

STRATEGIC PLAN

The leadership provided clear vision and mission to the Institution. The functions of the Institution and its academic and administrative units are governed by the principles of participation and transparency. Formulation of development objectives, directives and guidelines with specific plans for implementation by aligning the academic and administrative aspects improves the overall quality of the Institutional provisions.

The important areas of strategy development are quality strategy, faculty empowerment strategy, financial management and resource mobilization strategy. A formally stated quality policy is an important part of quality improvement strategy. The quality policy which is the pivot if quality strategy is developed by taking into consideration the leadership vision, student progression, expectations of the society and welfare of the employees. The faculty empowerment strategy is evolved out of problem identification, training, retraining and motivation. Financial management and resource mobilization strategies are adopted through budgeting and internal & external audit.

Strategic Goals:

The core team of the institute after several discussions and planning and guided by the Mission and Vision of the Institutes Quality Policy, Core Values, Stake holder's expectations framed the Institutions strategic Goals.

Institution 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 student's development and participation
6. Ensuring staff development & welfare
7. Developing financial management
8. Development of entrepreneurship
9. Encouraging research and development work
10. Increasing internal revenue generation

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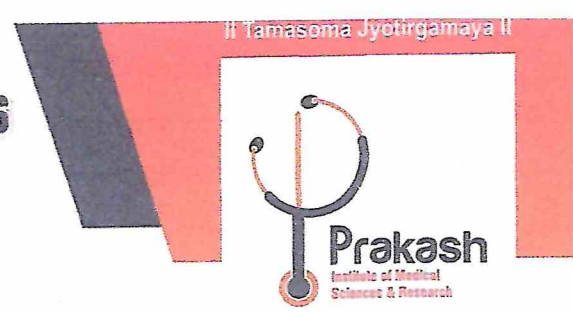
11. Increasing Alumni Interaction and participation and Outreach activities.
12. Engagement in Community Services and Activities
13. Developing physical infrastructure

Teaching learning process	<ul style="list-style-type: none"> <input type="checkbox"/> Academic planning and preparation of Academic Calendar <input type="checkbox"/> Development of teaching plan as per Outcome Based Education <input type="checkbox"/> Preparation of Lesson Plan based on CO & PO mapping <input type="checkbox"/> Use of more teaching aids and adopt more ICT <input type="checkbox"/> Development of e- learning resources <input type="checkbox"/> Promote research culture & facilities <input type="checkbox"/> Provide mentoring and personal support <input type="checkbox"/> Follow a transparent and fair feedback system <input type="checkbox"/> Conduct training based on need analysis <input type="checkbox"/> Evaluation parameters and benchmarking <input type="checkbox"/> Continuous assessment to measure outcomes <input type="checkbox"/> Performance development through credit system <input type="checkbox"/> Implementation of best practices
Leadership and participative management	<ul style="list-style-type: none"> <input type="checkbox"/> To follow reporting structure <input type="checkbox"/> Decentralize the academic, administration and student related authorities & responsibilities <input type="checkbox"/> Prescribe duties, responsibilities and accountability <input type="checkbox"/> Portfolio assignments <input type="checkbox"/> Establishment of functional committees

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Internal Quality Assurance System	<input type="checkbox"/> Establishment of IQAC <input type="checkbox"/> Framing of Quality Policy & publishing regularly <input type="checkbox"/> Formation of Quality Monitoring Committee & functioning <input type="checkbox"/> Educating & Training of all employees <input type="checkbox"/> Periodic check & guidance for quality improvement <input type="checkbox"/> Establishment of audit team and process <input type="checkbox"/> Audit for remedial measures <input type="checkbox"/> Promoting best practices <input type="checkbox"/> Annual report preparation & submission
Good governance	<input type="checkbox"/> Vision Mission development & their articulation in every key position <input type="checkbox"/> Evaluation of Institute's performance and benchmarking <input type="checkbox"/> Institutional strategic goals setting <input type="checkbox"/> Institutional Strategic development plan <input type="checkbox"/> Monitoring and Implementing the Quality Management Systems <input type="checkbox"/> Following organization structure <input type="checkbox"/> Smooth Working of statutory committees <input type="checkbox"/> Establishing E governance <input type="checkbox"/> Leadership development through decentralization <input type="checkbox"/> Establishing internal audit committee <input type="checkbox"/> Code of conduct and policy formulation
Student's development and participation	<input type="checkbox"/> Budget allocation for student development programmes and activities <input type="checkbox"/> Students Trainings & Placement Activities

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• Founder •
 Nishikant Bhasale-Patil (Dada)

Ph. (02342) 662301 to 662309 Fax: 662300 psm.pims@gmail.com

www.pims.co.in

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	<input type="checkbox"/> Formation of student council <input type="checkbox"/> Student's representation in various committee and cell <input type="checkbox"/> Participation in competitions <input type="checkbox"/> Organizing competitions <input type="checkbox"/> Credit transfer & compensation <input type="checkbox"/> Rewards & recognitions of achievers <input type="checkbox"/> Participation in extracurricular activities <input type="checkbox"/> Participating in social and welfare activities
Staff development & welfare	<input type="checkbox"/> Recruitment Policy formation & implementation <input type="checkbox"/> Staff performance evaluation system <input type="checkbox"/> Staff Training for quality improvement <input type="checkbox"/> Best possible work facilities & infrastructure facilities <input type="checkbox"/> Code of conduct, service rules & leave rules <input type="checkbox"/> Staff welfare policy implementation <input type="checkbox"/> Career advancement schemes <input type="checkbox"/> Rewards, recognitions and incentives <input type="checkbox"/> Deputation for seminars, conferences and workshops etc. <input type="checkbox"/> Sponsorship/ Motivation for qualification improvement <input type="checkbox"/> Support for research, consultancy, innovations
Financial management	<input type="checkbox"/> Framing & implementation of Purchase and Financial policies <input type="checkbox"/> Forecasting income & expenditure <input type="checkbox"/> Effective functioning of purchase committee <input type="checkbox"/> Plans for Emergency Fund <input type="checkbox"/> Budget formulation & approval through Finance Committee

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	<input type="checkbox"/> Periodic Audit
Institute – Industry Interaction	<input type="checkbox"/> MOUs <input type="checkbox"/> Support for internships, visits, trainings, guest lectures <input type="checkbox"/> Identifications of industry needs and advice on Curriculum for extra courses apart from curriculum. <input type="checkbox"/> Providing opportunities for Industry based/sponsored projects <input type="checkbox"/> Providing career guidance <input type="checkbox"/> Strengthen training & placement <input type="checkbox"/> Establishing innovation centres
Research and innovation	<input type="checkbox"/> Dedicated R &D facilitation centre <input type="checkbox"/> Establish and develop Laboratories with more research facility <input type="checkbox"/> Fund generation through Project proposals <input type="checkbox"/> Apply for Government/Non Government industry, sponsored funds <input type="checkbox"/> Collaborations with Government & Private Institutes, Universities and Research Organizations <input type="checkbox"/> Applying for patent
Internal revenue generation	<input type="checkbox"/> Establishing infrastructure for revenue generation <input type="checkbox"/> Identification and Strengthening of IRG activities <input type="checkbox"/> Policy for Incentives for Revenue generation plans <input type="checkbox"/> Successful implementation of Internal revenue generation plans <input type="checkbox"/> Advertising & marketing
Alumni Interaction	<input type="checkbox"/> Formation of Alumni association, participation and registration <input type="checkbox"/> Data base creation, Regular interactions with alumni and networking <input type="checkbox"/> Recognition of successful alumni

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	<input type="checkbox"/> Leverage for guest lecturers/internships/placements/training/entrepreneurship <input type="checkbox"/> Exploring Contributions <input type="checkbox"/> Brand ambassadors <input type="checkbox"/> Sponsorships/scholarships/fund generation
Community Services and Outreach Activities	<input type="checkbox"/> Budget from institution resources/Faculty/students/other donors <input type="checkbox"/> Identify community and social development work <input type="checkbox"/> Identify challenges of society for development work <input type="checkbox"/> Provide vocational training /job oriented training as per local needs at the institute <input type="checkbox"/> Educational support to village people <input type="checkbox"/> Conducting awareness camps
Physical infrastructure	<input type="checkbox"/> Infrastructure building development & modification <input type="checkbox"/> Smart Class rooms, Tutorials, Seminar halls <input type="checkbox"/> Modernization of Laboratory & equip. <input type="checkbox"/> More ICT enabled classrooms <input type="checkbox"/> Library infrastructure up gradation <input type="checkbox"/> System up gradation <input type="checkbox"/> Functional facilities for e-learning <input type="checkbox"/> Safety & Security management <input type="checkbox"/> Water facility <input type="checkbox"/> Medical facility <input type="checkbox"/> Developing sports (indoor/outdoor) facilities <input type="checkbox"/> Plantations <input type="checkbox"/> Rain water harvesting <input type="checkbox"/> Renewable Energy usage <input type="checkbox"/> Hygiene, zero plastic & green campus <input type="checkbox"/> Recycling of water

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Strategy Implementation and Monitoring

After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy is measured from time to time. The Principal along with Academic Council and other team member are the custodian for strategic plan and its deployment.

Implementation at Institute Level:

Governance & Administration	Chairman & Members of Governing Body (GB), Administration Office
Branding /Expansion	GB members, Local Management Committee, PRO
Students Admissions	Principal, HODs, Admission team, Students section
Statutory Compliance	Principal, HODs, Coordinators
Infrastructure (physical)	GB, Secretary Trustee Board, GM, Deputy Manager
Infrastructure (Academics)	Principal, HODs
Teaching- Learning	Principal, HODs, Faculty and Staff
Research& Development	Principal, HODs
Students Development	Principal, HODs
Departmental Activities	HODs and Faculty
Training & Placement	Principal, TPO & HODs
Quality Assurance	IQAC team




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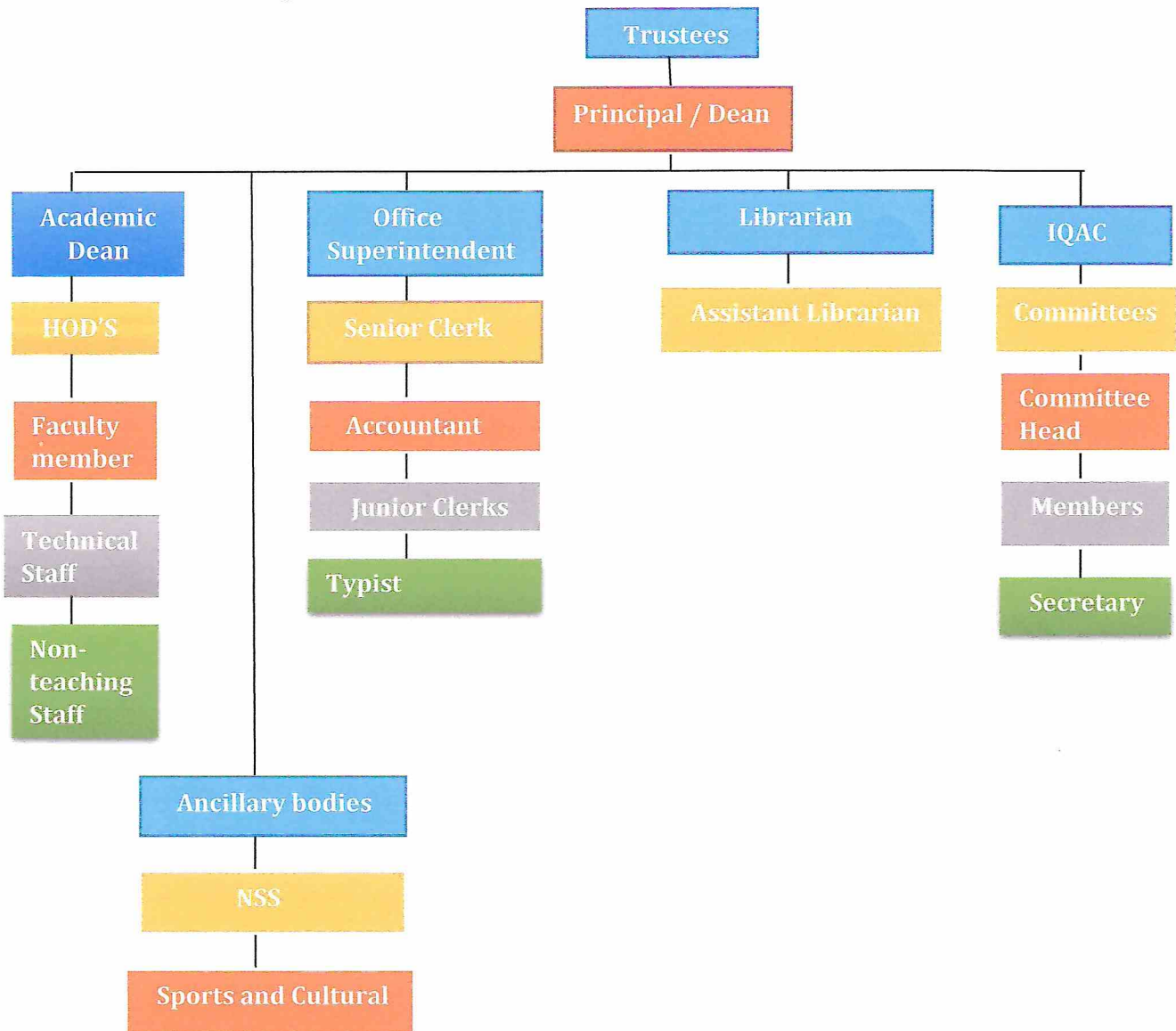
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**Organogram of
PSM's Prakash Institute of Medical Sciences and Research, Urun
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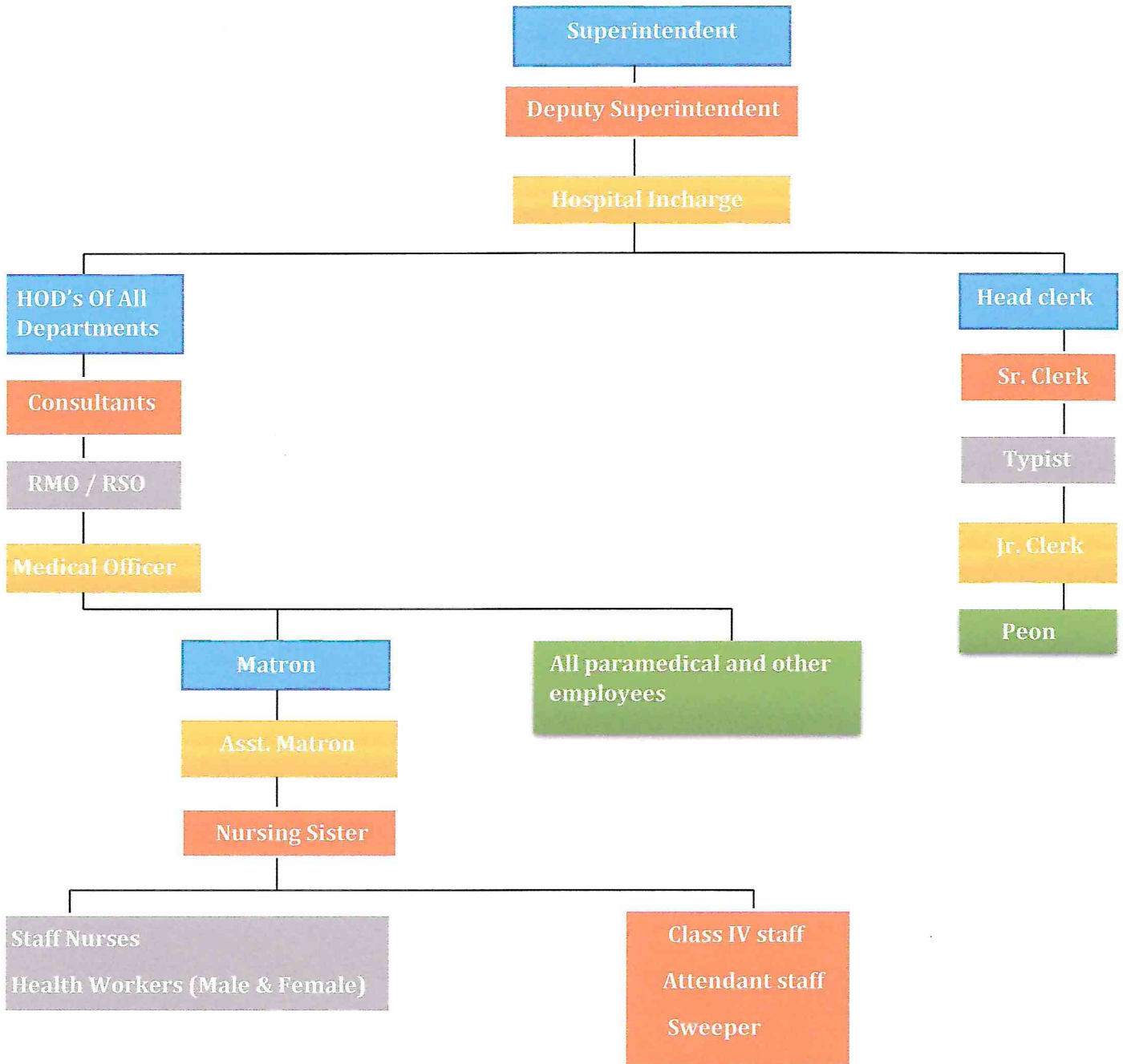
1. College:



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Organogram of PSM's Prakash Hospital and Research Center, Urun Islampur

2. College Attached Hospital:



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