for the same are:

#### Policy planning is done at the leadership level. Opinion of the stakeholders like staff members is sought, during this process.

#### PTA is consulted whenever needed.

#### The leadership ensures that the culture of excellence is reinforced by:

#### The leadership constantly follows up the institution to ensure that the culture of excellence is maintained. The local management interacts with the staff and students, and a family spirit prevails in the institution.

#### Staff and students who achieve excellence are suitably honoured. Rank holders, winners of inter collegiate competitions, organizers of various events, authors of published papers etc. are honoured.

#### Scholarship is established to recognize the best performing student of the senior batches.

#### Gold medals are established for academic excellence.

#### The leadership also champions organizational change in the following way:

#### It has a think-tank to identify the changes required in its structure. Evaluation of the practices of the college, feedback from the stakeholders etc. are used to evolve the changes required.