> **Criterion- 6: Governance, Leadership and Management**

Strategic Plan and Deployment

Strategic planning is a continuous process with a specific focus on accomplishing institutional goals in this competitive world. Strategic Planning and deployment document is based on analysis of current obstacles and future opportunities and envisages the direction towards which the organization should move to achieve its set goals and objectives.

The first part of it addresses the vision, mission which the institute sees along with core values, institutional long term & short term goals. These are defined and guided by the stake holders (management, leadership, Heads of Department, faculty, staff, industry, students, alumni and parents) through SWOC analysis. After analyzing the internal and external environment, the institutional goals were set up in all possible growth domains through continuous thought process and discussion with Heads of Department and faculty members. The strategies with action plans were decided to achieve institutional strategic goals.

While formulating the strategic plan and deployment document, care has been taken to involve all stakeholders to help contribute their part which is vital for the success of every organization. Effort has been taken to identify clearly the implementation processes and monitoring by identifying measurable targets in line with the desired outcomes. This will emerge to be the guiding force for DIET to achieve its goal to become an institution of Academic Excellence and providing professionals, like skilled young scientists and managers to the society.

Strategic Goals

The strategic Goals are part of the strategic Plan. The senior faculty members of DIET framed the Institutions strategic Goals in line with the Vision, Mission and Quality Policy, stake holder's expectations.

Institution Strategic Goals:

1. Implementing Curriculum Enrichment

2. Implementing effective teaching learning process

2. Following the participative management

3. Strengthening Internal Quality Assurance System

4. Ensuring student's participation and student's progression

5. Ensuring staff welfare measures

6. Developing financial management

7. Creating Institute – Industry interaction

8. Development of Incubation, Innovation and Skill Development

9. Encouraging quality research among faculty and students

10. Increasing internal revenue generation through consultancy

11. Increasing Alumni Interaction and Alumni participation in students development

12. Enhancing the Community Services and Activities through NSS

13. Developing Library, ICT and Physical Infrastructure

14. Conducting more activities through Student Professional Bodies in all departments

Strategic Plan Process

Curriculum Development :

- Value Based Education,
- Adopted Elective Based Curriculum, prescribed by JNTUK Affiliating University.
- Open electives across the programs to enhance the strength, knowledge and professional competency of the students.
- Bridge Industry Institute gaps.
- Curriculum enrichment through Add on Courses and Certificate Courses.
- Feedback on curriculum from stakeholders.
- Programmes flexibility to register for the courses offered by various competent institutions like IIT, NIT etc.,

Teaching and Learning

- Organizing Seminars, Conferences and competitions to promote creative thinking to extract desired competencies.
- Extensive use of ICT in teaching and learning beyond classrooms. Involving experts from industry, research and academic institutions.
- Focus on experiential learning and participatory learning.
- Effective implementation of academic schedule and teaching plans. Student Seminars, Assignments, Projects and Field work are part of the curriculum in majority of the programs.
- The advanced learners take partnership in innovative projects along with the faculty members.
- Remedial and backlog classes are being conducted for slow and backlog students respectively.

Examination and Evaluation:

- Since our institute is affiliated to JNTU Kakinada, we are following policies and reforms made by the university from time to time**.**
- In order to evaluate the internal assessment as recommended by University, the institute provides the assignment questions one in pre-mid and one in post-mid.
- Online Quiz examinations are being conducted as directed by affiliating university.

- The practical/laboratory internal assessment is being made based on the day-to-day performance, record and internal examination followed by viva.
- To evaluate the UG/PG Projects, the institute's PRC conducts three internal reviews and external viva-voce as per the directions of affiliating university.
- Videography and Double valuation in internal examination for all PG Courses.
- Grievances cell for examination related grievances is in operation.

Research and Development:
- The Institute is having R&D laboratories with state –of – the – art infrastructure.
- The institute encourages the cross cultured and multi-disciplinary research among the faculty and students by providing the industry and academia connectivity.
- Journal Paper, Book Chapter, Publications Patents, Designs, Innovative Ideas and Copy rights are highly appreciated and rewarded.
- The Institute encourages and supports research projects and awards incentives for Innovative ideas.
- Organizes Seminars and Workshops on Research.

Incubation, Innovation and Skill Development:
- The Institution has collaborated with industries and research organizations like NRDC.
- Implementing AICTE initiatives such as IIC, NISP. It has 13 MOUs with reputed organizations.
- Organizing Workshops, FDPs, Seminars and Webinars in association with Industries and Academic Institutions.

Library, ICT and Physical Infrastructure / Instrumentation:
- The Library is having more than required number of titles.
- DIET central library possesses Integrated Library Management Software (SOUL 2.0) which supports the automation. It maintains separate Online Public Assess Catalogue (OPAC) for students and faculty to visualize the status of books.
- Moreover, it maintains separate book bank for SC, ST students. Annually, the Central Library takes the privilege to reward both faculty and students with best library user awards.
- Extensive use of ICT classrooms in teaching-learning. Regular monitoring of physical infrastructure and repairing as per the requirement.

Internal Quality Assurance System

- Reconstitution of IQAC as per NAAC regulations
- Framing of Quality Policy & publishing regularly
- Formation of Quality Monitoring Committee & functioning
- Educating & Training of all employees
- Periodic check & guidance for quality improvement
- Establishment of audit team and process
- Audit for remedial measures
- Promoting best practices
- Annual report preparation & submission

Leadership and Participative management

- Decentralize the academic, administration and student related authorities &responsibilities
- Prescribe duties, responsibilities and accountability
- Portfolio assignments
- Establishment of functional committees

Good Governance

- Vision, Mission and their articulation in every key position
- Evaluation of Institute's performance and benchmarking
- Institutional strategic goals setting
- Institutional Strategic development plan
- Monitoring and Implementing the Quality Management Systems
- Following organization structure
- Smooth Working of statutory committees
- Establishing E governance
- Leadership development through decentralization
- Establishing internal audit committee
- Code of conduct and policy formulation, approval and implementation
- Establishing fair and transparent performance appraisal system

Student's development and participation

- Students Training and Placement activities
- Student's representation in various committees and cells
- Participation in different competitions
- Organizing competitions
- Rewards & recognitions of achievers
- Participation in extracurricular activities
- Participation in social and welfare activities
- Providing career guidance

Community Services and Outreach activities

- Identify community and social development work
- Identify challenges of society for development work
- Educational support to village people
- Conducting awareness camps
- Provide job oriented training as per local needs

Physical infrastructure

- Infrastructure building development & modification
- Smart Class rooms, Tutorials, Seminar halls
- Modernization of Laboratory & equipment
- More ICT enabled classrooms
- Library infrastructure up gradation
- System up gradation
- Functional facilities for e-learning
- Safety & Security management
- Water facility and Medical facility
- Developing sports (indoor/outdoor) facilities
- Plantations
- Renewable Energy usage
- Hygiene, zero plastic & green campus

Admission of Students:

- The Institution has a well organized and a transparent admission mechanism.
- All the admissions are completely based on merit in accordance with the rank obtained in the Common Entrance Tests like [EAPCET, ICET, ECET, PGCET] or marks obtained in qualifying examinations in case they are applying for direct admissions which needs to follow the rules of reservations as specified by Government of Andhra Pradesh.
- As a result, students belonging to OC., SC., ST., BC and other minority categories will get a justified admission as per the branch chosen. Moreover, girl students are enrolled in large numbers in our institute.