

Strategic Plan 2022-2024

Approved by

GOVERNING BOARD OF THE COLLEGE OF SOCIAL WORK (AUTONOMOUS)
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A) Context

Social Work is a Practice based Profession and a Discipline. The aim of a social work is to promote social development, change and wellbeing of people. Social Work Profession has knowledge, attitude and skills that is distinct which is carried out through sharing and learning from each other. Very few professionals have these three components. Taking on a 'People-Centred' approach, one engages with the systems and structures with an ecosystem approach, person centered approach, however not without the context. However, in the profession today we operate in silos and often we reinterpret the wheel, unfortunately it is very rarely, when we are on the same page. This is one of the biggest challenges in the profession. Thus, a strategic planning exercise is warranted to align the College of Social Work with in the global and local context.

To work on the plan, faculty met in small groups as mentioned below and then consolidated the plan in large group:

Group 1: **Dr. Vaijayantha**, Dr. Renu, Dr. Ronald, Mr. Albin, Ms. Reny

Group 2: **Dr. Anita P**, Dr. Smita, Ms. Meghna and Mr. Sameer

Group 3: **Dr. Anita M**, Dr. Kalyani, Ms. Roshini and Mr. Cletus

Group 4: **Ms. Sonia**, Dr. Saman, Ms. Pallavi and Ms. Julia

B) Priority Areas

Based on the large group decisions, the following priority areas were drawn:

1. Research Competitions:

It was decided that the Research Committee can meet and take a decision on the following points:

1. Taking up the suggestion to have Research Competitions similar to Avishkar
 - a. Especially for social work colleges to develop rigor in research.
 - b. Invitation can be sent to 59 Colleges – outline, rules, logo, schedules,
 - c. Identify some of the pioneering social work colleges to have in our committee, so they also take the leadership in training – especially training in Marathi – region wise - focus on rural Maharashtra, Pune, Nagpur, Satara, Dhule, TISS Tuljapur and Mumbai.
 - d. Suggested Names for Social Work Research Competition and Awards - Jigyasa, Avlokan, Anveshan and Samiksha
 - e. Decide on a process for conferring the Award
 - f. For Screening we can send it to subject experts.
 - g. Prepare a Calendar - – initial proposal in September, first deadline before Diwali, next submission before Christmas, January can be initial data collection findings, February end final submission.
 - h. Only Individual Research and not Group Research.
2. Identified colleges can be trained beforehand on proposal preparation and presentation.
3. Research Committee can give a presentation by 21st of April on this process.

2. Research and Development Cell:

1. Existing Research Trainings organized by the Research Unit can open the trainings to other colleges in Quantitative and Qualitative Research and ensure that the resource persons will be able to communicate in the vernacular language.
2. Focus on International collaborations in research. Eg. Indo Swiss, Indo Canadian research.
3. Interdisciplinary research across institutions.

3. International Collaboration

1. International Collaboration for Students and Staff can be taken up by Research Committee and Research Unit or any faculty wanting to join can opt.
2. Any faculty coming up with the idea of collaboration will have to take up leadership to facilitate it in collaboration with the Research Unit. The faculty will have to be Principal Investigator along with other

4. FDP Committee:

1. FDP / Orientation Courses for Adhoc and clock hour basis staff.
2. Give your suggestions to the Committee in writing.
3. FDP Committee can take up responsibility - Sonia, Ronald, Cletus and Meghna
4. Need Certification from TLC - Madan Mohan Malvia by June (Meghna will help in this process). Dr. Shanti of UGC, HRDC, Mumbai University can also be contacted for this purpose.
5. There was a suggestion to conduct FDP on universal design for learners.
6. There can also be Faculty Colloquim
 - a. Faculty can present one theoretical concept or share the work that they are doing.
 - b. Can be held on the first or last Monday of every month can be dedicated for this.
 - c. One can also work towards inclusive education: how to give special attention to our visually impaired students, how can we empower our learning disability students.
7. Two faculty development programs can be planned in two semesters.
8. One day team building workshop can be organized.
 - a. Venue can be a non- college space
 - b. Not preferably overnight
 - c. Explore work loft (Smita)

5. Faculty Growth / Collaboration with Colleagues

1. Faculty to be engaged in research evaluation of outside universities
 - a. Each faculty can promote each other and inform of such possibilities
2. Faculty to endeavor to publish in Scopus Journal
 - a. Need a training programme, brainstorm and look at possible resource persons who can train the faculty.
 - b. Have it in August – FDP Committee can take it up.
3. Faculty to be in National Social Work bodies or Associations.
 - a. Initiative can be taken up by individual faculty and then inform the autonomy cell on your status.
 - b. Become members first
 - c. Canvas for positions so you can take up responsibilities accordingly.

6. Job Placement

1. Strengthening of Job Placement can be the main focus for our students
 - a. Get more organizations for placements.
 - b. Take the review from the organizations so that improvements can be incorporated. Feedback form can be circulated. E.g. students continuing, areas need to develop in our syllabus, job market, skills required, competencies of the students
2. Strengthen our institute and then open it to the benefit of other SW Institutions.
 - a. Skill part in the first semester

7. Thematic Conferences:

1. We need to first understand the purpose as to why are we having conference, is it to develop our own skills or to obtain scores/ranking?
2. International Conference on Global Ethics in Social Work
 - a. In collaboration with the Swiss Institute (Sonia to finalize with Global Ethics)
 - b. This can be held in 2024, however work can start now.
3. First Conference on Field work practice and praxis: across social work colleges.
 - a. Can be held in October.
 - b. Can be done in a hybrid mode.
 - c. One can identify themes and start identifying resource persons.
 - d. Themes can be on curriculum, assessment, NGOs for field placements, field visits, looking at alternatives.
4. Second National Conference on Tribals. Can be held in March.
5. Third National Student-led Conference, to be planned for March on World Social Work Day

8. Alumni Cell:

1. Alumni can also be consulted for their needs and accordingly refresher courses can be planned for them.
2. Two refresher courses for Alumini have already been done. Rest of the planned refresher courses for Alumini can be lined up.
3. Google Calender for college events to be created so that its easier to avoid clashes across programs. Sabeena and Sameer can work on this.
4. Alumni group needs to be made more robust. One needs to get alumini who can contribute.
5. We need to get in touch with more alumini who are abroad.
6. Election can be conducted by using google form.

9. CSWNN Rural Campus:

There was a suggestion to initiate a Rural campus for CSWNN.

1. First target for the purchase of land, can be in the broad scope of 5 crores
2. Keep in mind the proximity to college and the long-term plan
3. Fund Raising can be taken up seriously. Fund raising for the same may be initiated. Azim Premji foundation or other developers like Tata/Bajaj which are aligned with our mission can be explored for long term support and partnership.
4. Initial Seed money for this can be explore by CSWNN Institute
5. Locations
 - a. JNPT – Rural Campus – Sameer to explore
 - b. Explore the Western line – Vaitarna, Saphale, Vasai – Virar,
6. Land / Real Estate Committee – Dr. Ronald, Mr. Sameer & Mr. Cletus
7. Fund Raising Committee for Land Purchase – IQAC takes the lead, brainstorm and suggest the options and plans, have a programme to raise funds - Rest of Faculty can join in to support.

10. Review Awards

1. Awards will need to be relooked into as the award amount is low with the recent devaluation of money. There should be at least Rs. 5000/- for the first ranker.
2. Crowd funding can be explored – Dr. Smita/Ms. Meghna.
3. Donors and Faculty could meet to share on the requirements for scholarship

11. Skill Hub:

1. Staff undertook a quick identification of key sector skill councils that CSWNN could take up in the future - Dr. Vijayantha and Dr. Saman to check and identify courses
2. Two Sector Skill Councils were chosen – Health Care and Tourism & Hospitality.
3. Possible courses to be undertaken will be shared by Dr. Vijayantha and Dr. Saman

12. Student Progression – Student Support through Student Welfare Committee:

Since NAAC Accreditation looks at the students ranging from high and low scorers. We can look at how we can work with low scoring students. Some of the suggestions are given:

1. Student Welfare Committee can take responsibility for the remedial / support classes
2. Supportive classes for BSW students
 - a. Decide on what the supportive classes can cover.
 - b. Support classes can be conducted on demand basis.
 - c. Student Survey to understand the demand for the Support Classes
 - d. Examine the kind of skills to be covered
 - e. Take a minimum fee of hundred rupees so that they value it.
 - f. Support Classes need to be monitored.
 - g. Support Class students can be mentored by the FW Advisor, inform students that they are being mentored by FW Advisor,
 - h. Class Teacher can also take responsibility to follow up with the Support class students.
 - i. Support Classes should also stress some study skills and writing ability in their language.
3. Important for a Bridge Course for students
 - a. For bridging their capacity and making them understand the lifestyle changes – for one week.
 - b. Ask subject teachers to take a one-day module to introduce them to the topic and adjust to the new course.
4. Have preadmission counselling – smart phone with headphones basic requirement,
5. Every faculty meeting will have a dedicated few minutes for the Equal Opportunity Cell to report and to understand the challenges faced and how they are supporting students.
6. We give a compendium – translated notes of notes into local language, specific points.
7. Strategize to get students to form study classes/circles
8. Book Club – to read books and notes.
9. Get students to appear for competitive examination.
 - a. Workshops to be held so that they are guided to take on

Based on the priority Areas, the following action plans were drawn:

C) Action Plans

2023-24

1. Training other colleges in Quantitative and Qualitative Research in vernacular language.
2. Research competition similar to Avishkar especially for social work colleges to develop rigor in research. Colleges can be trained beforehand on proposal preparation and presentation.
3. Exploring avenues for International student and faculty exchange.
4. FDP for Adhoc and clock hour basis staff.
5. Focus on International collaborations in research. Eg. Indo Swiss, Indo Canadian research.
6. Interdisciplinary research across institutions.
7. Faculty to be encouraged to participate in Summer schools for added skill training.
8. Strengthening of Job placement cell of the college to generate more jobs. A WhatsApp group to be created with professional Social workers for sharing of vacancies at the national level.
9. Faculty to appear in national social work bodies.
10. More faculty to be engaged in research evaluation of outside universities. One also needs to promote each other in places where in we have personal contacts.
11. Faculty member to endeavor to publish in one Scopus journal in each academic year. They should also create Orcid ID and research gate.

2022-23

1. Three conferences can be planned in the next academic year.
 1. First Conference on Field work practice and praxis: across social work colleges. Can be held in October. Can be done in a hybrid mode. One can identify themes and start identifying resource persons. Themes can be on curriculum, assessment, NGOs for field placements, field visits, looking at alternatives.
 2. Second National Conference on Tribals. Can be held in March.
 3. Third Student lead conference to be held in December.
2. Meghna and Ronald can explore Madan Lal Malvia scheme for registering the college as Training Learning Center, which can offer Refresher courses recognized by CAS. Deadline for this work can be June. It was also suggested that Dr. Shanti of UGC, HRDC, Mumbai University can also be contacted for this purpose.
3. Two refresher courses for Alumini have already been done. Rest of the planned refresher courses for Alumini can be lined up. Alumini can also be consulted for their needs and accordingly refresher courses can be planned for them. Alumini group needs to be made more robust. One needs to get alumini who can contribute. We need to get in touch with more alumini who are abroad. Election can be conducted by using google form.
4. Google Calender for college events to be created so that its easier to avoid clashes across programs. Sabeena and Sameer can work on this.
5. Two faculty development programs can be planned in two semesters.
 1. One overnight team building program can be planned during the Block field work placement of students.
 2. One FDP can be on professional development in February or March.

D) Domain Wise Plan in Nutshell- 2022-24:

Research	Mentor other SW colleges in Maharashtra for conducting social science research. Preparing training modules on quantitative and qualitative research methodology in Marathi, English and Hindi Opening up our add on courses on quantitative and qualitative research for other colleges. Offering it in multilingual fashion (Marathi, Hindi and English)	Generate seed money for research for outgoing students as well as for other social work institutions.	Seek National and International collaborations for research at the institutional level	Organize Research competitions like Avishkar, to encourage good research in other social work colleges. Research Presentations, Research Poster Competition and Exhibition	Online students-led conferences where students can present findings of their research.
Field Action Projects	Mentor other SW colleges in Maharashtra and outgoing students from CSWNN for setting up FAPs.	Organize webinar series on field action projects for conceptualizing and initiating field action projects, planning, resource mobilization, decision making and leadership. Also on ensuring sustainability of these projects.	Creating intervention models in various settings like schools and hospitals for implementation in other districts and scaling up.	Creating visibility with government and international programs	
Field work	Mentoring other social work colleges for further strengthening their field work curriculum	Organise Conference followed by consultancy support for field work to social work institutions in Maharashtra Conference of various institutions of social work across Maharashtra for sharing on Field work practicum assessment, choice of organization, assessment criterion.	Based on the outcome of the conference, offer need-based consultancy to specific institutions for further streamlining their field work curriculum and assessment criteria.	Publication-collating the best practices of field work across institutions	
Training and capacity building	Organise Refresher courses (intensive training) with the faculty of identified colleges on – <ul style="list-style-type: none"> o Teaching learning o Curriculum designing o Research o Fieldwork education 	Capacity Building program on Professional ethics in higher education, in collaboration with Global Ethics. Capacity Building on Disaster preparedness and response.	Special training programs for ad-hoc and management appointed teachers	Contacting TLCs to get accreditation for Orientation and refresher and FDPs Establishing a TLC-Pandit Madan	Capacity building on helping institutions practice Disability inclusiveness in terms of teaching practices, field work, experience on campus.

	○ Assessment			Mohan Malaviya Scheme for FDP/ Refreshers	
Students	Support classes for ADHD and other students with difficulty. Support classes for vernacular background students.	Sharing of field work and research across institutions through student conferences.	Guidance for higher studies in international universities	National and international exchange program for students.	Educational visits and study tours in collaboration with different colleges (Rural-Urban)
International Collaboration	Revive Faculty and Student Exchange programs in partnership with International SW schools and, colleges, associations etc. Explore opportunities for semester exchange of students, teaching exchange, block placement, collaborative research etc.	Explore faculty delegation to conferences, create International Relations Office for both student and faculty exchange and conference attendance.	Strengthening International Relations Office. Tie-ups with universities for Faculty and student exchange programs, combined research projects.		
National collaboration	Tie ups with other academic institutions for joint research and teaching exchange.	Bringing in Distinguished scholars from different fields Kailash Sathyarathi, Aruna Roy, Lena Dominelli	Placing students with govt depts. And working from micro-mezzo levels	Seeking help from Tata institute of Social Sciences in terms of taking capacity building session on building collaborations with govt. as well as international organisations	Improving Faculty representation in State committees/quasi-judicial bodies like CWC.
Curriculum Development	Mentoring other social work institutions in curriculum building.	Symposium on Curriculum review and development/formulation of new courses or programs.	Building perspectives reflecting vision & mission towards marginalized population through courses offered :B.A. in Liberal Arts (240/ 60 per class),(integrated) B.A. & M.A		

			in Rural & Tribal Development (300), (Integrated) course for BSW&MSW (300 regular batch + 120 integrated batch), B.A. & M.A. in Child & Youth Care (300), M.A. in Sustainable Development (300)		
Advocacy	Social Audit of schemes/projects, institutions.	Advocacy for appointing of qualified Social Workers across settings.	Encouraging membership of the social work educators and practitioners in professional Social work organizations.	Information dissemination on National council of Social work education and practice bill and other professional bodies of social work.	
Faculty Development Program	Improving Faculty visibility by creating ORCID id's and minimum 1 WoS/Scopus publication in 2years.	Team building exercises for Faculty, training including Compassionate Communication	Converting Faculty expertise into areas of professional contribution.	FDP for other college teachers on research and publication.	FDP on Universal design for learners and Inclusive education.
Others	Job Placement workshops and input sessions can be opened to students from other colleges. Creating a placement directory for across social work colleges. Career Fair	Expand the work of NCSIE to reach to the students of selected colleges <ul style="list-style-type: none"> o Idea hackathon o Design thinking o Business plan development Pre-incubation and Incubation	Demonstration of Social work and social entrepreneurship models across institutions.		
Infrastructure requirement	Sound proof recording room.	Creche, Auditorium, bigger classrooms for trainings, better library facilities.	Advanced IT and audio-visual aid.	Digital provision of students' documents	Initiation of Rural Campus