

**MOUNT CARMEL COLLEGE OF TEACHER EDUCATION FOR WOMEN  
KOTTAYAM**

**STRATEGIC/PERSPECTIVE PLAN  
2018-2025**

Mount Carmel College of Teacher Education for Women, established in 1953, is the first Aided Training College in Kerala. It is managed by the Institute of the Carmelite Sisters of St. Teresa, Ernakulam and is affiliated to Mahatma Gandhi University, Kottayam. The institution belongs to the CSST Institute founded by Mother Teresa of St. Rose of Lima in the year 1887. The institution was moulded, focussing on the vision that education and enlightenment of women is necessary for the progress and well-being of the society. In order to promote the higher studies and the training of committed teachers for the integral development of students, a project was launched for starting a Training College for women. The institution seeks to promote the total development of each person, catering to individual differences and equipping each trainee to tackle the hurdles of life, with confidence and tranquillity.

**VISION**

Mount Carmel College of Teacher Education, Kottayam, envisions a life-oriented education that empowers the teacher trainees through a humanizing and liberative process, to be agents of transformation and development at different levels of life, with a focus on the formative elements of their lives, as prospective educators and on their integral growth. Enabled and empowered, they respond pro-actively to concerns and conflicts inherent in today`s reality, especially those of women and persons who are unable to exercise their freedom to be human, and work for the integrity of creation. The thrust is in the light of a `civilization of love` - the kingdom of God, as envisaged and promoted by our Foundress, Mother Teresa of St. Rose of Lima.

## **MISSION**

1. The institution helps the students to grow in the conviction that to 'educate' is a vocation, with the need to internalize and transmit basic human values.
2. To promote a College/ Community/Society/Nation where spiritual, moral and genuine human values are lived and witnessed.
3. To contribute to the transformation of society through an openness to reality and to undertake the challenges of being socially conscious and socially responsible.
4. To synergise women and those who are prevented from exercising their right to be human, through enlightening them regarding their basic human rights and helping them achieve the same.
5. To promote inter-cultural and inter-religious harmony and communion through promoting genuine dialogue in an atmosphere of respect and openness, and to facilitate experiential dialogue, whereby individuals work together for the common good of the human family.
6. To facilitate leadership among the students enabling them to be genuinely other-centered, pro-actively enthusiastic, and spiritually and socially motivated towards personal, group and societal liberation.
7. To provide quality integral education which is life, vocation and career-oriented and to promote a climate for human and academic excellence with openness to learning, research, and the development of professional skills, so that work towards the empowerment of persons and transformation of society will be fostered.
8. To work towards the integrity of creation through being conscious and alert to the state of devastation and destruction of creation and the serious perils humanity is plunged into and to promote programmes/movements that foster inter-connectedness, kinship and eco-justice.

## **CORE VALUES OF THE INSTITUTION**

- a. Excellence – in teaching, learning, co-curricular, research and service

- b. Social consciousness – by working for the common good of mankind
- c. Ethical values – through practising ethics in day-to-day life
- d. Inter-religious harmony –by maintaining an atmosphere of respect and openness
- e. Leadership – in guiding students to lead the path
- f. Research-mindedness – by encouraging an openness for learning and research
- g. Sense of Inclusion – through including all students irrespective of caste, culture, religion, social and economic status
- h. Global citizenship – through moulding students to face the global scenario

### **IMPLEMENTATION OF STRATEGIC PLAN**

A monitoring agency ensures the systematic implementation of the Strategic Development Plan, which comprises:

The Principal

The IQAC Coordinator

Faculty

Managerial Staff

### **SWOC ANALYSIS**

#### **STRENGTHS**

1. Well-equipped infrastructure
2. Dedicated and well-qualified teaching staff
3. Trained and sincere non-teaching staff

4. Pro-active Management with a visionary outlook
5. Constructive efforts for the development of the marginalized sections in society
6. Easily accessible location
7. Focus on empowerment of marginalized women in the community
8. Free wi-fi connectivity for staff and students

### **WEAKNESSES**

1. Delay in acquiring Accreditation in a timely manner
2. Scarcity of space for landscaping and campus beautification
3. Less number of collaborations with other institutions
4. Low number of academic publications in CARE List journals

### **OPPORTUNITIES**

1. Adequate facilities for conduct of classes, seminars, workshops etc.
2. Placement opportunities for the teacher trainees
3. Provision for hands-on experience in handling technological devices
4. Presence of ample number of schools in the vicinity for the smooth conduct of School Induction and Internship programmes
5. Well-equipped library with adequate e-sources

### **CHALLENGES**

1. Economic difficulties of student teachers
2. Mobilizing funds for development activities

3. Difficulties in dealing with a group of student teachers coming from diverse socio-economic and linguistic cultures

### **RECOMMENDATIONS FOR THE STRATEGIC PLAN 2018 -2025**

The proposed recommendations for the Strategic Development Plan Focussing on the staff and stakeholders come under the following:

- New Value-added courses
- Infrastructural facilities
- Technological facilities
- Staff Empowering activities
- Student support services
- Extension
- Research

**RECOMMENDATIONS SUBMITTED BEFORE THE GOVERNING BODY FOR THE STRATEGIC PLAN**

<b>Sl.No.</b>	<b>Area of Policy Decision</b>	<b>Action Plan</b>	<b>Remarks</b>
1.	Additional Courses	<p><b>Value-added Courses</b></p> <ul style="list-style-type: none"> <li>• Communicative English</li> <li>• Art and Crafts</li> <li>• Tailoring and Embroidery</li> <li>• Fabrication of Eco- friendly Products</li> <li>• Yoga&amp; Fitness</li> <li>• Understanding India</li> <li>• Digital Skills for Prospective Teachers</li> </ul> <p><b>Add-On Courses</b></p> <ul style="list-style-type: none"> <li>• Certificate Course in Computer Application</li> <li>• Diploma Course in Computer Application</li> <li>• Certificate Course in Counsellor Training</li> </ul>	<p>Conducted during 2018-2019</p> <p>Initiated during 2019-2020</p> <p>Started in 2022</p> <p>Commenced in 2014</p> <p>Started in 2015</p> <p>Initiated in 2009</p>

2.	Infrastructural Facilities	<ul style="list-style-type: none"> <li>• Auditorium renovation</li> <li>• Renovation and concreting of roofing of B.Ed. Block</li> <li>• Tress roofing of B.Ed. Block</li> <li>• Construction of additional ICT-enabled classrooms</li> <li>• Library Upgradation with RFID Technology</li> <li>• Renovation of Computer Laboratory</li> <li>• Installation of Ramp and Lift Arrangements</li> <li>• Installation of Solar panelling</li> <li>• Waste disposal mechanism</li> <li>• Rain-water harvesting equipment</li> </ul>	<p>Carried out in 2018</p> <p>Started in 2019</p> <p>Carried out in 2023</p> <p>Installed in 2022</p> <p>Installed in 2022</p> <p>Installed in 2022</p> <p>Installed in 2024</p> <p>Installed in 2023</p> <p>Installed in 2022</p> <p>Installed in 2024</p>
3.	Technological Facilities	<ul style="list-style-type: none"> <li>• Upgradation of wi-fi connectivity</li> <li>• Installation of interactive boards</li> <li>• Upgradation of Computer Lab</li> <li>• Office Management System</li> <li>• Installation of Learning Management System</li> <li>• Starting of Media Centre</li> <li>• Starting of YouTube Channel</li> <li>• Change in domain name</li> </ul>	<p>Carried out in 2022</p> <p>Carried out in 2022</p> <p>Done in 2022</p> <p>Carried out in 2022</p> <p>Done in 2022</p> <p>Carried out in 2024</p> <p>Done in 2020</p> <p>Done in 2020</p>

4.	Staff Empowerment Activities	<ul style="list-style-type: none"> <li>• Attainment of Ph.D. degrees for all faculty members</li> <li>• Encouraging staff to undertake MOOC courses</li> <li>• Conduct of Programmes related to the field of research</li> <li>• Hands-on training programmes for faculty</li> <li>• Financial support and encouragement for staff to attend conferences, seminars and workshops</li> </ul>	<p>All faculty Members attained Ph.D. degrees by 2020, excepting two who are in the process of completing their doctoral thesis.</p> <p>Most of the staff have undertaken MOOC Courses like Coursera in 2020</p> <p>The institution has conducted the ‘Carmel Forum’ Webinar Series.</p> <p>Many applied for ICSSR Research Project in 2021 &amp; 2023.</p> <p>All of the faculty members have completed FDP Programmes; Have received training in using MOODLE and LMS</p> <p>Some of the faculty members were provide financial aid to attend seminars and workshops.</p>
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		<ul style="list-style-type: none"> <li>• Encouraging faculty to increase the output of research publications</li>   <li>• Starting a Research Centre</li>   <li>• Additional research guides</li>   <li>• Provision of accolades for staff achievement</li>   <li>• Permanent teaching posts to be filled</li>   <li>• Permanent non-teaching posts to be filled</li> </ul>	<p>Training in digital skills was provided to the faculty members in 2019</p> <p>Some of the faculty had published their research papers in 5 CARE Listed Journals and most of them had published their research articles in peer-reviewed journals.</p> <p>The institution will start a Research Centre in 2024</p> <p>Two of the faculty became research guides in 2018</p> <p>Most of the staff members were appreciated for their contribution towards the betterment of the institution.</p> <p>Two permanent faculty members were appointed in 2023</p> <p>Paperwork for appointment of non-teaching staff members will be completed in 2024</p>
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		<ul style="list-style-type: none"> <li>• Conduct of Faculty Exchange Programme</li> </ul>	<p>Some of the faculty have been resource persons and moderators for seminars/workshops/webinars which have been conducted in other institutions.</p>
5.	Student Support Services	<ul style="list-style-type: none"> <li>• Student Induction programmes for inculcation of vision and mission</li> <li>• Additional provision of endowments and scholarships for students</li> <li>• Providing mentoring</li> <li>• Remedial teaching</li> </ul>	<p>Orientation programmes regarding the vision and mission of the institution are arranged annually.</p> <p>Two more endowment funds have been added to the already existing ones like Dr. Susamma George P. Endowment (2016) and Commander M.O. Oommen Foundation (2018).</p> <p>Mentoring has been provided to all the students continuously.</p> <p>Remedial instruction has been provided to the students who have difficulty in specific subject areas</p>

		<ul style="list-style-type: none"> <li>• Self-study Courses</li>   <li>• Student Exchange programmes</li>   <li>• Placement services at international, national and state level</li>   <li>• NSS related programmes</li>   <li>• Internship facilities in DIETs, TTIs, schools etc.</li> </ul>	<p>Students have been encouraged to attend courses like Coursera, SWAYAM, MOOC Courses etc.</p> <p>Some of the teacher trainees have been volunteers for the conduct of community-related programmes as well as invigilators for various public examinations.</p> <p>Many students have secured jobs in schools at international, national and state level, as the institution had made arrangements for placement camps within the college itself.</p> <p>Various community service programmes have been conducted on the auspices of the NSS.</p> <p>The M.Ed. students have conducted observation sessions and have taken 5 classes in the DIETs and TTIs.</p>
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		<ul style="list-style-type: none"> <li>• Financial support to economically backward hostel students</li>   <li>• Coaching for competitive examinations like SET, TET, KTET, CTET.</li>   <li>• Alumni-initiated activities</li>   <li>• University Results</li> </ul>	<p>The financial support to hostel students should be increased</p> <p>Coaching classes have been conducted by the faculty and by external trainers, following which many students have been successful in various qualifying examinations like SET, TET, KTET, CTET.</p> <p>The alumni association have registered 2022.</p> <p>The involvement of the alumni in conducting demonstration classes for the junior batches, for acting as judges for various competitions and for providing financial support for the institution, has increased.</p> <p>The success rate of the teacher trainees in the University exams has to be increased.</p>
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6.	Extension programmes	<ul style="list-style-type: none"> <li>• Undertaking School Adoption programme</li>   <li>• Adoption of a village</li>   <li>• Social visits to Destitute Homes</li>   <li>• Social visits with Adolescents</li>   <li>• Library Cataloguing as Community Service</li> </ul>	<p>The teacher trainees have taken online classes for the school students of the adopted school Sr. Alphonsa School, Chennamattom, Kottayam during 2019-2021.</p> <p>A village will be adopted and supported in 2025</p> <p>The teacher trainees have paid visits to the Destitute Homes every week, and have helped them by offering food items as well as clothing.</p> <p>The teacher trainees had celebrated Christmas with the adolescent children at Boy's Home, Thiruvanchoor, Kottayam.</p> <p>The library staff and the B.Ed. and M.Ed. students have helped in arranging and cataloguing the library books at the Sub-Jail, Kottayam.</p>
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		<ul style="list-style-type: none"> <li>• Conduct of Social Survey</li> <li>• Conduct of Awareness classes</li> </ul>	<p>The library staff and B.Ed. students had arranged a survey 'Changathi' for Other State Labourers.</p> <p>The M.Ed. Students had conducted awareness classes at a tribal village, Nadukkani, Idukki.</p> <p>More assistance should be given to socio-economically disadvantaged people.</p>
6.	Research	<ul style="list-style-type: none"> <li>• Attending Seminars, webinars and workshops</li> <li>• Presentation of research papers in seminars and workshops</li> <li>• Publishing research articles in academic journals</li> </ul>	<p>The faculty attended seminars and workshops meant for teacher educators, research scholars and students.</p> <p>Most of the M.Ed. students have presented research papers during seminars and workshops conducted in other institutions.</p> <p>Both the faculty and students have published research articles in the Institutional Peer-reviewed Journal 'Carmel Graphics', which is brought out annually (ISSN 2320- 7299)</p>

		<ul style="list-style-type: none"> <li>• Conducting webinars based on research</li> </ul>	<p>The institution has conducted a Webinar Series namely 'Carmel Forum', for developing research-mindedness among teacher educators, research scholars and students.</p> <p>Yet the institution can conduct more seminars/ webinars based on Research.</p>
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**ADDITIONAL PROPOSED AREAS FOR PLANNING:**

- Improving the infrastructure facilities of the institution.
- Increasing the technological facilities available to the teachers and students.
- Ensure the appointments of new faculty and non-teaching staff members.
- Arrange more collaborative outputs with other educational institutions.
- Arranging more placement facilities for the teacher trainees.
- Extending the scholarship amount to additional number of economically disadvantaged students.

The above recommendations were reviewed by the Governing Body and the following Plan of Action and the schedule for 2018-2025 has been formulated. The implementation as per the schedule is entrusted with the Manager and the Principal.

Dated

Chairperson

Seal