



Community Institute of Commerce & Management Studies

(Affiliated to Bengaluru City University & Recognised by Government of Karnataka)

#2/1, 9th Main, 9th Cross, 2nd Block, Jayanagar, Bangalore-560011.

Karnataka, INDIA. Phone No:080-26565151, Mob:9845560233

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Strategic/Perspective Plan -2022-23

The institution is gradually but steadily working to deploy its Strategic/Perspective plan. The perspective plan for the academic year 2022-2023 has been prepared by the IQAC wing of the college taking into consideration the quality indicators of seven criteria determined by NAAC. This can be seen in the following aspects:

1. Curriculum Aspects

- Appointment of qualified teachers
- Conduct of academic audit
- Qualitative strengthening of existing programs-
- Use of ICT in teaching learning System
- Organizing seminars and workshops
- Deputation of teachers to seminars and workshops
- Linkages with academic institution academic body and industries(MOU),
- Self appraisal of teachers
- Student feedback of teachers
- Periodical meetings

2. Curriculum Development

- Pedagogy adaptation according to needs of students
- Student feedback on curriculum delivery
- Augmentation of syllabus with workshops, SDPs, FDPs
- Strengthening curriculum with assignments and project
- Supplementing curriculum with experiential learning

3. Teaching, Learning and Evaluation:

- Monitoring of teaching learning process through lesson plans, work diary and guidance from Heads of Departments
- Recording of Attendance to monitor student regularity
- Supervision of learning by Class Coordinator and Subject teachers
- Monitoring of learning process through internal tests, class tests and unit tests
- Remedial classes for slow learners
- Tutorials for Advanced learners
- Counselling of academically backward students

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Recognition of meritorious students

Participation of students in curricular and extracurricular activities

Revision classes followed by evaluation

Parent -teacher meetings to share student performance with parents

Use of library for reference and self-learning

4. Strengthening of innovation and discipline in teaching learning process

Academic Calendar of Events for preplanning academic activities as well as extracurricular and extension activities

Allocation of academic work to teachers through different committees, clubs and cells.

Student centric teaching through suggestions from students

Extensive use of ICT in teaching through presentations and online teaching and feedback through Google forms

Strengthening of research through paper presentations, publications,

Students friendly environment –suggestion box and Internal Complaint Cell

5. Infrastructure Development:

Continuous improvement of infrastructure by adding more projectors and LCDs

Additional classrooms to accommodate the increasing strength of students

Additional computers in the Computer Lab and Business Lab

Additional computers for departments

Separate staffrooms for departments

Hiring of playground through MOU

Hygienic washroom facility for student and staff

Boys' and girls' common rooms

Computerized administrative office with internet connection

Spacious vehicle parking facility

Increased LAN facility

Spacious NSS office suitable for planning activities

Microphones for teachers

6. Learning Resources

Increase in computerized library service

Augmentation of library facility with more journals, magazines and more systems with internet connection

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Use of podcasts and blogs for advanced learners

Enhancement of e-library

Departmental libraries to be enhanced with more collection of books and internet connection

Introduction of English Lab

7. Student Support and Progression**For Students**

All meritorious students to be felicitated through cash prize, mementos and certificates

Recognition of winners in cultural and sports activities.

Well established Health Center with basic medical facilities and signing of MOU with hospital

Organizing Career Guidance, pre placement and counselling activities which will provide career guidance and placement facilities.

Organizing of Orientation Day for freshers by seniors and graduation day for outgoing students.

Industrial trips to more industries, student excursions, intercollege cultural competitions or fests organized by the institution and participation in other college events and fests

For Alumni

Alumni meeting to be conduct more frequently

Alumni contribution to institution through SDPs and training programmes

Alumni participation in cultural and academic programmes of the college

8. Governance and leadership

The vision and mission statements, strategic plan and action plans designed in such a manner that quality policy is driven and deployed in every processes.

Management and staff will work together for better progression of the institution

Democratic and transparent organization structure will be provided to direct access for free flow of ideas.

Participative functioning of the institution involving all members of staff.

Equal distribution of responsibilities.

Extensive committee structure

Minimal interference by the management in the daily functioning of the college

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9. Staff Management

For effective staff management following steps will be taken

Strategic policy implementation for filling up vacancies through recruitment process comprising face to face interview, technical round and demonstration.

Faculty performance reviewed on the basis of student results, student feedback punctuality, commitment, teaching skills and involvement in other college activities.

Effective performance appraisal of faculty and staff reviewed by HoDs and Principal

Faculty and staff development workshops and seminars

Organizing of National Conference

Team building initiatives and interpersonal relations through events and excursions

Various staff welfare schemes like group health insurance, study leave, medical leave and so on.

Staff Welfare Association

10. Financial Management

For effective financial management following steps will be taken

Growth oriented budgetary allocation

Well defined mechanism to monitor effective utilization of available financial resources

Internal audit mechanism and timely statutory audit of the accounts.

Multiple Budget plans

Budget allocation for activities and departments

Raising funds for fests and conferences through sponsorship

Solar panels and sensors for energy conservation

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