

**MAHARSHI KARVE STREE SHIKSHAN SAMSTHA  
SITABAI NARGUNDKAR COLLEGE OF NURSING  
FOR WOMEN NAGPUR**

# **PERSPECTIVE PLAN**

**FOR**

**ACADEMIC YEAR 2021-2025**

## INTRODUCTION ABOUT SAMSTHA



The 125-years-old parent body has been committed to "Empowerment of Women through Education". The Samstha works relentlessly towards educating the women and thereby making themselves self-reliant. The Samstha was established in 1896 by the great visionary and social worker Bharatratna Maharshi Dhondo Keshav Karve to provide shelter to destitute women.

Karve founded this Institution with the objectives of upliftment, emancipation and education of women who formed a major section of the socially downtrodden. Maharshi Karve dedicated his whole life for this humanitarian cause with great determination and courage. For his sacrifice and dedicated social work and his contribution to the noble cause he was awarded "Bharatratna" the highest National Civilian Award.

### **Establishment of the Institution**

On 14th June, 1896, in the village 'Hingne' near Pune city, Maharshi Karve started a "Home for Widows", along with a school for Widows, so that they become educated and self-reliant. The "Home for Widows" was then named as 'Hingne Stree Shikshan Samstha' and the school was named 'Mahila ashram High School'.

### **Development of the Institution**

Maharshi Karve Stree Shikshan Samstha, Pune has branches all over Maharashtra in India and more than 30,000 girl students are learning in these institutions. Over the period of the last 125

Years, the Institution has grown like a banyan tree and at present it runs 65 educational and other units under its umbrella. These units are located at Pune, Satara, Wai, Ratnagiri, Nagpur, Kamshet and Vasai. All these units are meant exclusively for girls or women. We also have hostel and medical facilities for students and working women and an old age home for senior citizens.

The Institution offers education from Kindergarten, Pre-Primary, Primary, Secondary, Higher Secondary schools to Higher Education Colleges. At present the Institution runs higher education units like, Engineering, Architecture, Management, Nursing, Fashion Technology, Vocational Training Institute, Laser Technology & Applications, Jewelry Design, etc. With the changing trends in the jobs market, courses like Data Science, Artificial Intelligence, Machine learning, laser technology, Automotive Mechatronics have been started in the Samstha.

MKSSS strives hard to develop women in today's globalization era.

#### **Introduction of our institute:**

Sitabai Nargundkar College of Nursing was established in August 2007. It now has around 400 girl students pursuing nursing courses i.e. Basic B.Sc. Nursing and post basic B.Sc. Nursing. The Institute is approved by the Indian Nursing Council (INC), Delhi and Maharashtra Nursing Council (MNC), Mumbai, Maharashtra University of Health Sciences (MUHS), Nashik and Government, of Maharashtra. The Mission of the institute is committed to educating and developing conscientious, confident and caring quality nursing professional so fine national repute."

Ambience of the Institute: Sitabai Nargundkar College of Nursing is encircled by sibling institutions like Cummins College of Engineering, and Fashion technology. The Institute is housed in a clean, spacious and green campus. Facilities like hostels, health club are housed in the campus itself and post office, bank are nearby radius (1Km) of the campus. The Institute's building has spacious classrooms, counseling room, conference room, nursing foundation laboratory, community laboratory, nutrition room, maternal & child health laboratory, Skill laboratory, library, staff room and Principal's office.

### Perspective plan of MKSSS SNCON



The Institute has prepared a Perspective Plan for the period of five years commencing from academic year 2021 -2025 by taking into consideration the quality indicators of seven criterions determined by NAAC. In the preparation of the Perspective Plan, the Internal Quality Assurance Cell (IQAC) of the college has taken initiatives. Inputs from all stakeholders, their expectations, management policies, goals and objectives of the Institute are considered as a base for formulation of the perspective plan. The IQAC plays a vital role in maintaining and enhancing the quality of the institution and suggests quality measures. Feedback from all the stakeholders are collected and analyzed. so that IQAC can incorporate innovations in perspective plan. Student feedback mechanism, self-appraisal by faculty introduction of teachers training programs, faculty improvement programme, establishment of staff academy, encouragement of teachers for research are some of the measures taken for priority quality sustenance and enhancement as a strategy. The draft of the Perspective Plan has been discussed, reviewed and approved in the local managing committee of the Institute. It is our sincere efforts to prepare the framework for our collective efforts directed towards the attainment four goals and objectives and keep ourselves ahead of our contemporaries.

## PERSPECTIVE PLAN OF 2021-2025 OF THE INSTITUTION

S.N.	Perspective Planning	Descriptions
1.	Academic Development	<ul style="list-style-type: none"> <li>➤ To Start M.Sc. Nursing programme, in 6 different specialties i.e Medical surgical nursing, Community Health nursing, obstetric &amp; gynecological nursing, Mental Health Nursing, Child Health nursing, w.e.f academic year 2022-23</li> <li>➤ To Start Fellowship programs in evidence based nursing &amp; geriatric nursing</li> <li>➤ To start Self supportive short term enrichment courses.</li> <li>➤ Creating center of excellence in nursing care services.</li> </ul>
2.	Improving Teaching learning process	<ul style="list-style-type: none"> <li>➤ Organizing staff &amp; student exchange programmes with globally competent nursing institute in India &amp; abroad.</li> <li>➤ Establish OSCE/OSPE training center.</li> <li>➤ Strengthening the monitoring of academic and administrative processes by increasing the use of innovative teaching practice and bridging the gap between the theory and practical (multimedia learning process, mind map/concept mapping), problem-based learning, Z to A technique, simulation and scenario analysis based teaching, reflective learning etc.)</li> <li>➤ Ensuring evidence based practice in clinical area, bedside/unit conferencing in clinical area, smart android guidance clinical learning.</li> <li>➤ Establishing and monitor the academic and administrative process having a chain of command from students-teacher-head of the department-faculty-in-charge-Principal and vice versa which</li> </ul>

		will facilitate two-way effective communications.
3.	Student welfare & Development	<ul style="list-style-type: none"> <li>➤ The institution will provide motivational counseling for further participation in skill enhancing project based learning approach, soft skill, and encouragement to participate in competition as well as awarding for the same.</li> <li>➤ Students will be encouraged to take professional memberships &amp; participate in various activities of SNA (student Nurses Association), Rotary Club ,NSS etc.</li> <li>➤ Experts will be called for creating awareness on various aspects like gender equity, gender sensitization, women empowerment, environmental based of education, self-defense and Self-esteem development ,assertive training ,educational technology advancement lectures series, evidence based practices to keep updating from expert scholars of the field etc.</li> </ul>
4.	Multidisciplinary/interdisciplinary	<ul style="list-style-type: none"> <li>➤ Multidisciplinary care is an integrated team approach to healthcare. The evaluation of treatment options and treatment planning are collaborative processes involving medical, nursing and allied healthcare professionals in consultation with the</li> <li>➤ Patient and the patient's family. Individual, patient-specific treatment plans are to be developed, and thus delivery of care becomes a shared responsibility. Hence, to ensure this</li> <li>➤ 1. Nursing teachers', supervisors', and students' knowledge should at all times be relevant, up-to-date and evidence based.</li> <li>➤ College has qualified nursing teachers with up to</li> </ul>

		<p>date evidence based knowledge, to train nurse graduates. Many of the teachers appointed at college have various other disciplinary degrees, into their credit.</p> <ul style="list-style-type: none"> <li>➤ 2. Nursing professionals need good communication skills in order to be a team player in a multidisciplinary environment.</li> <li>➤ Value added courses on improving soft skills, grooming, and personality development, emotional intelligence etc. is being incorporated in the curriculum, at institutional level.</li> <li>➤ 3. A priority for all nursing professionals is to be patient focused which requires an interactive and empathic approach.</li> <li>➤ Competency based nursing education emphasizing on developing professional ethics among students is introduced.</li> <li>➤ 4. Healthcare education should be practical with maximum exposure to clinical settings from the beginning of the curricula. Students are giving health education to patients and relatives right from first year of the course.</li> <li>➤ One of the graduate attributes is that the graduate nurse must be able function effectively within nursing and interdisciplinary teams, fostering open communication, mutual respect, shared decision making, team learning and development. To attain this, subjects like Sociology, Psychology, Nutrition and dietetics, English, health informatics and information technology is incorporated in the syllabus. College has a superb facility that illustrates perfectly that nursing is both art and science. An interdisciplinary environment is</li> </ul>
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		<p>promoted in the college where faculty and students actively engage in intellectual dialogues and scientific enquiry.</p>
5.	Academic bank of credits (ABC):	<ul style="list-style-type: none"> <li>➤ As per the MUHS guidelines, college is implementing new revised Indian nursing syllabus w.e.f. AY 2021-22. Credit based system is introduced in the curriculum which is as follows,</li> <li>➤ 1 credit theory – 1 hour per week per semester</li> <li>➤ 1 credit practical/lab/skill lab/simulation lab – 2 hours per week per semester</li> <li>➤ 1 credit clinical – 4 hours per week per semester</li> <li>➤ 1 credit elective course – 1 hour per week per semester</li> <li>➤ Total Semesters = 8</li> <li>➤ (Seven semesters: One semester = 20 weeks × 40 hours per week = 800 hours)</li> <li>➤ (Eighth semester – Internship: One semester = 22 weeks × 48 hours per week = 1056 hours)</li> <li>➤ Total number of course credits including internship and electives – 156 (141+12+3)</li> </ul> <p>The credits will be reflected in the Transcript, which will be issued by college at the completion of the course or even if a student discontinue the course in between due to any reason, transcript will be issued depicting actual credits completed by the student.</p>
6.	Skill development:	<ul style="list-style-type: none"> <li>➤ The curriculum emphasises on skill development, right from the first year. adequate hours are allotted for skill development of students, i.e. Practicum (7 semesters) excluding internship</li> <li>➤ Lab/skill lab/simulation lab – 600 hrs (17%) and Clinical – 2880 (83%) , Total – 3480.</li> <li>➤ College has nursing laboratories like nursing foundation lab, nutrition lab, community health nursing lab, mother and child health nursing lab, and</li> </ul>

		<p>advance skill lab, where students are being trained with the help of models, simulators, dummies, mannequins etc.</p> <ul style="list-style-type: none"> <li>➤ College is affiliated with various renowned hospitals of the city, where students are getting first hand clinical experiences in real hospital settings.</li> <li>➤ College is imparting special sessions on CPR, First aid, labour management, care of patients in ICU, care of post operative patients, therapeutic communication and many more.</li> <li>➤ Add on certificate courses to develop and refine clinical nursing skills like ACLS, PCLS , management of Labour, ICU care, OT care, etc. will be started, phase wise.</li> </ul>
7.	Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	<ul style="list-style-type: none"> <li>➤ The medium of instruction is English. But, wherever required the teachers use Hindi and Marathi language also in the classroom, while teaching. This results in better understanding of the subject by students. Students are also encouraged to express themselves in hindi or local language ( marathi ), wherever required. Hindi Diwas, Marathi diwas are being celebrated in the college.</li> <li>➤ Special classes to teach marathi to non marathi speaking students will be organised as a part of preclinical induction program to facilitate smooth communication in clinical and community areas.</li> </ul> <p>Indian culture is given importance in day to day routine activities of the college. National festivals are celebrated, birth and death anniversaries of national heroes, social reformers, are observed. Various cultural events like Dahi Handi, Garba, Diwali, etc are being celebrated at the college.</p>

8.	Focus on Outcome based education (OBE)	<ul style="list-style-type: none"> <li>➤ The revised curriculum embraces competency-based and outcome-based approach throughout the program integrating mastery learning and self-directed learning. Transformational and relationship based educational approaches are emphasized.</li> <li>➤ The Graduate nurses will be able to:</li> <li>➤ 1. Patient centered care: Provide holistic care recognizing individual patient's preferences, values and needs, that is compassionate, coordinated, age and culturally appropriate safe and effective care.</li> <li>➤ 2. Professionalism: Demonstrate accountability for the delivery of standard-based nursing care as per the Council standards that is consistent with moral, altruistic, legal, ethical, regulatory and humanistic principles.</li> <li>➤ 3. Teaching &amp; Leadership: Influence the behavior of individuals and groups within their environment and facilitate establishment of shared goals through teaching and leadership.</li> <li>➤ 4. System-based practice: Demonstrate awareness and responsiveness to the context of healthcare system and ability to manage resources essential to provide optimal quality of care.</li> <li>➤ 5. Health informatics and Technology: Use technology and synthesize information and collaborate to make critical decisions that optimize patient outcomes.</li> <li>➤ 6. Communication: Interact effectively with patients, families and colleagues fostering mutual respect and shared decision making to enhance patient satisfaction and health outcomes.</li> <li>➤ 7. Teamwork and Collaboration: Function effectively within nursing and interdisciplinary teams, fostering open communication, mutual respect, shared decision</li> </ul>
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		<p>making, team learning and development.</p> <ul style="list-style-type: none"> <li>➤ 8. Safety: Minimize risk of harm to patients and providers through both system effectiveness and individual performance.</li> <li>➤ 9. Quality improvement: Use data to monitor the outcomes of care processes and utilize improvement methods to design and test changes to continuously improve the quality and safety of healthcare system.</li> <li>➤ 10. Evidence based practice: Identify, evaluate and use the best current evidence coupled with clinical expertise and consideration of patient's preferences, experience and values to make practical decisions</li> <li>➤ To achieve above attributes in students, adequate theory, lab and clinical hours will be allotted in master plan.</li> <li>➤ Additional classes will be given to slow performers. advance performers will be involved in project based teaching and research.</li> <li>➤ Evidence based clinical teaching will be part of the institutional curriculum in each year during the course.</li> <li>➤ Sessions to improve soft skills among students will be organised more often.</li> <li>➤ Steps will be taken to blend smart use of technology with nursing care.</li> <li>➤ The function of incubation center and research cell at the college will be broadened to imbibe research attitude and understanding among students.</li> <li>➤ Hi Tech and Hi Touch model of competence based nursing education will be practiced</li> </ul>
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9.	Distance education/online education	<ul style="list-style-type: none"> <li>➤ 1. Online Certificate course in oncology nursing in collaboration with National cancer institute, Nagpur will be started w.e.f. AY 2022-23. An MOU in this regard is signed.</li> <li>➤ 2. Online Diabetes Educators programme will also be started in collaboration with Diabetes Care and Research center Nagpur.</li> <li>➤ 3. Online certificate course in Geriatric Care will be started in collaboration with Indian Geriatric society, Vidarbha chapter.</li> <li>➤ 4. All the Teachers are trained to deliver online classes, whenever required.</li> <li>➤ 5. College has organised various National and international Webinars and will continue to do so.</li> </ul>
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10.	Access for Information	<ul style="list-style-type: none"> <li>➤ Institute will strengthen to provide easy access to e-resources like journals, online lectures-book, periodicals and online videos.</li> <li>➤ We are planning a computer lab for students with good internet facilities and reading halls which will strengthen the reading habits of students and teachers and enhance their knowledge.</li> <li>➤ We will subscribe to additional national &amp; international journals, periodicals for enriching their adding sources.</li> </ul>
11.	Student Centric Information	<ul style="list-style-type: none"> <li>➤ The Institute will strengthen the student centric teaching system; where academic as well as other extracurricular activities will be focused for overall development of students.</li> <li>➤ The teaching will be done by pacing method based on the student capacity to encourage e concept clarity and teach re-teach methods.</li> <li>➤ Learning styles of the students will be kept in mind while planning the teaching learning process and its required A.V. Aids.</li> </ul>
12.	Strengthening Academic Programme	<ul style="list-style-type: none"> <li>➤ Career oriented graduate programmes will be strengthened innovatively in respect to its teaching, learning and evaluation aspects.</li> <li>➤ New short courses based on the needs of the society will be considered for startup.</li> <li>➤ The evaluation of the existing programme based on its quality in education will be continuing.</li> </ul>

13.	Capacity building (Faculty development)	<ul style="list-style-type: none"> <li>➤ Deputation training at centers of excellence &amp; other incentivized professional development opportunity</li> <li>➤ Online teaching learning &amp; assessment on virtual platform with reputed national &amp; international faculties.</li> <li>➤ To enter into collaboration with national &amp; international institutes for twinning programmes joint research initiative.</li> <li>➤ Motivate the faculties to increase the use of innovative teaching and learning resources.</li> <li>➤ To establish center for professional &amp; personnel development.</li> </ul>
14.	Research and development	<ul style="list-style-type: none"> <li>➤ Attract more eminent &amp; expert faculty for academic activities and for conducting workshops &amp; training session to promote research &amp; innovation in nursing services &amp; education.</li> <li>➤ To conduct collaborative research with affiliated hospitals/health center.</li> <li>➤ To organizing workshops on grants writing statistical methods, IPR, Google cloud platform GCP, other research proposal.</li> <li>➤ Established &amp; strengthen collaboration with universities /institutes of repute &amp; international agencies.</li> <li>➤ Collaboration with world health organization &amp; ICMR for extramural funding.</li> <li>➤ To start journals of nursing sciences.</li> <li>➤ To increase industry academia collaboration.</li> <li>➤ Enhancement of research activities by: <ul style="list-style-type: none"> <li>○ Promoting individual faculty research.</li> </ul> </li> <li>➤ Provision of budget for financial assistance for paper presentation and paper publications. Encourages them to undertake research work by motivating them to attend seminars, workshops, refresher courses and international &amp; National Conferences by giving them necessary leave and financial assistance.</li> <li>➤ Enhancement of research activities by:</li> </ul>

		<ul style="list-style-type: none"> <li>○ Promoting individual faculty research.</li> <li>○ Provision of budget for financial assistance for paper presentation and paper publications.</li> <li>○ Research projects under Maharashtra University of Health Sciences (MUHS) by undergraduate students.</li> <li>○ Conduct studies to formulate protocol to deal with nursing studies.</li> </ul>
15.	Enhancing industry institution collaboration ( MOU with various Hospital )	<ul style="list-style-type: none"> <li>➤ Institute is taking efforts to Increase the participation of Hospital in development of all departments and the institute. To achieve this, institution plans to sign MOUs with various hospitals.</li> </ul>
16.	Development of infrastructure	<ul style="list-style-type: none"> <li>➤ Construction of classrooms for P.G programme.</li> <li>➤ Construction of extended reading room for students.</li> <li>➤ To construct the state of art auditorium with ICT &amp; AV facilities.</li> <li>➤ Up gradation of nursing laboratories as per INC norms by adding advance dummies simulators &amp; models.</li> <li>➤ Up gradation of all teaching &amp; learning facilities including demonstration hall &amp; lecture hall.</li> <li>➤ Strengthening the of hostel facilities by constructing more rooms. Facilities at hostel reading rooms, dining hall, recreation room to be improved.</li> <li>➤ Development of 100 bedded hospital at campus.</li> <li>➤ Development of playgrounds.</li> <li>➤ To start cafeteria in the campus.</li> <li>➤ Establishment of innovation center.</li> <li>➤ Renovation of library &amp; enhancing the facilities of digital library.</li> </ul>

17.	Developing new framework for human resource management	<ul style="list-style-type: none"> <li>➤ Institutional leaders/ teachers/ employee to be groomed for creating a fair for merit based, ethical, moral &amp; non corrupt system based on principles of social equity.</li> <li>➤ Evaluation based on contribution to research, performance and capabilities.</li> <li>➤ To promote peer &amp; supervisory feedback</li> </ul>
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Principal  
 Sitabai Nargundkar  
 College of Nursing For Women, Nagpur

