



SIVA SIVANI DEGREE COLLEGE

(Affiliated to Osmania University)

UG Block Vensai Projects, Kompally, Secunderabad, Telangana - 500100.



Cycle-1 NAAC Accreditation 2023

Criteria 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance

Submitted to



National Assessment and Accreditation Council



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S. P. Sampathy's Siva Sivani Educational Society (2906/97)
SIVA SIVANI DEGREE COLLEGE

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MESSAGE FROM PRESIDENT



Smt. S. Aarathy
President & Chief Executive
Siva Sivani Group of Institutions

A brainchild of the dynamic Sri. S.P.Sampathy, Siva Sivani Degree College (SSDC) was established in the year 2002, affiliated to the Osmania University which has a rich legacy of imparting quality education. A part of the S.P. Sampathy's Siva Sivani Group of Institutions, whose founder Late Sri. S.P.Sampathy and the Cofounder Smt. S. Aarathy, presently the President and the Chief Executive of the Group, has had the experience of establishing and running world-class educational institutions for nearly 61 years, SSDC, has dutifully

traversed on the path hitherto used by the other group institutions and has carved a niche for itself in the arena of undergraduate education in a span of 21 years of timeless efforts.

The Founder of the Siva Sivani Group of Educational Institutions was a man with a vision and believed that nothing is impossible for those who think they can. In 1961, Sri Sampathy started his journey with a mere 25 paise in his pocket and filled with a zeal to create history by continuously evolving and providing top-quality education. His dedication and positive attitude helped him brave all the odds and establish an education empire that today is known as the Siva Sivani Group of Educational Institutions, a place where personal growth is achieved in tandem with peace, progress, and prosperity of human society at large.

In pursuit of providing quality education and creating future business leaders, he branched towards the outskirts of twin cities where ample land was purchased to set up a state-of-the-art educational institution with all the amenities in-house for all-round development of the aspiring students in 1983 and later in 1989 a second milestone was achieved at Kompally which now houses the Siva Sivani Institutions comprising of Siva Sivani Institute of Management (SSIM), Siva Sivani Degree College (SSDC), Siva Sivani Junior College (SSJC) and SPS High School (SPSHS).



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His passion and commitment to innovation and adaption to newer technologies to provide better education led to paperless classrooms in 2002, comparable to the best in the world. During his lifetime, Sri S.P. Sampathy held many Honorary posts including the President of the Andhra Pradesh Private Schools Association, Convener of ISC and ICSE Examinations of Hyderabad, and Advisory Member on Boards of various Educational Institutions to mention a few.

He was the recipient of the Best Vidyapeeth Award presented by Her Excellency, The Governor of Andhra Pradesh, the Arch of Excellence Award, and the Teacher of Teachers Award amongst innumerable other appreciations and accolades. We, the members of the Siva Sivani family are committed and dedicated to the vision and mission of Sri S.P. Sampathy and constantly evolve ourselves to the future needs and provide education that makes the world a better place to live in.

The Journey of this giant called Siva Sivani over the last more than half a century, from the 3rd of August 1961 to be exact, has been on a meandering path but always uphill. Guided by the Founder, who always chose the less trodden pathways and more often than not dared to begin a trail in the wilderness, Siva Sivani has always dreamed big and lived those dreams successfully. Between daring to start the first ICSE School in Sanathnagar, decades ago, to starting the first standalone, nonuniversity, non-government, All India Council for Technical Education, Ministry of Human Resources Development, Government of India approved B-School in Andhra Pradesh in 1992 to be the first authorized center for the Institute of Commercial Management of UK in Andhra Pradesh, there are innumerable firsts in the saga of these group institutions. As always, I am sure that Siva Sivani Degree College will provide quality education to all its pupils. Change, it is said, is the only constant in progress and we at Siva Sivani have constantly been keeping pace with change. We are now in an era where things move at speeds surpassing those of light and sound. Time is now of utmost importance, with a foregone conclusion that quality is not compromised even a wee bit for moving at a faster pace. This is the order of the day, in all walks of life and hence equally applicable to the arena of education. To keep abreast with this change, we have now started on a path, which, as in the past, will Keep us that one elusive step ahead of our counterparts elsewhere.



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| welcome you, as co-travelers on this path, to quality education at a faster pace and help realize your dreams that much faster. We intend to hasten the process of turning you into responsible, creative, positive, and contributing citizens of our Global Village.

President

Smt Arthy Sympathy

Kompally, Hyderabad



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STRATEGIC PLANNING COMMITTEE

Sr. No.	Designation	Name
1	President & Chief Executive	Smt. Arthy Sympathy
2	Vice-President & Deputy Chief Executive	Dr. Sailesh Sampathy
3	Associate Vice President	Smt. Deepika Sympathy
4	Principal	Smt.P. Mamatha
5	Vice-Principal & Co-coordinator IQAC	Mr. Y. Anand Reddy
6	NAAC	Members
7	Students/Alumni Representative	Member

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INTRODUCTION OF INSTITUTE AND SWOC ANALYSIS

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STRATEGIC PLANNING

Introduction

The Governing Body and Leadership of SSDC collaborate to achieve the institution's Mission and Vision. The Governing Body strategically plans for both short and long-term goals, playing a vital role in nurturing student development for global service. Employing a blend of ancestral methods and contemporary technologies, the Governing Body, comprising representatives such as the Management member, a University OU nominee, an industrialist, an educator, a Principal, and faculty representatives, adheres to UGC regulations. This body charts the institution's roadmap, outlining goals, timelines, budget allocations, resource utilization, and fundraising strategies. Decisions follow a top-to-bottom approach, with execution using a combination of bottom-to-top and same-level approaches. Annual meetings assess planning performances, goal attainment, development reports, and resource utilization, leading to informed proposals for the following year.

The institution envisions inspiring young minds for the nation's advancement by fostering growth and development. SSDC plays a pivotal role in creating a healthy society, providing conducive conditions, and educating youngsters in the region to contribute significantly to the country's progress. The focus remains on nurturing global players, enhancing market core competency through value-based education, and promoting innovative ideologies.

The governing body is dedicated to achieving the institution's proposed goals, establishing a hierarchical system where every individual within SSDC plays a crucial role. This system is characterized by active participation, self-governance, transparency, and democratic principles at all levels. Crafted by experienced minds in the education field, it equally values input from all stakeholders, fostering a collaborative environment to achieve the common goal of comprehensive student development.

Fifteen sub-committees work in the SSDC coalition providing collective assistance to meet global





standards. Each year, these committees coordinate to create calendars, schedule diverse activities, and competitions, and plan events under a unified framework. The Principal oversees single-window networking, fund flow, sanctions, and approvals by federation ordinances and laws, ensuring a cohesive approach to meeting global requirements.

SSDC prioritizes numerous annual training sessions crucial for fostering robust networking, establishing a strong brand, and cultivating a reputable presence in the market. Emphasis is placed at every stage on research, idea generation, fostering innovative ecosystems, enhancing critical thinking, refining problem-solving skills, and providing regular intervals of personality development and job-oriented practices.

The Governing Body members bear responsibility for the institution's operations. Their roles encompass offering timely guidance, setting goals, formulating action plans, mobilizing resources, evaluating results, identifying system loopholes, updating and adopting new techniques, providing training across all levels, and conducting inspections. Their pivotal role extends throughout various levels of the institution.

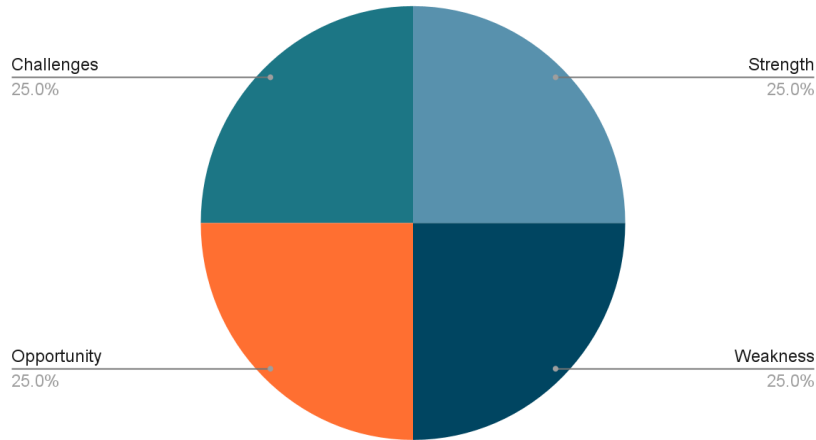
The Governing Body establishes rules, regulations, and a code of conduct for all sub-committees. Meeting agendas, GB resolutions, sanctioned grants, and system changes are publicly accessible on the college website, with circulars and instructions distributed to ensure a transparent and informative system for everyone involved.

Strength, weakness, opportunity, and challenges(SWOC)

1.2 Strength, weakness, opportunity, and challenges(SWOC)



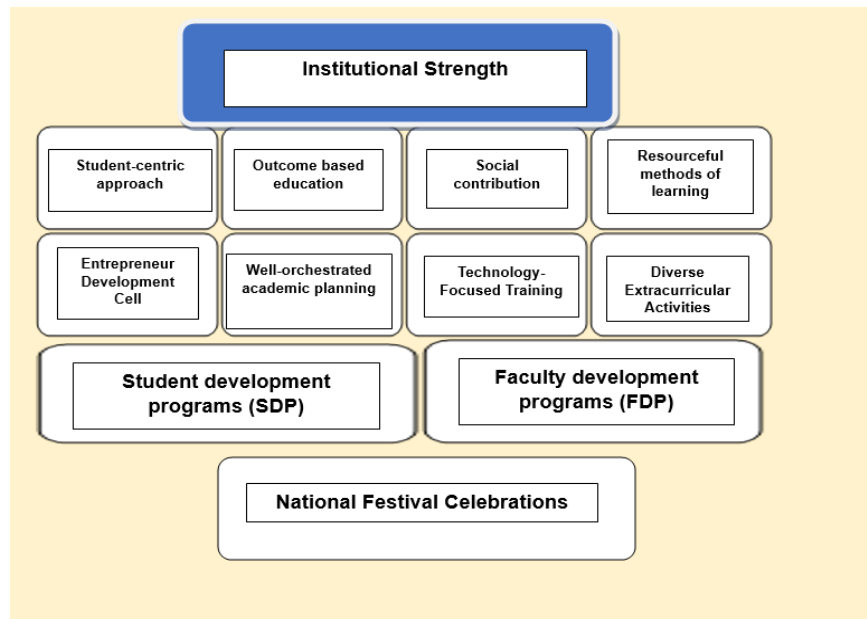
Points scored



Institutional Strength

Siva Sivani Degree College stands as a renowned institution with several institutional strengths that set it apart. The college is synonymous with discipline and is committed to delivering high-quality education while instilling core values in its students. It takes pride in preparing students to face global competition effectively.

Institutional Strength



Student-centric approach





Students are the organizers. They organize conceptual workshops, technical lead code programs, quiz contests, business models, B to C, B to B programs, mock interviews, Group discussions executed, and evaluation feedback sessions conducted by the senior students and management students to other fellow pupils.

Student development programmes(SDP)

Student outreach programs will be conducted from time to time including management games, to impart the qualities of leadership, organizing, technical, strategic, planning, problem-solving, and critical thinking skills among all the students according to the needs of their specialized branches and courses.

Outcome-based education: implemented in all the subjects to provide deep-rooted knowledge to the students in every subject. Practical sessions are given priority to strengthen the forecasting skills of the individuals.

Social contribution: after studying at Siva Sivani every student will be ready to do charity and raise helping hands to the needy. Such habits among the students are encouraged at all levels.

Faculty development programs (FDP):

Every semester Faculty will get the appropriate tools and instruments through this FDP. Faculty Outreach programs were conducted to give updated technical and subject-oriented, teaching-learning methods, and strategies by the experts.

Resourceful methods of learning: SSDC firmly believes in “learning by doing” Many workshops & seminars are performed by learners. Students will do a deep dive to know the root cause of the problem, based on the gained knowledge they will analyze the problem, and at the end of the session, they will provide solutions, suggestions, and policy implications.

Entrepreneur Development Cell: The EDP entrepreneur development program consists of training, idea generation, and practical exposure. These students will get training from experts in the industry on how to develop business ideas from scratch. Under this EDP participants will go



through the ongoing projects of Telangana governments and benefits provided to the budding entrepreneurs by the state and central government organizations.

Well, orchestrated academic planning:

The academic plan at Siva Sivani Degree College is meticulously designed to ensure students receive comprehensive and rigorous training in various fields, be it technical, management, economic, or financial. This includes workshops, engaging PPT presentations with a focus on visualization and graphical techniques, mock interviews, comparative and problem-solving case study approaches, group discussions, JAM (Just-A-Minute) sessions, newspaper review classes, research and development initiatives, knowledge sharing, panel discussions, market-oriented practical workshops, student outreach programs, Faculty Development Programs (FDP), cultural activities, sports events, Saturday weekend activities, and many more activities held annually.

Technology-Focused Training: The college places a strong emphasis on technology-oriented training. This includes webinars, additional certificate programs, regular Campus Recruitment Training (CRT) sessions, and Entrepreneur Development Program (EDP) sessions. These initiatives equip students with valuable skills, setting them apart from their peers and making SSDC a unique educational institution.

Diverse Extracurricular Activities: SSDC recognizes the importance of a well-rounded education. The institution actively promotes cultural, extracurricular, and co-curricular activities. These include script meetings and charitable initiatives organized by the NSS (National Service Scheme) students. These achievements add to the institution's reputation.

National Festival Celebrations: SSDC goes beyond academics by celebrating national festivals like Independence Day (15th August), and Republic Day (26th January). Such celebrations not only foster a sense of patriotism but also promote national integration in the region, setting a benchmark for community engagement and cultural enrichment.



This commitment to holistic education and the development of well-rounded individuals is what makes Siva Sivani Degree College an institution of repute and excellence.

Institutional Weaknesses

Relevance of Curriculum: The existing course curriculum may not align with the evolving market requirements. Balancing academic content with additional training and certifications is a complex task that requires continuous updates and resources.

Resource Constraints: SSDC acknowledges the importance of education for the underprivileged but faces a significant challenge due to a lack of resources. Being an individual non-commercial institute in the region it is difficult to gather the necessary financial and infrastructural support to achieve the ambitious goals effectively.

Diversity of Student Backgrounds: The diverse backgrounds of students, including linguistic and cultural differences, pose a significant constraint in providing a cohesive educational experience. Ensuring that all students receive equal growth opportunities can be challenging.

Multilingual and Diverse Culture: Dealing with a multi-linguistic and culturally diverse student community from different regions necessitates the development of tailored strategies for each individual's development, which can be resource-intensive.

Technology Gap: Many students are unfamiliar with rapidly changing technology, hindering their adaptability to modern tools and techniques. Bridging this technology gap is a considerable challenge for SSDC.

Balancing Academic and Placement Focus: Ensuring that students are not only academically proficient but also adequately prepared for future job placements is a delicate balancing act and a primary constraint.





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Student Development Programs: Designing and executing goal-oriented student development programs requires ongoing efforts and resources, making it a challenging aspect to manage effectively.

Faculty Training and Resources: Keeping faculty members up-to-date with the latest tools, instruments, and resources in an ever-changing world is crucial but often requires additional investment and planning.

Addressing these institutional weaknesses is essential for Siva Sivani Degree College to fulfill its mission of providing quality education and opportunities to the underprivileged. It will require careful planning, resource mobilization, and a commitment to adapt to the evolving needs of both students and the job market.

Institutional opportunities:

"Siva Sivani Institute consistently stands out in the educational landscape, thanks to its steadfast commitment to policy innovation and its enduring presence in the market. Among the multitude of institutions emerging in the city, SSDC is the sole contender daring to set new benchmarks and offer unique opportunities."

Legacy of Value-Based Education: The college boasts a rich historical legacy of imparting value-based education while seamlessly integrating modern technology. This unique approach ensures that students are not only academically proficient but also well-prepared to meet the demands of the ever-evolving job market. This high-quality education provides SSDC students with a distinct advantage in the corporate world.

Pathways to Higher Studies and Employment: SSDC serves as a launching pad for students' future endeavors. Whether they aspire to pursue higher studies in prestigious national or global institutions or seek employment in their dream companies, SSDC provides the guidance and resources necessary to help them achieve their goals.

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Massive Open Online Courses: Deep-rooted information is supplied to students and every individual is encouraged to enroll in such courses proper guidance is given to students to hone their skills in the given subjects with the help of MOOC (Massive Open Online Courses) certificate programs.

Prominent Foundation for Prospects:

SSDC laid a strong foundation for every individual so that he can build a suitable career-appropriate position in the corporate world. All the instruments and tools are provided to students to excel in the job market.

Grassroots training: By the external industrial experts, administrators, and financial institutions to explain funding and financial facilities always helping the students to sustain in the market and to line up their careers.

Institutional Challenge:

Maintaining core values of the institution: Siva Sivani would like to inculcate Indian values with the given technology, developing the core values for the existing generational is the challenge factor.

Meeting all the needs of the changing world: The Indian Education sector intends to make many changes but they are not meeting all the requirements of the market, SSDC is working to cope with the given gaps. Designing and implementing teaching-learning programs accordingly is a big challenging task.

Emerging Methods of Technology: Emerging Trends in Technology are bringing faster changes in the present world of computers & internet now the new trend of AI and ML is making learners' lives very easy and at the same time more competitive. This faster-changing technology led to cutthroat competition and challenged the existence of employability for the freshers.

Learners Adaptability: Students are not ready to accept, or adopt the existing age-old methods

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of teaching and learning. This generation gap between teaching faculty and students is a big barrier to growth at every stage.

Faculty Upgradation and Accreditations: Tuning faculty, training sessions to strengthen subject and technical knowledge, making everyone stick to institutional policies, and creating a healthy culture are time-consuming processes. These are the main challenges for the growth of the institution.

Institutional Opportunities

Enriching MOOC Programs: Our institution offers extensive support for Massive Open Online Courses (MOOCs), providing deep-rooted knowledge to all students. Enrollment in MOOC certificate programs is encouraged, with dedicated guidance.

A Solid Career Foundation: SSDC lays a strong foundation for individuals to excel in the corporate world. We equip our students with the necessary tools and skills to secure positions matching their career aspirations.

Expert Guidance: External industry experts, administrators, and financial institutions collaborate with us to guide students on funding and financial facilities. This support ensures our students can navigate the job market effectively and build successful careers.

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Perspective plans and Strategies

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MISSION

- To maintain a conducive infrastructure and learning environment for world-class education.
- To nurture a team of dedicated, competent, and research-oriented faculty.
- To develop students with moral & ethical values, for their successful careers by offering a variety of programs and services.

VISION

- Developing into a world-class, pace-setting Institute of Graduation college with a distinct identity a character, meeting the goals and aspirations of society.

PRIORITY AREAS: PERSPECTIVE PLAN

1. Infrastructure: E-learning; Digital environment; Guest house; international students' hostel, friendly classrooms, indoor stadium; self-learning library
2. Learning environment for world-class education: autonomy, flexible course, collaboration learning, Strong LCMS, IoT & AI based learning; add-on and value-added course, experiential learning, counseling center.
3. To nurture a team: HR, FDP, R&D POLICY, Welfare, industrial placement, exchange.
4. Moral & ethical values: policies, procedure, curriculum, interactive/collaborative learning, course offerings.
5. World-class institute: Autonomy, university, flexibility and credit, NEP, DOUBLE DEGREE, ASSESSMENT AND EVALUATION, CURRICULUM, PEDAGOGY, foreign collaboration.
6. Pace-setting: autonomy, R&D,
7. Industry-Institute-Interaction, COLLABORATION.

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8. Distinct identity and character: societal needs, industrial needs, cultural needs, Focused approach, innovations, advisory committee.
9. Meeting the goals and aspirations: employment, entrepreneurship, technology dissemination, technology training, technology services, research on local applications, continuing education, skills development, R & D, UPSC/KPSC, GRE/TOFEL, CLUBS.

SHORT TERM-MEDIUM TERM-LONG TERM GOALS

SHORT TERM GOALS

- a) Infrastructure Development
- b) Placement Cell
- c) Development of Learning Systems
- d) Establishment of Policies and procedures
- e) Focus on Developing moral and ethics
- f) Curriculum Enrichment
- g) Innovations and Startup and Entrepreneurship Development cell
- h) Collaboration with Corporate Companies for Campus Recruitment

LONG TERM GOALS

- a) Development of NEP-2020 Based Curriculum and Policies
- b) Reforms in the Examination System
- c) Innovative Eco System
- d) Student Centric – Outcome-based Education
- e) Adoption of community Upliftment & Development
- f) Award of University Status to the institute
- g) Dual Degree Programme – International tie up's



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The institutional Goals will be achieved through the following PROGRAMS:

- I. Capacity Expansion
- II. Quality Improvement inclusive of Collaborative and Innovative Learning Systems
- III. Placement Enhancements
- IV. Linkages and Collaborations
- V. Inculcation of Value-Based Education
- VI. Environment sustainability
- VII. In-house Structured Committees

Perspective Plan and Strategies

Sr. No.	Components of Perspective Plan	Parameters of the respective component
1	Infrastructure	<ul style="list-style-type: none">• Wall Mount Digital Boards• Internet access• Centralized Air-conditioned classrooms• Computer workstations• Class Room Projectors• In-house Mess and canteen• Hostel facilities• Indoor and outdoor sports equipment• Self-learning library• Yoga and Meditation Room





2	High Impact learning environment for world-class education	<ul style="list-style-type: none">• Collaborative Learning• A) CELT• B)EDP• C)Guest Lectures• Experiential learning• A) Conceptual based through Workshops, presentations and seminars• Add-on certification courses- Computer programming- SAP, ZAVA, AWS, PYTHON, POWER BI, AI....• Community Relevance• Counselling sessions<ul style="list-style-type: none">A) Traffic awareness drive and accident preventionB) Health Expert's guidance on the prevention of Drugs and AlcoholC) Blood donation campsD) Clean and Green awarenessE) Fitness and Yoga
3	Nurture Mentor and development efforts for Team Build	<ul style="list-style-type: none">• HR,• Employees welfare staff society,• R&D POLICY,• Faculty Outings• Faculty Exchange across SSGI.• Training & Development,• Constructive Feedback &





		<p>Communication</p> <ul style="list-style-type: none">• Delegation & Empowerment
4	Value Chain of Ethical Order	<ul style="list-style-type: none">• Policies,• Curriculum,• Induction and Orientation (Exhibit-Importance of Moral Based Mime and Drama forms)• Interactive/collaborative learning,• Knowledge Transfers
5	Proficiency and Standard Setting	<ul style="list-style-type: none">• Assessment and Evaluation• Committee Goals• Confidentiality policies• Internship program• Research Methodology• Knowledge Sharing• Business Model Education• Corporate Level Standards• Pedagogy
6	Creative & Conceptual Learning	<ul style="list-style-type: none">• Assessment and Evaluation• Business Model- SAMANVAY• Field trips- Soft skills• Innovative business ideas (business Replica)• Entrepreneurship Development Program



7	Pace-setting institute	<ul style="list-style-type: none">• R&D• Inculcation of Value Based Education• Corporate Fitment
8	Industry-Institute-Interaction	<ul style="list-style-type: none">• Industry-Institute-Interaction- (RBI, T-Hub, AGI GLASPAC, COCO-COLA,)• Collaboration with Corporate Companies (TCS, ADP)
9	Distinct Identity and Character	<ul style="list-style-type: none">• Societal needs,• Industrial needs,• Cultural needs,• Community Focused approach,• Business Model innovations,• Structured Committees
10	Meeting the goals and aspirations	<ul style="list-style-type: none">• Recruitments,• Entrepreneurship,• Technology Training,• Technology services,• Pursuit of Higher Education,• Skill Development Programs,

Perspective Plan: Short Term-Medium Term-Long Term Goals



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SHORT TERM GOALS (2023-2025)

GOAL-1: Infrastructure Development

GOAL-2: Placement Enhancement & Step UP

GOAL-3: Development of Learning Systems

GOAL-4: Establishment of Policies & Procedures

GOAL -5: Focus On Morals & Ethics

GOAL -6: Curriculum Enrichment

GOAL-7: Innovation & Start-Up – Entrepreneurship Development Programme

GOAL-8: Collaboration with Corporate Companies

LONG TERM GOALS (2025 -2028)

GOAL-1: NEP – National Education Policy - Curriculum & Policies

GOAL-2: Reform in the Education System

GOAL-3: Student-Centric Outcome – Outcome base Education

GOAL-4: Innovative Eco Systems

GOAL-5: Adoption of Community Upliftment & Development

GOAL-6: Award of University Status to the Institute

GOAL-7: Dual Degree Programme with International Tie Up

Given the perspective plan and Short-Term, and Long-Term Goals, the Programmes and projects were developed for 06 Years duration. The strategic plan is further developed to operate the Programmes and projects strategically.

These plans are described in the subsequent pages.





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THE STRATEGIC PLAN GOALS & PROGRAMS

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Goals-Strategies-Programs/ Projects

GOAL-1: Infrastructure Development	Strategies <ul style="list-style-type: none">↓ E-learning;↓ Digital environment;↓ Centralized Air conditioner System↓ Students Hostel,↓ Learning-friendly classrooms,↓ Computerized Workstations↓ Self-learning library↓ Solar, Water, and Power Systems↓ Access to all the 5 Floors
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Goals-Strategies-Programs/ Projects

Goal II: Placement Development Cell	Strategies <ul style="list-style-type: none">↓ Soft Skill Development↓ CRT – Versant and Aptitude↓ Logical Reasoning and Analytics↓ Pre Placement Talks↓ Alumni Testimony↓ MOCK Interviews↓ Apprenticeship - Interns↓ Placement Drives↓ Faculty Exchange across SSGI
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Goal No.	Description	Strategies	Programs/Projects
II	Placement Development Cell	<ul style="list-style-type: none"> ↓ Training and development inclusive of industrial placements ↓ Organization of MOCK / Resume Build workshops ↓ Organization of seminars/conferences by External Members ↓ Apprenticeship as Interns – Core Subject Specialization ↓ Faculty exchange 	<p>Project 1: Organized pre-placement talks by Eminent leaders from various organizations</p> <p>Project 2: Exposure to British Council Tests and Modules (Versant & Comprehensive Tests)</p> <p>Project 3: Online Tests in Levels of English and Aptitude</p> <p>Project 4: Development of vision-based placement Cell and mechanism for nurturing the skills to face theChallenging Competitive Corporate Sector.</p>

Goals-Strategies-Programs/ Projects

<p>Goal III: Development Of Learning System</p>	<p>Strategies</p> <ul style="list-style-type: none"> ↓ LMS ↓ Information Systems ↓ Knowledge Assessment ↓ Centralized materials for learning
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Goal No.	Description	Strategies	Programs/Projects
III	Development of Learning Systems	<ul style="list-style-type: none"> ↓ LMS ↓ Information System ↓ Learning morals and ethics in life and career ↓ Knowledge Assessment 	<p>Project 1: Strategic methods of adoptive Learning System.</p> <p>Project 2: Centralized Library and Learning Infrastructure.</p> <p>Project 3: Development of Moral & Ethics for life and career.</p> <p>Project 4: Formative & Constructive Assessment through Case Studies & Seminar, Presentations</p>

Goals-Strategies-Programs/ Projects

<p>Goal No. IV: Establishment of Policies & Procedure</p>	<p>Strategies</p> <p>Development in the following domains:</p> <ul style="list-style-type: none"> ↓ Skill Development, ↓ Standardized procedures and compliance with the regulations ↓ Streamline Assessment procedures and its Process ↓ Consistent Follow-up ↓ Grading System ↓ Attendance Policy Through CAMU ↓ Students Test Evaluation and its reports through Google Forms ↓ Students' Absenteeism and Accountability
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Goal No.	Description	Strategies	Programs/Projects
IV	Establishment of standardized Policies and procedures for the Systematic functioning of the institution	<ul style="list-style-type: none">○ Development in the following domains:○ Skill Development,○ Standardized procedures and compliance with the regulations○ Streamline Assessment procedures and its Process○ Consistent Follow-up○ Grading System○ Attendance Policy Through CAMU○ Students Test Evaluation and its reports through Google Forms Students Absenteeism and Accountability.	Project 1: Establishment of Professional Development & Skills Development Centre Project 2: Focused Controls and adherences with rectifications



Goals-Strategies-Programs/ Projects

Goal No. V: Focus on Morals and Ethics	<p>Strategies</p> <ul style="list-style-type: none"> ↓ Mentoring ↓ Disciplinary Action Plan ↓ Code Of Conduct ↓ Behavioral Management
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Goal No.	Description	Strategies	Programs/Projects
V	Value-Based Education Imbibing Morals and Ethics	<ul style="list-style-type: none"> ↓ Mentoring ↓ Disciplinary Action Plan ↓ Code of Conduct ↓ Behavioral Management 	<p>Project 1: Mentorship Program for student/staff</p> <p>Project 2: Designing Standard Operating Procedures and guidelines for code of conduct</p> <p>Project3: Motivational/Inspirational Sessions for student/staff through Committee</p>



Goals-Strategies-Programs/ Projects

<p>Goal No. VI: Curriculum Enrichment</p>	<p>Strategies</p> <ul style="list-style-type: none"> ↓ Interdisciplinary programs ↓ Multi-disciplinary programs ↓ Soft Skills Programme ↓ Training Programs ↓ Knowledge Sharing and Transfer ↓ Enhanced Teaching Methodologies ↓ Creative Learning through workshops ↓ Hobby Development Activities ↓ Indian traditional knowledge & culture
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Goal No.	Description	Strategies	Programs/Projects
VI	Focused and Upgraded Teaching Methods and Weekly/Monthly schedules	<ul style="list-style-type: none"> ↓ Interdisciplinary programs ↓ Multi-disciplinary programs ↓ Sof Skills programme ↓ Training Programmes ↓ Knowledge Sharing and Transfer ↓ Enhanced Teaching Methodologies ↓ Creative Learning through workshops 	<p>Project 1: Centre for Curriculum Design, Development and Innovation</p> <p>Project 2: Develop - Enhanced Teaching Methodologies and programs</p>





		<ul style="list-style-type: none">↓ Hobby Development Activities↓ Indian traditional knowledge & culture	
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Goals-Strategies-Programs/ Projects

Goal No. VII: Entrepreneurship Development cell	Strategies <ul style="list-style-type: none">↓ Incubation Centre↓ innovation promotion center↓ Startup promotion↓ Business Model Camps to promote innovations and entrepreneurship↓ Regional research and development scheme
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Goal No.	Description	Strategies	Programs/Projects
VII	R & D, Innovations and Startup and Entrepreneurship Development cell	<ul style="list-style-type: none">↓ Incubation Centre↓ Local innovation promotion centre↓ Startup promotion↓ Business model camps to promote innovations and entrepreneurship↓ Regional research and development scheme	<p>Project 1: Centre for Advance Technology Application and Research promotion for local/regional development.</p> <p>Project 2: Innovation and Incubation Centre for Startup.</p>

Goals-Strategies-Programs/ Projects

Goal No. VIII: Collaboration with Corporate Companies	Strategies <ul style="list-style-type: none">↓ Curriculum Innovations↓ Networking with Corporate Companies↓ Development of policies, procedures and processes↓ Faculty & Student Development in lieu with Corporate Fitment
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Goal No	Description	Strategies	Programs/Projects
VIII	Determining and managing impediments to collaboration between industry and academia	<ul style="list-style-type: none">↓ Curriculum Innovations↓ Networking with Corporate Companies↓ Development of policies, procedures and processes↓ Faculty & Student Development in lieu with Corporate Fitment	<p>Project 1: Formation of the core committee for the development of policies, procedures, and processes in tune with corporate requirements</p> <p>Project 2: Formation of Students/Faculty Co-ordination and Volunteering</p> <p>Project 3: Team Build and Lead Programs</p>

Goals-Strategies-Programs/ Projects – Long Term – 2025-2028

Goal No. IX: NEP – Curriculum and Policy	Strategies <ul style="list-style-type: none">↓ Curriculum Development in line with NEP-2020↓ Networking with Corporate Companies↓ Submitting the proposal to the state/UGC↓ Development of policies, procedures and processes
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Goal No.	Description	Strategies	Programs/Projects
IX	Upgraded Education Policy at per National Level with Standardized policies	<ul style="list-style-type: none"> ↓ Curriculum Development in line with NEP-2020 ↓ Networking with Corporate Companies ↓ Submitting the proposal to the state/UGC ↓ Development of policies, procedures, and processes by NEP 	<p>Project 1: Development of Curriculum</p> <p>Project 2: Formulation of university proposal, statutory committees, statutes, ordinances, and other regulations.</p>

Goals-Strategies-Programs/ Projects – Long Term – 2025-2028

<p>Goal No. X: NAAC Credits</p>	<p>Strategies</p> <ul style="list-style-type: none"> ↓ Curriculum Aspects in line with NEP-2020 ↓ Research, Innovation and Extensions ↓ Teaching Learning and Progressive Evaluations ↓ Development of policies, procedures and processes ↓ Institutional values and Best Practices
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Goal No.	Description	Strategies	Programs/Projects
X	Award of University status to the institute	<ul style="list-style-type: none"> ↓ Curriculum Aspects in line with NEP-2020 ↓ Research, Innovation and Extensions ↓ Teaching Learning and Progressive Evaluations ↓ Development of policies, procedures and processes ↓ Institutional values and Best Practices 	<p>Project 1: Development of Qualitative Academic Scores</p> <p>Project 2: Collaborative Learning Modes - Teacher/Student-Centered</p> <p>Project 3: Governance, Leadership and Management</p>

Goals-Strategies-Programs/ Projects – Long Term – 2025-2028

<p>Goal No. XI: Innovative Eco System Education</p>	<p>Strategies</p> <ul style="list-style-type: none"> ↓ Personalized Learning ↓ Project Based Learning ↓ Interactive Learning System ↓ Mentoring and Monitoring Learning System ↓ Development of policies, procedures and processes
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Goal No.	Description	Strategies	Programs/Projects
XI	Competent Personality development of students to nurture their talents	<ul style="list-style-type: none"> ↓ Curriculum Development in line with NEP-2020 ↓ Networking with Corporate Companies ↓ Submitting the proposal to the state/UGC ↓ Development of policies, procedures, and processes by NEP 	<p>Project 1: Organizing Management Workshops</p> <p>Project 2: Outbound Activities for Team Build (Students)</p> <p>Project 3: Inter-Class Learning and Mentoring</p> <p>Project 4: Etiquette Training and Personality development skills</p>

Goals-Strategies-Programs/ Projects – Long Term – 2025-2028

<p>Goal No. XII: NEP – Student Centric</p>	<p>Strategies</p> <ul style="list-style-type: none"> ↓ Participative Learning ↓ Industry Interaction and training ↓ Experiential Learning ↓ Blend of Modern and Traditional Methods
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Goal	Description	Strategies	Programs/Projects
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No.			
XII	Experiential, Participative Methodology	<ul style="list-style-type: none">↓ Participative Learning↓ Industry Interaction and training↓ Experiential Learning↓ Blend of Modern and Traditional Methods	<p>Project 1: Real-Time Case Study / Group Analysis and Brain Storming</p> <p>Project 2: Field Visits, Practical training, and Internships at RBI, Coca-Cola, Vijaya Diary, etc</p> <p>Project 3: Practical Courses, Virtual Labs – AI, Robotics, Kinetics Etc.</p> <p>Project 4: Knowledge Sharing (Chalk & Charts -----Projectors)</p>





S. P. Sampathy's Siva Sivani Educational Society (2906/97)

SIVA SIVANI DEGREE COLLEGE

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PROJECT OUTLINE IN LIEU OF STRATEGIC GOALS

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PROJECT OUTLINES - DEVELOPMENTS

PROJECT No. 01: Construction of 5TH Floor – BBA Block.

Activity No.	Description of Activity	Major Resources	Responsibility Department
1	Making budgetary Provision.	Audited reports and financial status	↓ Management ↓ Principal
2	Selection of site	Engineers, contractors and institute authorities	↓ Engineer and Contractor
3	Development of design and drawing	Architect	
4	Construction activity as per the plan	Action plan	
5	Launching for utilization	Management	



PROJECT OUTLINES

PROJECT No. 02: Development of Digital Classrooms with Internet Access

Activity No.	Description of Activity	Major Resources	Responsibility Department
1	System Study for Digital Requirements	Digital Designer/instructional system designer	↓ Management ↓ Principal ↓ Supplier ↓ Instructional system designer/respective department
2	Defining quantity and specifications	Instructional system designers and institute authorities	
3	Tendering	Administration section/purchase section	
4	Procurement	Administration section/purchase section and supplier	
5	Installation	Supplier and institute authorities	



PROJECT OUTLINES

PROJECT No. 03: Establishment of Placement Cell

Activity No.	Description of Activity	Major Resources	Responsibility Department
1	Formation of Placement Cell	Placement Details	— Principal — IQAC
2	Appointment of Placement Officer	Recruitment rules	coordinator
3	Developing Placement policies	Mission Vision of and Placement training	
4	Developing the pull of experts and Trainers for Campus Recruitment	Internal and External Trainers	
5	Designing training Programme based on Corporate Standards	Placement policies with Strategic Plan	
6	Prepare academic/annual Calendar	Placement Policy and priority areas	
7	Implement, Feedback and Redesign if required	Placement policy	

PROJECT OUTLINES



PROJECT No. 04: Installation Of Centralized Air Conditioning System on 5th Floor and Wall Mount Air Conditioners in Floor 2.

Activity No.	Description of Activity	Major Resources	Responsibility Department
1	Installation of Centralized Air Conditioners in each Classroom	Engineers, contractors and institute authorities	↓ Principal ↓ IQAC coordinator ↓ Heads of Department
2	Interaction with In-house Experts	Architects	
3	Defining quantity and specifications	Administration section/purchase section	
4	Tendering	Administration section/purchase section	
5	Procurement	Administration section /purchase section and supplier	
6	Installation	Supplier & Institute Authorities	

PROJECT OUTLINES



PROJECT No. 05: Installation of Furniture and fixtures

Activity No.	Description of Activity	Major Resources	Responsibility Department
1	Installation of False Ceiling with LED Lighting	Engineers, contractors and institute authorities	↓ Heads of All Departments ↓ Admin Department
2	Arranging of Benches and Seminar Hall Chairs	Engineers, contractors and institute authorities	
3	Installation of CC Cameras in ClassRooms	Engineers, contractors and institute authorities	
4	Installation of Ceiling Fans	Engineers, contractors and institute authorities	
5	Fixing of Upholstery with holders	Engineers, contractors and institute authorities	
6	Aesthetic effects on walls and doors - Painting	Engineers, contractors and institute authorities	
7	Interaction with In-house Experts	Architects	
8	Defining quantity and specifications	Administration section/purchase section	
9	Tendering	Administration section/ purchase section	
10	Procurement	Administration section/purchase section and supplier	
11	Installation	Supplier & Institute Authorities	

PROJECT OUTLINES



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PROJECT No. 06: Installation of Elevator Services.

Activity No.	Description of Activity		Responsibility Department
1	Installation of Lift Access to all the 5 Floors	Engineering Contractors and Institute Authorities	↓ Maintenance Department
2	Designing/Electrical Cables Specifications	& Engineering Contractors Institute Authorities	
3	Tendering	Administration & Purchase Section	
4	Procurement	Administration & Purchase Section & Supplier	
5	Installation	Supplier & Institute Authorities	

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PROJECT OUTLINES

PROJECT No. 07: Renovation Of Principle's Cabin, Staff Room & Waiting Lounge

Activity No.	Description of Activity	Major Resources	Responsibility Department
1	Making Budgetary Provision	Financial Statement & Audit Report	↓ Controller of Examination ↓ Heads of Department
2	Development of Re-Design & Drawing	Architect	
3	Construction Activity as per Plan - Specifications	↓ Action Plan	
4	Installation of Furniture & Fixtures (Tables, Chairs, Cubicles Air Conditioners, etc)	↓ Architects and Institute Authorities	
5.	Procurement process	↓ Procurement section ↓ Finance	
6	Launch For Utility	— Management	



PROJECT OUTLINES

PROJECT No. 08: Provision of Library - Learning Infrastructure.

Activity No.	Description of Activity	Major Resources	Responsibility Department
1	Campus infrastructure Study	↓ Campus Plan ↓ Heads of department	↓ Project In-charge
2	System Design	—External/Internal agency based on the policy decision	
3	Procurement process	↓ Procurement section ↓ Finance department	
4	Provision	—External/Internal agency based on the Management decision	
5	Implement	External/Internal agency based on the Management decision	



PROJECT OUTLINES

PROJECT No. 09: Setting up of Water Treatment Plant

Activity No.	Description of Activity	Major Resources	Responsibility Department
1	Provision Of RO with Cooling System	— Institute — Authorities/ — Management	- Management - Vice Principal
2	Plant Capacity and Specifications	— Administration and — Institute Authorities —	
3	Plumbing & Electrical	— Internal and External Service — Maintenance/ Technicians	
4	Tendering	— Administration & — Purchase Section	
5	Procurement	Purchase Department and Supplier	



PROJECT OUTLINES

PROJECT No. 10 Setting up of Solar Panels

Activity No.	Description of Activity	Major Resources	Responsibility Department
1	Provision for alternative Power Supply	↓ Institute Authorities/ Management	↓ Management ↓ Principal ↓ Vice Principal
2	User Requirement Specifications and Capacity	↓ Administration and Institute Authorities	
3	Design Engineering	Internal and External Service Maintenance/ Technicians	
4	Energy Consumption and Conversion System - Power	↓ Internal and External Service Maintenance/ Technicians	
5	Tendering	Administration & Purchase Section	
6	Procurement	— Purchase Department and Supplier	
7	Installation	↓ Experts & Engineers	



PROJECT OUTLINES

PROJECT No. 11: Installation of Generator.

Activity No.	Description of Activity	Major Resources	Responsibility Department
1	Provision of Alternative Power Supply	— Institute — Authorities — and — Management	↓ Heads of department ↓ Community Service Cell
2	User Requirement Specifications and Capacity	— Administration and — Institute Authorities	
3	Tendering	— Administration & — Purchase Section	
4	Procurement	— Purchase Department and — Supplier	
5	Installation	— Purchase Department and — Supplier	



PROJECT No. 12: International Mentorship Program for student/staff mentoring and Research Development

Activity No.	Description of Activity	Major Resources	Responsibility Department
1	Designing and developing HEI profile for international competitiveness	— All s All — HODs — Accreditation documents	↓ Principal ↓ Heads of Department
2	Collaborative Meetings	— World/International conferences — Existing in-country tie-ups	
3	Visits to international education authorities/institutes	— Team of experts from HEI — Finance — Branding Material	
4	Signing MOU	— Draft MOU	
5	Implementing the scheme	— Collaborative agencies — MOU	
6	Feedback and mechanism	— International Affairs	
7	Re-designing extension	— Academic — International Affairs — Heads of Department Department	



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STRATEGIC PLAN- OPERATIONAL PLAN

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STRATEGIC PLAN: OPERATIONAL/OPERATIONAL PLAN

Project No.	Project Title	Start Month / Year	End Month / Year	Responsibility
Short-Term Goals (2022-2024)				
1	Construction of guest house, international student hostel, and indoor stadium.	07/23	11/24	↓ Management ↓ Principal ↓ Engineer and Contractor
2	Development of Digital platform for E-learning, self-learning, and SMART classrooms.	04/22	9/24	↓ Management ↓ Principal ↓ Supplier ↓ Instructional system designer/respective department
3	Establishment of a Human Resource Development Cell (for teaching & non-teaching staff)	04/22	07/22	↓ Principal ↓ IQAC coordinator ↓ Principal ↓ IQAC coordinator
4	Establishment of Research Promotion and funding Cell/section.	05/22	12/22	↓ Research ↓ Heads of Department ↓ IQAC

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5	Design of structure for Organization of workshops/seminars/conferences & academic calendar	05/22	12/22	↓ Controller of Examination ↓ Heads of Department ↓ Computer Science & Engineering ↓ Head of Department Computer Science & Engineering ↓ Project In-charge ↓ Student Development Cell ↓ Student's Council Student's Club association
6	Development of mission-vision-based HR policies and mechanisms for nurturing the team spirit and deployment of HR.	07/22	1/23	
7	Web-based (& Cloud-based) E-Governance with embedded application for LCMS.	07/22	9/22	
8	Installation of Sensor-based systems for Library (RFID) and Learning Infrastructure	07/23	9/24	
9	Development of Moral and Ethics for Career & Development	07/23	04/24	
10	Establishment of Professional Development & Skills Development Centre	05/22	12/22	
11	Centre of Technology promotion, development, and service.	06/22	12/23	
Medium-Term Goals (2024-2027)				





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12	International Mentorship Program for student/staff mentoring and Research development	4/25	7/24	↓ Heads of Department ↓ IQAC coordinator ↓ Curriculum Innovation Cell ↓ Heads of Department
13	Centre for Sustainability Development	4/24	12/24	↓ Principal ↓ IQAC coordinator ↓ Academics
14	International Relation Centre for student/staff exchange.	4/24	1/25	↓ IQAC coordinator ↓ Heads of Departments ↓ In Charge
15	Centre for Curriculum Design, Development and Innovation	4/24	10/24	↓ Heads of Departments ↓ IQAC Director ↓ Committee members ↓ Management
16	Quality Enhancement through Accreditation and Ranking Cell	9/24	4/25	↓ Principal ↓ Head of Departments ↓ Principal ↓ IQAC coordinator
17	Centre for Advance Technology Application and Research promotion for local/regional development.	4/24	7/25	
18	Innovation and Incubation Centre for Startup.	4/24	3/25	

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19	Formation of a core committee for the development of policies, procedures, and processes and undertaking further development.	4/24	10/24	
20	Formation of Sta holder's forum for the promotion of quality and innovations.	7/24	1/25	
21	Faculty Development for implementation of Autonomy.	1/26	1/27	
Long-Term Goals (2027-2030)				
22	Development of Curriculum.	4/2027	4/2028	↓ Management ↓ Principal ↓ IQAC ↓ Head of Departments ↓ Management
23	Formulation of university proposals, statutory committees, statutes, ordinances, and other regulations.	4/2027	9/2029	↓ Principal ↓ IQAC ↓ Experts





S. P. Sampathy's Siva Sivani Educational Society (2906/97)

SIVA SIVANI DEGREE COLLEGE

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Summary

Siva Sivani Degree College (SSDC) is the brainchild of the dynamic visionary, Sri S.P. Sampathy. Established in the year 2002, SSDC has become a prominent institution in the realm of undergraduate education. Affiliated with Osmania University, renowned for its legacy of delivering quality education for over 90 years, SSDC stands as a testament to the pursuit of excellence in learning.

The founders, Sri S.P. Sampathy and Smt. Aarathy, who currently serves as the President and Chief Executive of the Group, brings with them nearly six decades of experience in establishing and managing world-class educational institutions. Drawing from this rich legacy of educational expertise, SSDC has diligently followed the path paved by other institutions within the group.

In just 21 years of its existence, SSDC has not only upheld the tradition of academic excellence but has also forged its unique identity. It has become a beacon of quality undergraduate education, serving as a testament to the dedication, commitment, and vision of its founders and the entire SSDC community.

Siva Sivani Degree College, affectionately known as SSDC, embarked on its educational journey in the year 2002 with a humble beginning of just 12 students. Over 23 years, SSDC has evolved into an institution of great repute, achieving numerous awards and accolades along the way.

Today, SSDC proudly offers a diverse range of 9 courses, catering to the educational aspirations of students from various backgrounds. The college has grown significantly and now boasts a thriving community of approximately 2200 pupils.

At Siva Sivani Degree College, our foremost priority extends beyond academic excellence. While we are committed to nurturing the intellectual growth of every individual, our overarching goal is to contribute to the broader cause of social development. We firmly believe that education is a powerful tool for positive change, and it is this ethos that guides our institution's mission.

As we continue to march forward, SSDC remains dedicated to providing a holistic educational experience, fostering a spirit of inquiry, and instilling in our students the values of community and social responsibility. We take pride in our journey thus far and look ahead with enthusiasm to

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further empower the minds of tomorrow's leaders and change-makers.

VISION: The vision of Siva Sivani Degree College is to nurture and empower the future leaders of our nation, who will propel India to the forefront of the global stage. We are committed to providing every student with value-based education, instilling in them the principles of positive contribution to society. We believe that education has the power to enlighten both minds and souls.

Mission:

The mission of Siva Sivani Degree College is to steadfastly pursue our vision of providing holistic education and nurturing world-class individuals who will drive the development and progress of our nation on a global scale. To achieve this mission, we are committed to the following principles:

1. Excellence in Education: We strive for academic excellence by fostering an environment that encourages critical thinking, creativity, and innovation. Our dedicated faculty and state-of-the-art resources ensure that our students receive a top-tier education.

2. Values-Based Learning: We instill in our students a strong foundation of values, ethics, and social responsibility, enabling them to make positive contributions to society.

3. Global Perspective: We cultivate a global mindset among our students, exposing them to diverse cultures, ideas, and perspectives. This prepares them to be competitive and effective leaders in an interconnected world.

4. Student-Centric Approach: Our commitment to student-centric education means that we tailor our programs to meet individual needs, helping each student achieve their full potential.

5. Research and Innovation: We encourage research and innovation, fostering an environment where students can explore new ideas and contribute to the advancement of knowledge in various fields.

6. Community Engagement: We actively engage with our local and global communities,

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promoting a culture of service and giving back. Our students learn the importance of using their education to benefit others.

7. Indian Values, Global Impact: We believe in producing graduates who are not only globally competitive but also grounded in Indian values and culture. This unique blend empowers them to be ambassadors of positive change.

In pursuing this mission, Siva Sivani Degree College is dedicated to equipping our students with the skills, knowledge, and values necessary to become influential leaders and catalysts for the betterment of our nation and the world.

The priorities have been classified and categorized in the form of short-term, medium-term, and long-term goals.

SHORT TERM-MEDIUM TERM-LONG TERM GOALS

SHORT TERM GOALS

- a) Infrastructure Development
- b) Human Resource Development
- c) Development of Learning Systems
- d) Establishment of Policies and procedures
- e) Focus on Developing moral and ethics
- f) Establishment of a Career and Development Centre for UPSC/GRE/TOFEL

MEDIUM-TERM GOALS

- a) Collaborations with national and international organizations
- b) Curriculum Enrichment
- c) R & D
- d) Innovations and Startup and Entrepreneurship Development cell
- e) Award of Autonomy to institute





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LONG TERM GOALS

- a) Development of the NEP-2020 Based Curriculum
- b) Reforms in Examination
- c) Foreign Collaborations
- f) Technology service for community development
- g) Award of University Status to the institute

The institutional Goals will be achieved through the following PROGRAMS:

- I. Capacity Expansion
- II. Quality Improvement inclusive of R & D
- III. HR Enhancement
- IV. Linkages and Collaborations
- V. Digital Transformation

The strategies are designed and 23 projects are identified to reach the vision of SSDC by 2030. The nature and scope of the project require a significant change in the organization's structure, policies, and mechanisms. The management of SSDC has agreed to transform the organizational structure in line with the Strategic Plan. The budget will be reviewed periodically and additional provisions shall be made as and when essential. However, the mobilization of resources and enhancing the utilization of the existing resources shall be one of the major strategies while implementing the Strategic plan. Hence the SPG has been entrusted with the task of utilizing different government/non-government schemes and policies to implement the plan and attain the national purpose and institute vision.

The mechanism shall be developed to implement the strategic plan by developing the mechanism, procedures, and budgetary provisions in the institutional development plan budget and annual budget. There shall be a project monitoring committee to track/monitor the progress of the strategic plan.

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