

LITTLE FLOWER DEGREE COLLEGE

(Affiliated to Osmania University)

Uppal, Hyderabad

Managed by Brothers of St. Gabriel
Educational Society



INSTITUTIONAL DEVELOPMENT PLAN



Little Flower Degree College (LFDC) is an environment friendly campus with an excellent infrastructure and is managed by the Brothers of St. Gabriel Educational Society of the province of Pune. It is a minority co-education institution which strives to impart quality education without distinction of religion, caste and creed. The college is located in Uppal, East Hyderabad and has witnessed significant growth over the last decade. The college has good connectivity to metro station, Local bus stop, Uppal international cricket stadium, MNCs and Research Centres. It is also located close to Osmania University. Little Flower Degree college carries the legacy of 350 years of St. Louis Marie Grignon, popularly known as Montfort, who was a prophet of his time. St. Montfort, a revered figure in education left a lasting legacy that continues to influence schools and colleges worldwide. His entity lives on today in the Congregations of the Montfort Brothers of St. Gabriel, the Priests of the Company of Mary, the daughters of Wisdom and numerous Montfortian associations. Some of the sister concerns of Montfort Institutions are operative in five continents and thirty-four countries.

Institutional Information

Rev. Bro. Franky Norona was the founder, first correspondent and principal of Little Flower Degree College in 2008. The college initially functioned in Little Flower Junior College classrooms with 104 students and in 2016 the college shifted to the new building inaugurated on 2nd January 2016, by Rev. Bro. John Kallarackal, Superior General, Montfort Brothers of St. Gabriel Educational Society and Sri. Kadiyam Srihari the then deputy chief minister and education minister, Telangana State along with the Principal Rev. Bro. Jaico Gervasis, Vice Principal Mrs. Jayanthi Reddy, staff and students. It was blessed by Monsignor Rev. Fr. Bernard Swarna. The present strength of the college is 1252 students consisting of 729 boys and 523 girls.

Little flower degree college is a co-education institute which fosters healthy interactions between boys and girls helping students develop better social and

interpersonal skills while promoting gender equity. It envisions to provide quality education to all students through academics, value enrichment courses and promote holistic development. The college also helps the underprivileged students by granting fee concessions and encouraging them to apply for eligible government scholarships, subsidised fees and flexibility in payment of fees.

Institutional Strengths, Weaknesses, Opportunities & Challenges (SWOC)

➤ STRENGTH

- Choice Based Credit System Flexibility
- Skill-oriented Courses
- Transparency
- Safety Measures
- Locational Advantage
- Inclusive Environment
- Academic Monitoring
- Student Support
- Staff Welfare
- Holistic Empowerment of Students
- Institutional Social Responsibility

➤ WEAKNESS

- Autonomy
- Attracting Research Grants from Funding Agencies
- Limited Research Output

➤ OPPORTUNITIES

- Proximity to Academic and Research Centers
- Industrial Collaboration and Academic Tie-ups
- International Collaborations
- Research Project Expansion
- Faculty Paper Publications

➤ CHALLENGES

- Coping with Semester system with first year students
- Competitive Environment
- Addressing Social Media Addiction
- Alumni Engagement
- Campus Recruitment by MNCs (Multinational Companies)

Institutional Development Plan

Vision:

Quality education that fosters academic excellence, value enrichment, social responsibility, and promotes holistic development, inclusivity and nurturing individuals who contribute positively to society.

Mission:

Cultivate academic excellence, instil ethical values that promote integrity, social responsibility through community engagement and prepare individuals with essential skills to navigate the challenges of the dynamic world and foster holistic development by embracing diverse perspectives.

- Excellence: Encourage staff and students to strive for the highest standards in academics, sports, and extracurricular activities.
- Integrity: Instil honesty, responsibility, and moral uprightness in all aspects of life.
- Skills: Enhance skills to face the challenges of the competitive world.
- Recognition: Celebrate the diverse talents and interests.
- Service: Promote a spirit of selflessness and compassion towards others.
- Leadership: Develop responsible leaders in society.
- Discipline: cultivate Self Discipline, Self-esteem and a strong work ethic.
- Faith: Nurture spiritual development within an ethical framework.

OBJECTIVES

Founded on the principles of academic excellence and holistic development, LFDC is beacon learning, innovation and social responsibility. LFDC stands as a testament to the transformative power of education and has dedicated to nurturing not only scholarly minds but also compassionate hearts preparing students to excel academically while embracing values that enrich their lives and society.

1. Foster a culture of intellectual curiosity, critical thinking and to engage in continuous academic excellence to enhance teaching and learning.
2. Integrate ethical values and principles across curriculum to instil integrity, empathy and social responsibility.
3. Promotes diversity and inclusivity by incorporating sustainability practices into campus operations and curriculum.
4. Encourage initiatives that address social justice issues, promote inclusivity and advocate for the rights of marginalised communities with a sense of shared humanity.
5. Emphasise the importance of lifelong learning and adaptability to prepare for future challenges in a rapidly changing world.

CORE VALUES

Universal brotherhood, Integrity, Equality, Excellence

Motto:

The motto of the college is **Lead to Illuminate** which signifies the light that leads one to a new world, a world sans darkness, sans gloom, sans ignorance, where everyone becomes a light to lead the society.



The logo of the college consists of a wheel, a cross, a flower, a book, a lamp and an academic hood.

The Wheel stands for the universe. The perfection of the wheel inspires to be systematic integral development and efficacious in approach.... **holistic development**

The equal armed cross symbolises the harmony of all human ideals. It represents the relationship of man with God, himself, his fellow men and nature..... **Spirituality**

The Flower indicates pure heart. It also stands for sincerity in ambition and self-confidence.... **values**

The book represents a source of knowledge from where one can attain wisdom. It also signifies enlightenment through learning.... **Academic excellence**

The lamp represents light. The symbol of light is eloquent. It represents goodness, freedom, hope, cognition and reason. Light reunites and harmonises all aspects of life.... **Social Responsibility**

The academic hood stands as a crescendo on the educational horizon. It also signifies accolades and laurels in education.... **Academic achievement.**

Strategic Goal 1: Learner Centric Academic Ecosystem, Equity, Inclusivity

Key Performance Indicators (KPIs)

- Expanding student enrolment opportunities
- Flexible learning modes
- Support disadvantaged and underrepresented groups
- Student satisfaction index

Action Plans

- Implement transparent and inclusive admission processes
- Strengthen mentoring, counselling, varied learning modes, and remedial support systems
- Providing scholarships and financial aid to students from varied backgrounds
- Strengthen Continuous assessment, skill development, and career guidance to improve student performance and progression

Strategic Goal 2: Faculty Excellence and Institutional Capacity

Building

Key Performance Indicators (KPIs)

- Student–faculty ratio
- Percentage of faculty with PhD / NET/SET/ academic experience
- Faculty participation in FDPs, Exposure to emerging pedagogies
- Faculty retention rate
- Research and Innovation Culture

Action Plans

- Adopt transparent faculty recruitment practices, participative management and succession planning
- Organize regular training programs, provide research opportunities and exposure to emerging technologies through Faculty Development Programs (FDPs)
- Encourage faculty certifications, publications, interdisciplinary research
- Motivate Collaborations with Industry and academia for research
- Introduce performance appraisal and recognition mechanisms
- Benchmarking with best practices, accreditation preparedness and robust decision making

Strategic Goal 3: Quality Teaching–Learning, Skills, and Employability

Key Performance Indicators (KPIs)

- Attainment of Program Outcomes (POs) and Course Outcomes (COs)
- internships / projects
- Placement and higher education
- Enhance Industry relevant skills
- certification programs for students

Action Plans

- Implement Outcome-Based Education (OBE) framework
- Integrate skill-based, experiential, and project-based learning
- Promote internships, projects, and placements
- Expand digital learning through LMS, blended, and online modes
- Introduce application-oriented courses

Strategic Goal 4: Research, Innovation, and Entrepreneurship Ecosystem

Key Performance Indicators (KPIs)

- Promote faculty and student research
- Develop well-developed laboratories
- Student/faculty startups and innovations
- Consultancy and IPR outputs
- Research collaborations

Action Plans

- Create Incubation Centre for research and innovation
- Encourage publications and patents
- Promote student research with shared facilities and interdisciplinary labs.
- Develop incubation, entrepreneurship, and startup support
- Strengthen partnership with industries, MSMEs and research organisations.

Strategic Goal 5: Holistic Development, Outreach and Alumni

Engagement

Key Performance Indicators (KPIs)

- Student participation in extension and outreach activities
- Cultural, sports, and co-curricular activities
- Environmental sustainability
- Alumni engagement

Action Plans

- Encourage student participation in Clubs, student council and leadership activities
- Strengthen NSS/NCC, extension, and community outreach programs
- Collaborate with NGOs, local Government bodies, and community organisations
- Encourage participation in sports, yoga, fitness programs
- Ensure equal opportunities, provide support for differently-abled learners
- Build and develop an updated alumni database and digital platforms
- Involve alumni as mentors for current students
- Encourage alumni contributions in the form of scholarships and endowment funds

Strategic Goal 6: Governance, Internal Quality Assurance, and Financial Sustainability

Key Performance Indicators (KPIs)

- Institutional Goals
- Quality Assurance and Continuous improvement
- Digital Governance
- Financial Stability and Resource Management
- Institutional ranking and visibility

Action Plans

- Maintain transparency in policies, financial management and academic process.
- Periodically review and update institutional policies and procedures
- Strengthen Internal Quality mechanisms for monitoring academic and administrative performance
- Maintain ERP systems for administration and academic processes
- Explore diversified funding resources
- Pursue continuous improvement for rankings and accreditation

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