



KRISHNA CHAITANYA INSTITUTE OF TECHNOLOGY & SCIENCE
Devarajugattu (Post) , Peddaraveedu (Mandal), Prakasam Dist. - 523 320.
(Approved by A.I.C.T.E., New Delhi, & Affiliated to JNTUK, Kakinada)
NAAC ACCREDITED INSTITUTION

Strategic Plan

PRINCIPAL
KRISHNA CHAITANYA INSTITUTE
OF TECHNOLOGY & SCIENCES
Devarajugattu (Village)
Peddaraveedu Mdl, Prakasam Dt, A.P.



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PRINCIPAL
KRISHNA CHAITANYA INSTITUTE
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Peddaraveedu Mdi, Prakasam Dt, A.P.



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PREAMBLE

Knowledge is recognized as the main feature for the growth of economy and plays a vital role in the development of a country coupled with information and communication revolution. Technical education plays an important role by creating skilful engineers, enhancing industry productivity and improving the quality of social life. At this institution, the infrastructure and equipment are constantly upgraded, providing opportunities to the faculty and the students to enhance their skills continuously. The institution aims at preparing the students to be great problem solvers, decision makers, project leaders, communicators, and ethical citizens of a global community. The college has well qualified, committed devoted and dedicated faculty and is supported by hard working, devoted technical & non technical staff. The college also has well equipped modern laboratories with sophisticated equipment.

KITS PHILOSOPHY

The philosophy of KITS is to mould the technical students in all round drawing out of the best of the student and man -body, mind and spirit. At this institution, it is believed that the Gandhian philosophy on education that is over all development of the students in the class room, ground, library, and laboratory and so on. The infrastructure and equipment are constantly upgraded, providing opportunities to the faculty and the students to enhance their skills continuously. The institution aims at preparing the students to be great problem solvers, project leaders, communicators, and ethical citizens of a global community.

INSTITUTE VISSION

To emerge as a premier institution for engineering education and research, and serve as resource center for the industry and society.

INSTITUTE MISSION

1. Imparting technical education to students in a caring and learning environment so that they blossom as globally competent technocrats who respect and value their culture and contribute to national development.


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2. Providing cutting edge academic and research facilities so as to chisel the students to fit them into a technically challenging future, instilling positive, productive thoughts that will enable them to walk in the road of success.
3. Facilitate the use modern pedagogy and ICT for improving the teaching-learning process and to involve students and faculty in innovative research projects linked with industry, academic and research institutions in India and abroad.

QUALITY POLICY

We are committed to pursue global quality standards in education and produce human resources par excellence for national and international organizations and will stand accountable in our core function through continuous self evaluation and improvement.

CORE VALUES

- ❖ **Integrity:** Teaching and research shall be carried out in an environment of academic Freedom and honesty. The institute will adhere to the highest standards of Ethics in all its activities.
- ❖ **Excellence:** The institute is committed to excellence in all spheres of its activities, and through internal and external reviews and will work towards continuous Improvement. The institute will recognize exceptional efforts through Awards and honors.
- ❖ **Accountability:** KITS College recognizes that is accountable to all its immediate stakeholders including students, parents, staff, faculty, Alumni & industry.
- ❖ **Transparency:** stakeholders The institute will function according to defined procedures and rules, which will be informed to all. The institute will make Public all important information related to its functioning.
- ❖ **Empathy:** As awareness of the conditions of the weaker sections of our society and Contributions towards solution of their problems will form an integral part of the research and education programs of the institute.
- ❖ **Values based Education:** this institute creates a strong learning environment with values and ethics that enhances academic attainment and socialization of the students.
- ❖ **Sustainability:** Envisaging environmental, Socio-economic requirement cultivates the knowledge and skills necessary to reach a sustainable future.
- ❖ **Righteousness:** Maintain integrity in deliverables and engage in transferrent and well established processors for continuous assessment and evaluation.



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OBJECTIVE 1

Achieving Academic Excellence by Curriculum Orientation and Fostering Experiential Learning through ICT

Values-based Education creates a strong learning environment that enhances academic achievement and develops students' social and relationship skills that last throughout their lives. The positive outcomes are achieved through teaching-learning methods blended with ethical values and cross domain research in cutting edge technologies. This leads to the all-round personality development of the students. It also provides social capacity to students, equipping them with social and relationship skills, intelligence and attitude to succeed at every aspect of their lives. A high quality of academic excellence can provide value-added experience for the students.

KITS provides an environment that encourages and celebrates academic excellence, individual initiative and responsibility as students make progress toward their educational goals. It outlines the commitment to academic performance expected of all students and the consequences for unacceptable academic performance.

Strategies:

1. Structured Induction procedure

Excellence in Engineering Education from students' perspective is that students learn in the class rooms and on their own by listening, visualizing, experimenting, experiencing, and going through practical training. The philosophy of education is to work with "END IN MIND". Hence the teaching learning process of KITS is structured as 'Career Vision Approach' - a student visualizing the career opportunities and the approach for successful transition towards the set goals.

2. Curriculum design and revision(multi disciplinary education)

Curricula of all the programmes developed and adopted at KITS covers multiple facets like providing engineering knowledge, desirable attributes, professional ethics and relevant technical and non-technical skills. Along with these skills it also encapsulates societal aspirations. To promote higher order thinking through analyzing, evaluating concepts, processes, procedures and



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principles in education, the course outcomes are designed in line with the revised Bloom's Taxonomy. The courses are developed to meet the stated PEOs, POs and PSOs of the program. The Choice Based Credit System adopted in the institute has given scope to the students to learn cross domain subjects/ technologies and take up inter-disciplinary project work. The curriculum is redesigned to incorporate the industry needs and the socio- dimensional subjects that would enhance the student self-learning and employability skills.

3. Pedagogy and Delivery Modes

The day to day classroom delivery is through modern pedagogy evenly balancing the traditional methodology. The classrooms are equipped with the required infrastructure to facilitate the new modes of delivery.

The faculty are trained on the ICT methodologies and continuous apprise of the same is provided through conduct and participation in faculty development programmes, workshops and seminars. An exclusive teaching/ learning center and a writing support center is in place to support faculty teaching, student learning and communication. E- learning / online learning will be encouraged in addition to the traditional class room teaching-learning practice.

Metrics / Measures

Key Result Areas	Measures
Curriculum Revision	Interdisciplinary courses as Open electives
	Courses reflecting societal / Industry needs
	Courses focusing on Skill development and Employability
	Stake Holders feedback
	Benchmark with Premier Institutes
	Continuous assessment and evaluation to measure outcomes
	Academic Plan as per OBE & Academic calendar
	Quality projects
	ICT utilization / Pedagogy Tools
	Online Self learning Resources



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Learner Centric Curriculum delivery	Industry exposure through Internships
	Workshops/FDPs on Pedagogy/Technology
	Learning Management System
Smart Classrooms	Multimedia and support equipment
	E-Learning Facilities.
	Un-interrupted delivery mechanism
Laboratories	Periodic maintenance and up gradation
	Virtual Industry
	Lab Management System
	Resources over and above the curriculum

OBJECTIVE 2

Exploration of Knowledge through Innovation and Research providing Inclusiveness to Societal needs

In an era of increasing academic engagement that includes several disciplines under one subject, it is imperative to understand the nuances of multidisciplinary research to engage with academia. The concept of globalization and liberalization, have given rise to problems and challenges across various disciplines. The Institute addresses and enhances students' imagination, initiative and practical skills and equips them to innovate and confidently cross the threshold of challenges.

Strategies:

1. Wide spectrum of Cross Domain Knowledge Centres

KITS operates **cross domain knowledge centers** aiming to expose students to real work environments. These centers with their built in ability to switch entire technology platforms according to evolving needs, mirror actual industries, providing **Experiential learning**. The purpose is to continuously enhance the inquisitiveness, practical skills, imagination, initiative, and team spirit of both **UG** students to readily deploy their learning and provide solutions in real



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life situations. Providing opportunities to all students to do their full time project work in these **high-end laboratories** is **unique** to the Institute.

2. Excitement of Innovation & Entrepreneurship

The Institute aims to create an ecosystem for deeper collaboration with industry in several modes, including consultancy, sponsored research projects, technology transfer and continuing education. An exclusive facility **Weekend projects lab** is created to transform classroom learning to a project based experience. The idea to innovate is encouraged and the best idea is rewarded. Infrastructure and seed money is provided to implant the ideas at **KITS**, a facility created for the stakeholders for incubation. Young technocrats get opportunities to exploit their full potential by setting up their own ventures thus becoming "job generators" rather than "job seekers". KITS provides a platform to business Start-ups to develop their ideas into commercially viable products.

Advanced training and mentoring to the students is given through **Entrepreneurship Development Cell** to realize the idea into application/ product at institute. Initial awareness on entrepreneurship is facilitated by conducting awareness camps, guest lectures, seminars, workshops, business plans and skill development programmes. The **Industry Institute Interaction Cell** proactively builds partnerships with industry in areas of strengths of the Institute. Collaboration with the industry is built through well-structured student internships and appointment of industry professionals as Adjunct Faculty. A significant quantum of research will originate from problems identified as a result of the faculty's engagement with industry.

Metrics / Measures

Key Result Areas	Measures
Research Publications	Numbers of papers published in reputed National and international journals
	Numbers of papers presented in reputed National and international conferences
	Faculty as reviewers for reputed journals



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Research centers	Faculty recognized as guides by external institutions
	Number of Ph.D scholars guided
	Membership in Professional bodies
	Fund raising through Project Proposals.
Frontiers of knowledge	Operational Centers of Excellence
	Conferences/seminars/workshops conducted.
	Special interest groups
	MOUs with higher learning institutes in India & Abroad.
Key Result Areas	Measures
Industry Collaboration	Laboratories as Virtual Industry
	Student Internships
	Knowledge exchange through seminars and workshops
	Advisory role in curriculum design
	Consultancy and Testing to industry
	Sponsored and funded collaborative research
	MOUs with Premier industries
Innovation and Entrepreneurship	IDEA competition- pre incubation activity
	Exclusive incubation facility
	Proactive participation of Students and Faculty
	Focus on Product development
Resources & Infrastructure	Exclusive facility for R&D
	New Technologies



OBJECTIVE 3

Exponent for Development of a Rounded Personality with Global Vision & Social responsibility

The holistic approach to education captures the creativity, interdisciplinary, complexity, and adaptability required for the profession to grow and truly serve global needs. Values-based Education creates a strong learning environment that enhances academic achievement and develops students' social and relationship skills that last throughout their lives. The positive outcomes are achieved through teaching-learning methods blended with ethical values and cross domain research in cutting edge technologies. This leads to the all-round personality development of the students. It also provides social capacity to students, equipping them with social and relationship skills, intelligences and attitudes to succeed at every aspect of their lives. Participation of students in Co-Curricular Activities(CCA) and Extra Curricular Activities (ECA) helps to enhance all rounded personality to strongly face the turbulent road of the future. Experiences and appreciations gained through these activities assist students during internships. It helps to hone the talents of students and gives them an opportunity to develop specialised skills. Academic performance goes up as they learn to balance the CCA / ECA with academic pursuits. They also better understand time management.

- a. Build self-confidence and enable the student to excel in their academicpursuits.
- b. Provide training towards Skill development and encourage participation in Internships.
- c. Prepare towards Inclusiveness and socially responsible.

Strategies:

1. Career Guidance, Mentoring, Training and Placement

The unique initiative of the institute, **Mentoring and Training** plays a key role in identifying the student strengths and weaknesses and provide training to enhance their skill set in the selected domain. The structured mentoring program emphasizes on the social-emotional learning and cognitive development molding into a well-rounded, successful and competitive citizens of tomorrow. The outcome of SWOC analysis tabulates the strengths and weakness of



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the students, thereby enabling to provide career counseling and focused training. Remedial classes are arranged to enhance academic skills of slow learners. The student induction during the freshman year starts with familiarizing the campus and facilities available for the dreams come true.

Matrixing with senior students gives insights to the opportunities available in the institute to grow both academically and personally. During this interaction the newly joined will get to know, the senior experiences and exposure to academic projects, involvement in research and funded projects, participation in Professional society activities and other student clubs. Networking with Alumni is created to offer career guidance, role model and professional opportunities. The Career Vision Approach enables them to visualize the advancements in the chosen career and the approaches to be taken up to sharpen the saw and keep themselves updated.

2. Student support and Progression

At KITS students are encouraged and supported in setting targets for themselves. The institute strives towards widening opportunities throughout and beyond the student lifecycle. Exposure to the cutting edge technologies and the advancements is provided through the **certification courses** offered on-campus. Embedding flexible learning through **MOOCs/NPTEL/SWAYAM** is facilitated in the campus. Training and skill development courses, MOUs with reputed organizations and industries engage students in **internships** and further leading to employment. Peer-led learning is promoted to help build students' expectations and confidence.

3.Extra-Curricular and Co-Curricular Activities

The institute integrates Co-Curricular and Extra-curricular Activities into student life to create a "**rounded personality**". A good ECA/CCA system is institutionalized establishing various cultural committees, student chapters, Coliseum (Student Activity Center) is exclusively built and allocated for this purpose. Well-equipped sport complex with adequate play areas and a National Service Scheme (NSS) Unit, is also available in the campus. Students are encouraged to participate in inter collegiate, Inter University, state level and national level competitions. Every year a national level cultural fest is organized and students



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are sponsored to participate in cultural events organized off- campus.

METRICS / MEASURES:

Key Result Areas	Measures
Mentoring	Exclusive MTP record
	Scheduled interactions & counseling
Training and Career Guidance	Value added programmes(Soft skills & Domain expertise)
	Dedicated training for recruitment
	Interdisciplinary Exposure & training
	Certificate courses
	Alumni interactions
	Modernization of infrastructure
MOUs	MOUs and relationship management
	Internships planning and execution
	Industry experts as resource personal
ECA / CCA	Exclusive space – Student Activity Center
	Participation in outside world competitions
	Hosting National level fests / competitions
	Professional societies activities
	Projects Expo – Open House
	State-of-art infrastructure (indoor / outdoor)
	Dedicated coaches / trainers
	Participation in Tournaments
	Rewards and recognitions to achievers
Community Service and Extension activities	More Student registrations
	Village adoption
	Educational tuitions / support to village students
	Blood donation and health awareness camps



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OBJECTIVE 4

Relentlessly Pursue Institutional Effectiveness through Quality Assurance Systems

KITS continuously reviews, develops and aligns its culture, people, structure, work processes and technologies, with its Vision, Mission, Objectives and Quality Policies. To support the key strategy areas of academics, research, innovation and globalization it is required to maximize the utilization and effectiveness of human and financial resources, and facilities. Continuous monitoring of the key success indicators and publishing these results to the constituent committees, enables to review and improve the alignment of support functions, processes and resource allocation strategies across the institute.

Quality in Education can be defined as the development of intellectual skills and knowledge that will equip graduates to contribute to society through productive and satisfying engineering careers as innovators, decision makers and leaders in the global economy.

To achieve the esteemed goal of producing well qualified and trained technocrats an institution has to work efficiently and effectively. The institution strives towards imparting technical competence to the student by creating a healthy environment for their personality development and finally enabling them to achieve higher grades in their respective fields. This is through:

- a. Transparency and Leadership
- b. Quality assurance and Accreditations
- c. Outflow management and growth plans

Strategies:

1. Good Governance:

The participatory governance, in the institute creates a sound, ethical and sustainable environment, acceptable to the institution as a whole and the other key stake holders. It oversees the implementation of policies and procedures year-over-year by designing, developing and deploying short summaries of progress. The overlapping interests of the stake holders are addressed to support a more effective delivery of education to meet the nation needs. Scheduled interactions of the key area implementers, such as academics, research, innovation and



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globalization, enable to discuss the current progress and the potential measures for enhancement. Forecast & estimation of capital, revenue income and expenditures are closely monitored to meet the requirements as per the schedules.

2. Resources and Infrastructure

Critical talent identification and retention of the faculty is addressed continuously, to improve the outcomes in the learner centric environment. Opportunities for faculty professional development, collaboration, and networking are provided for upgrading the competence and reflecting in the deliverables.

The frontier of science and technology are doubling by leaps and bounds. The faculty to be constantly in touch with the same, update themselves through enhancing their qualifications, attending various quality improvement programs like workshops, seminars, conference, summer and winter school.

The fresh engineers from technical institution need to be offered training in industries to give them first hand practical exposure. General recasting of curricula, with industry oriented programs is taken up as Certificate Courses on a continuous basis, to establish a close link between an educational program and social needs.

IT infrastructure and library resources are upgraded along with the curriculum updates and the research needs. Aesthetic classrooms and tutorial rooms adequate for the growing strength of the institute are equipped with teaching & learning tools and maintained by a dedicated team. Forecasting the needs in line with the approvals from the statutory bodies enriches the activities in the institute. The growth expansion plans are reviewed twice in an year and the budgetary planning is done monitoring the expenses and predicting internal revenue generation.

Research and development activity is very much essential to survive in this competitive world. Adequate financial provision is present to carry out research activities in the institution. Access to scientific Journals and other modern library facilities are made available. Qualified, experienced research oriented and motivated faculty are recruited to carry out research and development activities.

3. Quality Assurance Systems:



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Being growth oriented and to have a good reputation, the quality assurance systems set in the institute, bench marking the reputed organizations provide metrics for continuous monitoring and implementation of standard procedures designed in line with the Vision and Mission. Internal audits are taken up by the quality policy steering committee, remedial measures, if any are suggested and implemented.

METRICS / MEASURES:

Key Result Areas	Measures
Governance	Accreditations and Assessments
	Guiding and approving policy matters
	Institutional Strategic development plan
	Partnership incentive plans
	Growth retention through career advancement.
Quality Assurance	Customize and implement best practices
	Internal audit committee for regulatory compliance
	Systems, checks and balances – Remedial measures
	Training need analysis and implementation
	Continuous progress assessment
Budget	Budget formulation and approvals
	Planned expenditure management
	Scheduled audits and checks
Resources	Advertisements and merit based recruitments
	Sponsorship for higher education
	Faculty and Staff deputation for competence development
	Sponsorship for participation in seminars / workshops and conferences.
	Subject experts for syllabus reviews and advisory roles



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Gradient increase in IT resources and Bandwidth
Remote access to the e-resources of the library
Exclusive budget & approvals for knowledge repository satisfying the stakeholder needs.
Extended hours and increased usage of library resources.

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Phenomenal Growth & Trust

The institution has accomplished remarkable growth since its inception and has grown from strength to strength under the dynamic leadership of the Secretary and Correspondent, Sri. Anna Krishna Chaitanya.

Remarkable Achievements

The institution has recorded high pass percentage and the students of the institution are getting University ranks every year. The institution not only believes in academic excellence but also in mental, physical and emotional well-being of the students and faculty. The students are encouraged to excel in co-curricular and extra-curricular activities as well. Many students have excelled at National and Regional technical meets and won several prizes.

Training & Placements

Placement Training is a unique strength of this institution. The trainers, with their vast and rich experience, train the students on Employability and Personal Development skills from the second year of under-graduation itself. Placement Training is customized to meet the needs of the students as well as expectations of the industry. The institution has collaborations with (1) JNTUK, Consortium,


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Kakinada and (2) Skill development centre (SDC), Government of Andhra Pradesh for training and placements of the students. Many students are getting jobs through these collaborations every year. In addition, the institution is also arranging in-campus placements for the students of the institution.

Physical Infrastructure - Highlights

In a nut shell, the following are the highlights of the infrastructure:

- ❖ Krishna Chaitanya Institute Technology and Science is an ISO 9001:2020 certified Institution.
- ❖ Main motto of our College is Eco friendly, Socially responsible and industry centric Campus.
- ❖ Aesthetically designed buildings with spacious, well-ventilated and well-furnished classrooms and laboratories.
- ❖ Well-equipped laboratories with the latest equipment and continuously upgraded based on requirements.
- ❖ E-learning classrooms in every department to use technology and modern teaching methods to train the students more effectively.
- ❖ Library with latest collection of volumes. In addition, an exclusive Digital Library.
- ❖ One main seminar hall of capacity 500, and 5 seminar halls with capacity of 250 and 150, all are equipped with LCD projectors and audio systems for in-house training sessions and association activities.
- ❖ Collaboration with AP State skill development centre for training and placement of our students
- ❖ MOUS with APSSDC Skill development center, AP, IT Curve, ICT Academy, Chennai APITA, Andhra Pradesh, ADS Softek, Data point solutions Institution of Engineers Co Cubes, A V Rambabu infra Pvt. Ltd.
- ❖ A 1000-capacity open air theatre for major activities such as competitions, annual functions and celebrations.
- ❖ KITS has established 250 KW roof top Solar Power Station which is generating 1000 units of energy per day, we are self sustained for our power.
- ❖ Dedicated infrastructure to host campus selection drives.
- ❖ Air-conditioned computer laboratories with brand new computers with latest configuration.
- ❖ Wi-Fi all over the campus.



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- ❖ Exclusive hostels for girls and boys with modern facilities.
- ❖ A hygienic canteen within the campus catering to the needs of the students and the staff at concessional prices.
- ❖ Maintaining RO plant for supplying drinking Mineral water throughout the campus.
- ❖ Spacious playgrounds for extra-curricular development of the students.
- ❖ Excellent Bus facility connectivity provide to all rural areas within 70 KM radius from the college within district.
- ❖ KITS adopted lands for cultivation of Vegetables & Paddy without using any pesticides and also maintaining dairy farm which is for providing healthy food to our students in our college hostels.

With all that said above, undeniably, KITS is a great place for an aspiring youngster to hone his/her skills and pave the way for a bright and successful future.

KITS PHILOSOPHY

The philosophy of KITS is to mould the technical students in all round drawing out of the best of the student and man -body, mind and spirit. At this institution, it is believed that the Gandhian philosophy on education that is over all development of the students in the class room, ground, library, laboratory and so on. The infrastructure and equipment are constantly upgraded, providing opportunities to the faculty and the students to enhance their skills continuously. The institution aims at preparing the students to be great problem solvers, project leaders, communicators, and ethical citizens of a global community.

INSTITUTE VISSION

To emerge as a premeier institution for engineering education and research, and serve as resource center for the industry and society.

INSTITUTE MISSION

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2. Providing cutting edge academic and research facilities so as to chisel the students to fit them into a technically challenging future, instilling positive, productive thoughts that will enable them to walk in the road of success.
3. Facilitate the use modern pedagogy and ICT for improving the teaching-learning process and to involve students and faculty in innovative research projects linked with industry, academic and research institutions in India and abroad.

QUALITY POLICY

We are committed to pursue global quality standards in education and produce human resources par excellence for national and international organizations and will stand accountable in our core function through continuous self evaluation and improvement.

CORE VALUES

- ❖ **Integrity:** Teaching and research shall be carried out in an environment of academic Freedom and honesty. The institute will adhere to the highest standards of Ethics in all its activities.
- ❖ **Excellence:** The institute is committed to excellence in all spheres of its activities, and through internal and external reviews and will work towards continuous Improvement. The institute will recognize exceptional efforts through Awards and honors.
- ❖ **Accountability:** KITS College recognizes that is accountable to all its immediate stakeholders including students, parents, staff, faculty, Alumni & industry.
- ❖ **Transparency:** stakeholders The institute will function according to defined procedures and rules, which will be informed to all. The institute will make Public all important information related to its functioning.
- ❖ **Empathy:** As awareness of the conditions of the weaker sections of our society and Contributions towards solution of their problems will form an integral part of the research and education programs of the institute.
- ❖ **Values based Education:** this institute creates a strong learning environment with values and ethics that enhances academic attainment and socialization of the students.

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- ❖ **Sustainability:** Envisaging environmental, Socio-economic requirement cultivates the knowledge and skills necessary to reach a sustainable future.
- ❖ **Righteousness:** Maintain integrity in deliverables and engage in transferrent and well established processors for continuous assessment and evaluation.

OBJECTIVE 1

Achieving Academic excellence by curriculum orientation and fostering experiential learning through ICT

STRATEGIC PLANNING

- ❖ The Vision, Mission, Strategic plan & audit report, pertaining to the institution are discussed and approved in Governing Body.
- ❖ The member secretary presents the progress of the institution in various activities and future development plans of the institution.
- ❖ The long term plans have been laid down in the strategic plan document in consultation with Department committees, joint workshops of senior professors for strategy formulation.
- ❖ The Institutional Monitoring Planning and Policy Implementation Committed called IQAC is responsible for continuous improvement through identifying needs, bringing in discipline, defining research activities, future plans etc.
- ❖ Audit reports and discussions in IQAC help in framing future plan of action
- ❖ From all the inputs Institution Strategic plan is developed and published after approval from Governing Body.
- ❖ Consolidation of existing institutional processes & defining new processes are a part of strategic planning.

I) Administration & Human Resource

- ❖ The progress of the institution depends on the administrative strength and participation of human resource in various institutional activities, it is therefore necessary for the GB to know what initiatives the various administrative wings are taking.



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- ❖ Principal's performance and institution's performance is judged through the presentation by the Principal in GB highlighting various achievements in the quarter and action taken on the discussions that had happened in the previous GB meeting.
- ❖ The GB is responsible for the proper administrative functioning in the institution and approving the employment policy in line with the recommending agencies.
- ❖ The GB is responsible to approve the cadre pattern, incentive policies and related matters on the basis of the requirements projected by the institution.

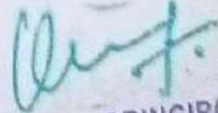
The GB is responsible to approve intake enhancement, starting of new programs and reduction in intake/closure of program(s).

- ❖ Internal grievance and disciplinary committees are set up to take care of any complaints.
- ❖ Appointment Board which is a statutory committee consisting of Principal, Vice Principal, Senior Professor, JNTUK nominee and respective HOD's recommends to the GB, appointment of new faculty and staff. The GB is expected to give its recommendations, comments and guidelines.
- ❖ To instill academic accountability among faculty and staff is important from an administrative point of view and GB is responsible to do so through constant interaction with them.
- ❖ Implementation of performance based incentives and fine-tuning of authorities & responsibilities at various levels.
- ❖ Accountability and financial sustainability is planned through the departmental budgeting procedures committed.
- ❖ Sustainability is incomplete without "Sustainability and Respect for Gender", keeping this in mind, equal opportunity is given to female employees and students in various positions and activities.

II) Finance & Sustainability

Sustainability is an important factor of good Governance and it is important that all the stakeholders act responsibly to achieve this. Strategic plan- identifying a clear development path for the institution, through its long-term academic, research and business plans is the responsibility of GB. Annual budgets and its review is taken up in GB, however for approvals, implementation and assessment of these, there are four committees set up in the institution namely:

(a) Finance Committee


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(b) Technical Purchase Committee

(c) Accounts Committee

a) The Finance Committee (FC): The FC is responsible of looking into the sustainability aspects and approves institutional and department budgets depending on the availability of funds, internal IRG and anticipated external funding. The finance committee monitors and safeguards the financial viability of the institution. The Finance committee is composed of:

i. Principal as the Chairman

ii. Three members from the Management (Hon. Treasurer, Hon. Secretary and Hon, Joint Secretary)

iii. An auditor

iv. Two senior Professors

v. The Member Secretary is Professor/Administrative staffs who has knowledge of accounts

b) Accounts Committee (AC): Initially, the institutional procurement is discussed in the Accounts Committee, which handholds the departments to finalize procurement files, before they are forwarded to TPC. It also looks in to common purchases, Justification, alternative solutions etc. Accounts Committee consists of:

i. Principal

ii. Two Senior Professors

iii. Admin officer

iv. Concerned HOD's are invited members of this Committee.

v. Accounts superintendent as the member secretary

c) Technical Purchase Committee (TPC): The TPC oversees the procurement processes in a transparent manner. The TPC goes into the processes followed in getting quotes, Justification of purchases exceeding Rs.5.00 lacks. It is responsible for transparency in purchases and approves to place orders. Technical Purchase Committee consists of:

i. Hon. Treasurer of GB, is the Chairman.

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- ii. Three members from the management (Hon. Secretary and Hon. Joint Secretary, Vice Principal) of G.B
- iii. Two Senior Professors from Finance Committee
- iv. All the Head of the Departments e. Principal is the member of secretary.

III) Infrastructure

Infrastructure and its enhancement as well as removing obsolescence are challenging tasks for any institution. Planning, implementing and maintaining of assets are the responsibilities of GB, Department committees and Infrastructure Committee. The departments submit plans for two years through a brain storming in the department. The Vice Principal and Administrative Officer (infrastructure) consolidates these and presents before the institutional infrastructure Committee. The plans are then placed before the GB and Sectary for final approval.

Metrics / Measures

KEY RESULTS AREAS	MEASURES
Curriculum Revision	Interdisciplinary Courses as Open electives
	Courses reflecting societal/Industry needs
	Courses focusing on Skill development and Employability
	stake Holders feedback
	Bench mark with premier Institutes
	Continuous assessment and evaluation to measure outcomes
Learner Centric Curriculum delivery	Academic Plan as per OBE & Academic Calendar
	Quality projects
	ICT utilization / Pedagogy Tools
	online Self Learning Resources
	Industry exposure through Internships
	Workshops/FD ps on pedagogy/Techonolgy



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	Learning Management system
smart classrooms	Multimedia and support equipment
	E-Learning Facilities
	Un-interrupted delivery mechanism
	Periodic maintenance and upgradation
Laboratories	Virtual Industry
	Lab Management system
	Resources over and above the Curriculum

OBJECTIVE 2

Exploration of Knowledge through Innovation and Research providing inclusiveness to societal needs

I) Regulatory Compliance

As per UGC and JNTUK various regulatory committee and appointment are prescribed. The GB. sees that all these compliance are strictly adhered to. GB expects that the Principal and Professors in the GB present proceedings of these meetings in the GB. The following committees are setup as per norms for smooth and effective implementation of Academic curriculum, assessment, evaluation, appointments and Quality assurance.

II) Inclusiveness

Inclusiveness requires participation of various stake holders and openness in governance. To achieve good governance through Governing Body, the GB takes the inputs from various branches of institutional committees, which requires leaders and dedicated team.

III) Internal Quality Assurance Cell (IQAC)

Assessment of quality is important and indicator of good governance process. To audit and analyze the attainments Internal Quality Assurance Cell is set up. The objectives of (IQAC) are:

- ❖ To develop a system for conscious, consistent and catalytic action facilitating to improve the academic and administrative performance of the institution.


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- ❖ To promote measures for institutional functioning towards quality enhancement through internal quality culture and institutionalization of best practices.
- ❖ Bring best practices and ethics into academics and research.

In order to achieve the objectives and bring quality culture IQAC acts as a catalyst in

- ❖ . Ensuring timely, efficient and progressive performance of academic, administrative and financial tasks.
- ❖ Development and application of quality benchmarks/parameters for various academic and administrative activities of the institution.
- ❖ Equitable access to and affordability of academic programs for various sections of society.
- ❖ Optimization and integration of modern methods of teaching and learning.
- ❖ Creating an atmosphere of credibility of evaluation procedures.
- ❖ Ensuring the adequacy, maintenance and proper allocation of support structure and services.
- ❖ Sharing of research findings and networking with other institutions in India and abroad.
- ❖ Documentation of the various programs and activities leading to quality improvement.

The institution is in the process of filing application for obtaining ISO9001:2015 Certification.

Metrics / Measures

KEY RESULTS AREAS	MEASURES
Research Publications	Number of Papers Published in reputed National and International Journals
	Number of Papers Published in reputed National and International Conferences
	Faculty as Reviewers for Reputed journals
Frontiers Of Knowledge	Faculty recognized as guides by external instructions
	Number of PhD Scholars guided
	Membership in professional bodies
	Fund raising through Project Proposals
Frontiers Of Knowledge	operational Centers of Excellence



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	Conferences/seminars/Workshops Conducted
	special interest groups
	MOUs with higher learning institutes in India & Abroad
Patents and Copyrights	Appointment of search and Patent attorney
	Number of International Patents
	Number of Indian Patents
	Books and Monograms, copy rights

KEY RESULTS AREAS	MEASURES
Industry Collaboration	Laboratories as Virtual Industry
	Student Internships
	Knowledge exchange through seminars and workshops
	Advisory role in curriculum design
	Consultancy and Testing to industry
	Sponsored and funded collaborative research
	MOUs with premier industries
Innovation and Entrepreneurship	IDEA competition-pre incubation activity
	Exclusive incubation facility
	Proactive Participation of students and Faculty
	Focus on product development
Resources & Infrastructure	Exclusive facility for R&D
	New Technologies

OBJECTIVE 3

Exponent for Development of a Rounded Personality with Global Vision & Social responsibility

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I) e-Governance

There are several processes and data are increasing at rapid rate, this requires on demand reports for governance and continuous improvement. This requires e-Governance.

- ❖ KITS has developed software for Academics, Examination processes, Students feedback, admission and also procured software for Library, Student academic processes, Administration, Finance, HR etc. to institutionalize e-governance.
- ❖ It is envisaged that this will allow use data base for most of the processes and generation of reports for compliance agency, parents, faculty assessment, library processes, administrative processes and IQAC activities.
- ❖ This initiative will enable students to get academic and administrative information.

II) Interdisciplinary Research and Consultancy

The institution has constituted interdisciplinary research groups to take up research work in the identified thrust areas of COEs through workshops on cutting edge technologies. Efforts are being made to create necessary infrastructure and testing facilities for carrying out research in thrust areas. Faculty and students are provided with financial and other support to participate in national and international conferences. The institution developed networking with industries and institutes of higher learning. The institution is also providing opportunities for faculty and students to take up innovative projects, handholding junior faculty in the preparation of project proposals, providing financial support for patents, publications, & pursuing PhD / integrated PhD. About 40-50% of the UG projects are research oriented. The research focus is on Alternative building materials and low cost housing solutions. Research and consultancy is a part and parcel of Teaching and Learning. Therefore not only emphasis on motivating faculty and students is required but also incentive and sharing of IRG is important. Keeping this in mind GB/ Research Committee is responsible to:

- ❖ Review progress in various funded projects.
- ❖ Providing financial assistance to students and its utilization
- ❖ Preparing and approving policies for revenue generation and sharing.
- ❖ Policies to incentivize execution of projects and consultancy.


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III) Sustainability & Environmental Practices

KITS is in pursuit of building a sustainable and environment friendly campus by 2020. The institution make campus self sustainable in terms of energy, water and waste management. Every year, the institution plants trees on Earth Day and Environment Day. Implementation of Virtualization of computing facility and shifting to TFT monitors. Incandescent, Florescent lights and sodium vapor lights replaced with LEDs. A 250 KW solar harvesting multipurpose station is being set up on the campus and also rain water harvesting schemes using ground recharge techniques has been implemented. Steam cooking is used in all kitchens in all the hostels, thus reducing consumption of cooking gas and use of electric power. Awareness drives have been conducted to design a better collection, disposal, segregation and recycling process and methods for e-Waste management. Governing body needs to look into the environment, safety and healthy ambience on campus. Regular Audits through various committees help the GB in taking decisions to improve the processes and mechanisms. Following Committees are formed for this purpose. The Committees meet regularly and monitor the progress.

Core Committee Members:

Audit Group: Energy Audit

Audit Group: Green Campus

Metrics / Measures

KEY RESULTS AREAS	MEASURES
Mentoring	Exclusive MTP record
	Scheduled interactions & Counseling
Tranining and Career Gudience	Value added programs(Soft Skills & Domain expertise)
	Dedicated training for recruitment
	Interdisciplinary Exposure & training


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	Certificate courses
	Alumini interactions
	Modernization of Infrastructure
MOUs	MOUs and relationship management
	Internships Planning and execution
	Industry experts as resource personal
ECA/CCA	Exclusive space-Student Activity Center
	Participation in Outside World competitions
	Hosting National level fests/competitions
	professional societies activities
	projects Expo-Open House
	State-of-art infrastructure(indoor/outdoor)
	Dedicated coaches /Trainers
	Participation in tournaments
	rewards and recognitions to achievers
Community Service and Extension activities	More Student registrations
	Village adoption
	Educational tuitions/support to village students
	Blood donation and health awareness camps
	Execution of projects with Societal impact

OBJECTIVE 4

Relentlessly pursue institutional effectiveness through quality assurance systems.

I) Human resource planning

- ❖ The Principal shall assess in the month of April every year, the staff requirement for the subsequent academic year.


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- ❖ He will obtain the staff requirement lists from all the Heads of department and arrive at the number of faculty members, Lab assistants and administrative staff required with the following guidelines in mind.
- ❖ He will consider appointing a Professor to be the Head of every discipline, besides the number of Assistant Professors and Lectures required in accordance with the teacher student ratio prescribed herein.
- ❖ The teacher student ratio shall be 1:20 and for this purpose the Professor shall also be included in counting the number of teachers.
- ❖ He will appoint a selection Committee for recruitment in each discipline, composed of the Principal, HOD, and the Departments Advisors/Experts from the neighboring institutions.

II) Recruitment

- ❖ The selection Committee shall prepare a job description and job specification for the candidate to be recruited.
- ❖ The Committee shall augment candidature in a ratio of 1:3 for every position to be filled from any or all of the following sources: Advertisements in the Newspapers, files maintained for storing the unsolicited applications and references.
- ❖ If the Committee deems it fit, may also conduct walk in Interviews for augmenting the required candidates. The Committee shall short list the candidates in the following processes: personal interviews and class room demonstrations.
- ❖ The Committee shall finalize the short listed candidates and submit their recommendations along with the personal data sheets of the candidates to the chairman/ managing Director who in turn will approve the decisions of the Committee on the appointment.
- ❖ An offer of appointment shall be released by the principal through HR.

III) Orientation

- ❖ Every faculty appointed in the college shall be given a brief introduction about the college by the Principal on the day of his/her joining.
- ❖ The Principal shall take him/ her to the department of his/her work and introduced to the Head of the department.



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- ❖ The HOD will give a brief introduction of the department and will introduce the new incumbent to all the teaching and non-teaching members of his team.
- ❖ He will also take him/her on a tour of the campus, explaining the various codes of conduct observed in availing the facilities in the college.
- ❖ The HOD will also ensure all the registration formalities, including submission of joining report, User Id for secured internet accessing facility, Identity card application etc., by obtaining the assistance of the HR team.
- ❖ The HOD will assign the subject for the new faculty member immediately.

Metrics/Measures

KEY RESULTS AREAS	MEASURES
Governance	accreditations and assessments
	guiding and approving policy matters
	institutional strategic development plan
	partnership incentive plans
	growth retention through career advancement.
Quality Assurance	customize and implement best practices
	internal audit committee for regulatory compliance
	system, checks and balances-remedial measures
	training need analysis and implementation
	continuous progress assessment
Budget	budget formulation and approvals
	planned expenditure management
	scheduled audits and checks
Recourses	advertisement and merit based recruitments
	sponsorship for higher education
	faculty and staff deputation for competence development



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sponsorship for participation in seminars/ workshops and conferences
subject experts for syllabus and reviews and advisory roles
gradient increase in IT resources and bandwidth
remote access to the e-resources of the library
Exclusive budget and approvals for knowledge repository satisfying the stake holders needs
Extended for hours and increased usages for library resources.


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