CHHATTISGARH HIGHER EDUCATION PROGRAM FOR EXCELLENCE & EQUITY

INSTITUTIONAL DEVELOPMENT PLAN (I D P)

2022 - 23 TO 2027 - 28

स्थापना वर्ष - 1989

GOVT. KAVYOPADHYAY HIRALAL COLLEGE, ABHANPUR, RAIPUR(CG)

NAAC: Grade – B

Submitted to

Department of Higher Education
Government of Chhattisgarh

Ref. No. - Date – 10.02.2023

No. & Date

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1. INTRODUCTION:

Chhattisgarh embarked on a brand new journey toward development, as a result of which education in general and higher education in particular gained prominence. The government concentrated on creating new institutions within the current ones. Surprisingly, this college is located in a rural area where scs and obcs predominate. Additionally, it enjoys the benefit of having a majority of female students. A sizable number of private students also use it as their testing location. Without a doubt, this college will play a bigger part in guiding and forming the careers of numerous local rural youth who may be trained to help the community and the expanding population of Raipur's metropolis.

Govt. K. H. College was established in 1989 by a group of enlightened educationists and philanthropists with a vision of providing quality education to the young citizens in the neighborhood of Abhanpur.The college was initially going to operate out of a higher secondary school without a personal building. But in 2009, it was moved to a brand new, double-story building. With a very humble beginning, of starting with a few students, today it has a strength of close to 2500 students. Though the college began with UG level Arts, Science and Commerce streams was started in 1989, gradually the PG level in all streams was started. The founders of the college, the members

of the management, and a host of outstanding professors who have ensured quality education for generations of students from all walks of society are significantly responsible for the college's current eminent image and prominence. The college is affiliated to Pandit Ravishankar Shukla University and offers UG programmes in B.A(7 Programs), B.Sc (10 Programs) and B. Com and PG programmes in Hindi, Pol. Science, Commerce and Botany, besides having Computer courses including PGDCA, DCA, BCA, BSC(Comp.Science) and other various courses like DBM, PGDPEY etc.

Over the past few years, the college's academic and cultural programmes have continuously and clearly expanded, ensuring the students' vital holistic development. Despite space constraints and its location in a rural area, the institution has prioritised the full development of its students in order to encourage their creativity in the pursuit of education and develop a well-rounded personality. Again, having a new building with six classes during the session was a huge blessing for us. The most crucial thing is to raise its knowledge, competence, and morally upright social value to a new level.

It is a coeducational, government-funded institution that is approved by UGC under Sections 2(f) and 12.(B). With a CGPA of 2.07 and first cycle of NAAC certification under its belt, the college earned the coveted "B" rating in 2018. The college's management has established institution-specific policy statements and strategic plans with a clear timeline that are in line with the school's vision, mission, and goals.

When creating and implementing the college's plans and policies, the principal and faculty worked together and actively together. The management's inclusive approach and the decentralisation of the academic and administrative functions at the institutional level have greatly aided the college's performance. The institution's strategic strategy is given a holistic perspective by the leadership. The management's overarching perspective plan and the strategy plan for the college that the IQAC created are complementary. The college has an exacting audit system that is run by licenced, reputable professionals, and the books of account have been audited up until the end of the most recent academic year.

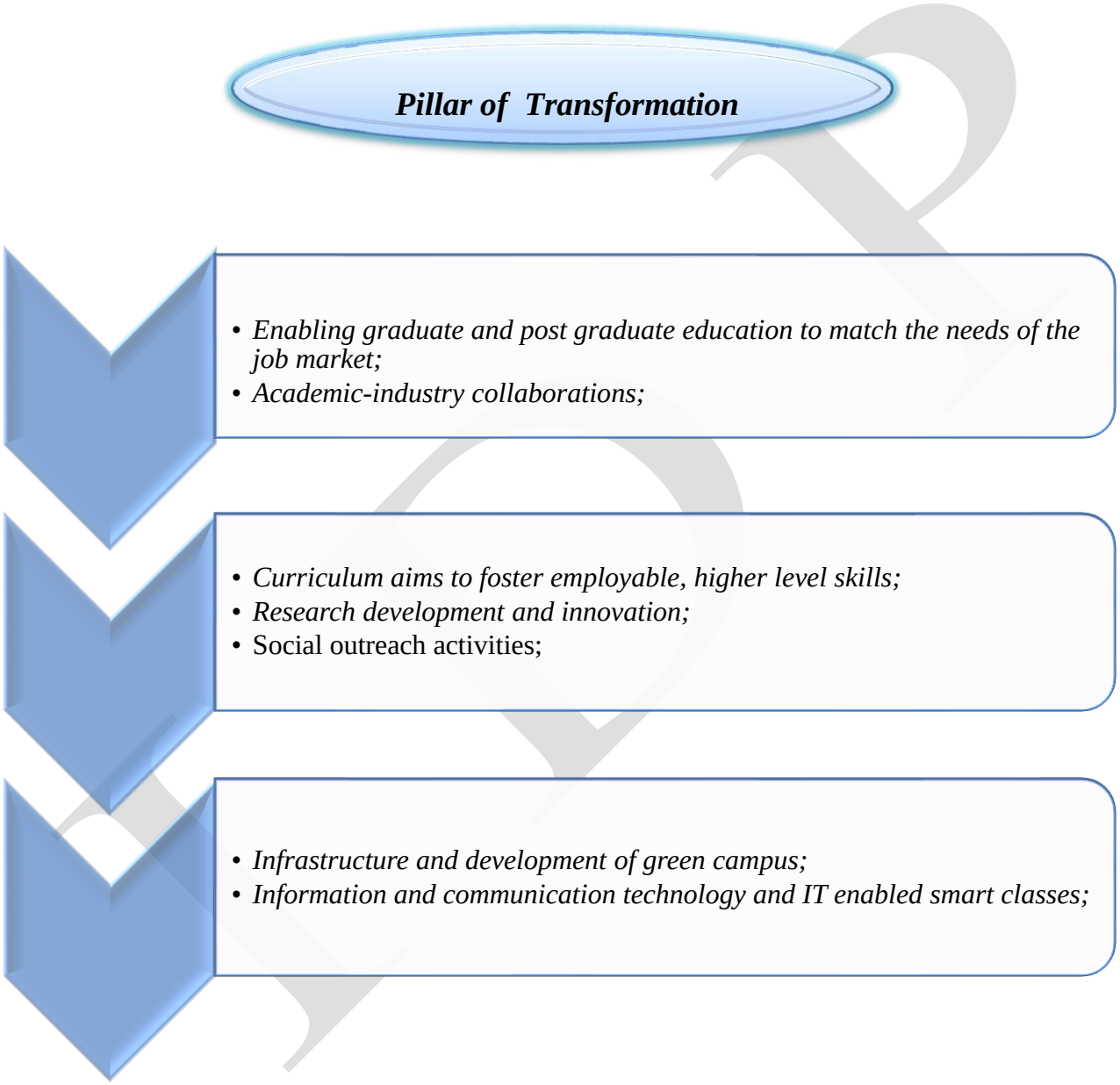
The college is a temple of learning for everyone, and each faculty member works tirelessly to spread knowledge while upholding the adage that "Good seeds grow in strong cultures."

2. VISION & MISSION:

VISION

“An investment in knowledge pays the best interest”

In order to effectively disseminate knowledge, our college aspires to foster an innovative spirit in both teaching and learning techniques. To achieve this, we zealously pursue excellence while actively involving the student body in the development of a mature, independent, and civically engaged population. To improve the teaching-learning process and foster a more logical, emotional, and ethically sound academic environment at this college.



MISSION

"Continous improvement is better than delayed perfection
Develop a passion for learning; if you do, you will never cease to grow"

Our prestigious college in Abhanpur is inspired by the goal of developing young people's life skills through the establishment of cutting-edge standards based on a strong sense of social responsibility that are mindful of the twin goals of curricular and extracurricular competence, contextualising both learningand teaching aspects Extension of local principles to a global setting. Assisting and empowering students to properly comprehend and absorb the curriculum, perform well in exams,advance professionally, and develop mature, self-nourishing personalities with positive traits in order to brighten their futures and, as a result, handle the a rising problemof the changing world more effectively.

CORE VALUES

Integrity

Teaching and learning shall be carried out in an environment of academic freedom and honesty. The college adheres to the highest standards of ethics in all its activities.

Accountability

Govt. K. H. College is a recipient of public funds and recognizes that it is accountable to the people of Abhanpur/ Raipur / C.G. and to all its immediate stakeholders especially students,staff, faculty, alumni.

Excellence

The college is dedicated to excellence in all spheres of its activities, and through internal and external reviews, and works towards continuous development.

Transparency

The Govt. K. H. College functions according to defined procedures and rules, which are made available to all stakeholders. The university makes public all important information related to its functioning.

3.INSTITUTIONAL BASIC INFORMATION

3.1 Institutional Identity:

• Name of the Institution: Govt. Kavyopadhyay Hiralal College, Abhanpur, Raipur(C.G.)
• Is the Institution approved by Regulatory body (UGC / Others)? : Yes
• Type of Institution – as on funding basis : Govt. funded
– as on gender basis : Co-education
• Status of Institution : Affiliated only
• Name of Head of Institution and Project Nodal Officers:

Head and Nodal Officer	Name	Mobile Number	WhatsApp Number	E-mail
Head of the Institution (In-charge)	Dr. P. R. Sahu	90092-01100	90092-01100	gkhca.abhanpur@gmail.com
IDP Coordinator	Dr. Kirti Shrivas	78986-68696	78986-68696	kirtisrivas1978@gmail.com
IQAC Coordinator	Dr. Arun Prakash	94242-04002	94242-04002	arunprakash_669@yahoo.in
Nodal Officer				
Academic Activities	Dr. S. Vishwakarma	98261-82053	98261-82053	vishwakarmasandhya12@gmail.com
Civil Works including Environment Management	Dr. Avinash Sharma	93291-01633	93291-01633	avinashsharma.raipur@gmail.com
Procurement	Dr. T. Xaxa	98932-55681	98932-55681	tarsixaxa@gmail.com
Financial aspects	Dr. Mahima S. Toppo	99072-41343	99072-41343	mahimatoppoms@gmail.com
Equity Assurance Plan Implementation	Dr. Arun Prakash	94242-04002	94242-04002	aruprakash_669@gmail.com
Career Counseling & Placement	Dr. Divya Chaturvedi	97555-02068	97555-02068	divya.raipur@gmail.com
Extension Activities	Dr. Mallika Sur	94241-56170	94241-56170	mallikasur1966@gmail.com
Internal & External Assessment	Dr. Manju Tamrakar	99261-26885	99261-26885	drmanjutamrakar@gmail.com

3.2 Land Particulars ---

Sl. No. of Plots	Land information with ROR			Additional land information		Remarks
	Total area of land (in acre) as per Record of Rights (ROR)	Type of land	Record of Rights (ROR) Khesra No. and Plot No.	Additional area under possession (encroachment, ifany)	Type of land	
	16.84 Acres	GOVT.	568, 571, 572	-	-	-

- In case of integrated campus, is there a possibility for separation of -A and -B by making aboundary wall in existing campus (Yes / No): …NO…….
- Any other information ----------

3.3 Establishment details:

Sl. No.	Establishment Details (attach all required documents)	
1	Year of establishment	23-07-1989

2	Name of University to which Affiliated with affiliation no and period	Pt. Ravishankar Shukla University Order No: 4816/2017
3	Latest year of Permanent Affiliation (Program / Course wise)	B.A.
4	Latest year of Temporary Affiliation (Program / Course wise)2022-23	DBM, BCA I, PGDEPY
5	Latest year of Permanent Recognition (Program / Course wise)	NO
6	Latest year of Temporary Recognition (Program / Course wise)	NO
7	Recognition by UGC: 2f &12B (No. & Date) CPE / others, if any (No. & Date) By others, if any (No. & Date)	2f No: F. 8-7/96(CPP-I) Date: 29-08-1996 12B No: F. 8-7/96(CPP-I) Date : 29-08-1996 - -

3.4 NAAC Accreditation and UGC Autonomy –

Cycle	Grade	CGPA	Month & Year	Validity	Recommendations
First	B	2.07	2018	02/11/2018-01/11/2023	❖ Perspective plans (short term and long term) to be developed. ❖ The recruitment of faculty members and non teaching staffs against vacant posts be taken up on the priority basis. ❖ Need based UG and PG programmes like B.Sc. in Computer Science, IT., B.com. (Accounting and Finance, BMM, M.Sc. in Chemistry, M.Com., etc may be introduced in a phased manner. ❖ Short term career oriented 'Add on Courses' be introduced. All the students be encouraged to undergo an 'Ad-on' course in spoken English. ❖ The faculty members be encouraged to undertake research projects and to publish research papers in reputed journals. ❖ Faculty enrichment programmes be organised periodically. ❖ Library functioning may be fully automated and office administration be automated. ❖ IQAC should be more proactive for quality maintenance, sustenance and enhancement. ❖ Infrastructure facility including IT and sports be further strengthened ❖ Alumini association be actively involved in the development of institution. ❖ More efforts may be made to provided special guidance to the students regarding competitive examination.

					❖ There should be Linkages between institution and other state government educational institutions/ industry. ❖ A centre for competitive exams like SPSC/UPSC/NET/SLET Examinations, etc. be created ❖ Women development cell be established.

- Whether Institution is accredited? **Yes**

  If yes,

Enclose the Certificate issued by NAAC and Recommendation by Peer Team

- Has the College been granted UGC autonomy? No

  If yes, By Order Number ……., Dated …….

3.5 Governing Body (GB) and /or Jan Bhagidari Samiti (JBS) Information –

- Has the College been constituted GB and /or JBS: Yes

  If yes, furnish detail –

Organization	Date of constitution	Total no of members	Validity date up to	No of meetings conducted during the last year (From ……. to …..)	Date of last meeting
GB	-	-	-	-	-
JBS	02-09-1997	14	As per Govt. orders	02	09-09-2022

If no, furnish the reasons / situation –

3.6 Academic Program Information:

- **UG/PG/PG Diploma/Ph.D. programs offered in Current Academic year ---**

Sl. No	Title of programs	Level (UG, PG, Diploma, Ph. D)	Duration (Years)	Year of starting	Sanctioned annual Intake			Total student strength	
1	B.A.	UG	3	1989	I Year	340		I Year	340
					II Year	340		II Year	337
					III Year	300		III Year	300
2	B.COM.	UG	3	2011-12	I Year	160		I Year	113
					II Year	160		II Year	160
					III Year	120		III Year	120
3	B.SC.(BIO & MATHS)	UG	3	**BIO:** 2005-06 **MATHS:** 2006-07	**BIO**	**MATHS**	**TOTAL**		
					180	50	230	I Year	199
					180	50	230	II Year	213
					120	50	170	III Year	149
5	B.SC.(CS)	UG	3	2020	I Year	40		I Year	33
					II Year	40		II Year	24
					III Year	40		III Year	18

6	M.A.(HINDI)	PG	2	1997-98	I Year	40	I Year	40
					II Year	40	II Year	29
7	M.COM.	PG	2	2020	I Year	40	I Year	40
					II Year	40	II Year	36
8	M.SC. (BOTANY)	PG	2	2020	I Year	30	I Year	30
					II Year	30	II Year	28
9	M.SC. (CHEMISTRY)	PG	2	2023	-	20	Sanctioned now	

- Has the College been conducted any program under Self Finance Scheme? Yes
  If yes, furnish detail as above

Sl. No	Title of programs	Level (UG, PG, Diploma, Ph. D)	Duration (Years)	Year of starting	Sanctioned annual Intake	Total student strength
09	DCA	DIPLOMA	1	2016	40	08
10	DBM	DIPLOMA	1	2021-22	30	02
11	PGDCA	PG	1	2016	60	60
12	PGDPEY	DIPLOMA	1	2021-22	30	27
13	BCA	UG	3	2021-22	40	I Year : 08 II Year : 11
14	M.A. (POL. SC.)	PG	2	2003-04	40	I Year : 40 II Year : 33

3.7 Faculties' Status against sanctioned posts (Regular / Guest Faculty as on - ……..……..)

Faculty Rank	No. of Sanctioned Regular Posts	Present Status: Number in position by Highest Qualificatio																Total Number of regular faculty	Total Vacancies	Total Number of Guest faculty
		Doctoral Degree								Masters Degree										
		Arts Discipline		Science Discipline		Commerce Discipline		Other Disciplines		Arts Disciplines		Science Disciplines		Commerce Discipline		Other Disciplines				
		R	G	R	G	R	G	R	G	R	G	R	G	R	G	R	G	(3+5+7+9+11+13+15+17)	(2-19)	(4+6+8+10+12 + 14+16+18)
1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**	**15**	**16**	**17**	**18**			
Professor	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	02	-
Professor Promoted	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Asst. Professor	20	8	-	3	-	2	-	-	-	-	-	3	1	2	-	-	-	18	02	01

- Whether Institution has appointed faculties under SFS / JBS? **Yes**
  If yes, furnish details-

Subject	Program	No. of Faculties	Qualification	Year of Starting
SFS	DCA/PGDCA DBM BCA PGDEPY	02 00 02 01	MASTER DEGREE	DCA: 2016 PGDCA: 2016 DBM: 2021-22 BCA: 2021-22 PGDEPY: 2021-22
JBS	M.A. (POL.SC.)	01	MASTER DEGREE	2003-04

3.8 Students' Profile:

Sl. No.	Faculty	Program	Discipline	Duration	Year of starting	Seat Sanctioned	Enrolled
1	ARTS	B.A.	-	3	1989	340	340
2	COMMERCE	B.COM	-	3	2011-12	160	113
3	SCIENCE	B.Sc.	BIO MATHS	3	2005-06 2006-07	230	199
4	SCIENCE	B.SC.	CS	3	2020	40	33
5	ARTS	M.A.	HINDI	1	1997-98	40	40
6	ARTS	M.A.	POL. SCIENCE	1	2003-04	40	40
7	COMMERCE	M.COM	-	2	2020	40	40
8	SCIENCE	M.SC.	BOTANY	2	2020	30	30
9	COMPUTER	DCA	-	1	2016	40	39
10	MANAGEMENT	DBM	-	1	2021-22	30	02
11	COMPUTER	PGDCA	-	1	2016	60	60
12	COMPUTER	BCA	-	1	2021-22	30	08
13	YOGA	PGDEPY	-	1	2021-22	30	27
14	SCIENCE	M.SC.	CHEMISTRY	2	2023	20	Sanctioned now

3.8.1 Program wise Student Details (Current Year) –

Program (UG)	Seat Sanction	1st year						2nd year						3rd year						Grand Total
		ST	SC	OBC	OC	UR	Total	ST	SC	OBC	OC	UR	Total	ST	SC	OBC	OC	UR	Total	
B.A.	I Year 340 II Year 340 III Year 300	20	102	215	-	06	**343**	15	12 4	192	-	06	**337**	16	91	192	-	07	**306**	**986**
B.COM.	I Year 160 II Year 160 III Year 120	03	38	68	-	04	**113**	06	24	125	-	05	**160**	04	42	73	-	04	**123**	**396**
B.SC. (BIO+MATHS)	I Year 230 II Year 230 III Year 170	08	54	132	-	05	**199**	07	59	159	-	12	**237**	04	53	106	-	04	**167**	**603**
B.SC(CS)	I Year 40 II Year 40 III Year 40	03	05	24	-	01	**33**	-	6	17	-	1	**24**	-	2	15	-	1	**18**	**75**

Program (PG)	Seat Sanction	1st year						2nd year						Grand Total
		ST	SC	OBC	OC	UR	Total	ST	SC	OBC	OC	UR	Total	
M.A.(HINDI)	I Year 40 II Year 40	06	12	22	-	00	40	00	13	15	-	01	29	69

M.A.(POL. SC.)	I Year 40 II Year 40	02	22	16	-	00	40	00	15	18	-	00	33	73
M.COM.	I Year 40 II Year 40	03	10	25	-	02	40	00	08	28	-	00	36	76
M.SC. (BOTANY)	I Year 30 II Year 30	03	08	19	-	00	30	05	04	19	-	00	28	58
M.SC. (CHEMISTRY)	I Year 20 Sanctioned now	-	-	-	-	-	-	-	-	-	-	-	-	-

- **Any other Program – Provide the data accordingly**

Other Program	Seat Sanction	1st year						2nd year						Grand Total
		ST	SC	OBC	OC	UR	Total	ST	SC	OBC	OC	UR	Total	
DBM	30	-	-	02	-	-	02	-	-	-	-	-	-	02
DCA	40	-	17	22	-	-	39	-	-	-	-	-	-	39
PGDCA	60	05	16	37	-	02	60	-	-	-	-	-	-	60
PGDEPY	30	01	06	19	-	01	27	-	-	-	-	-	-	27
BCA	30	01	02	04	-	01	08	00	00	10	-	01	11	19

3.8.2 Pass out Students (During last five year):

Y-5 2017-18	Y-4 2018-19	Y-3 2019-20	Y-2 2020-21	Y-1 2021-22

Program (UG, PG & Others)	No. Seat Sanction / (Intake)	Enrolled Students (At intake level)					Admitted in Final Year					Appeared in Final Exam					No. of Pass Students				
		Y-5	Y-4	Y-3	Y-2	Y-1	Y-5	Y-4	Y-3	Y-2	Y-1	Y-5	Y-4	Y-3	Y-2	Y-1	Y-5	Y-4	Y-3	Y-2	Y-1
B.A. I	340	304	302	300	301	337	304	302	300	301	337	289	285	287	275	326	155	176	249	259	316
B.A. II	340	302	264	213	282	274	302	264	213	282	274	289	260	195	270	271	200	233	165	263	268
B.A. III	300	253	294	300	231	300	253	294	300	231	300	249	250	293	229	295	209	237	274	229	295
B.COM. I	160	122	120	120	120	154	122	120	120	120	154	109	106	115	113	152	35	31	82	113	151
B.COM. II	160	79	88	66	109	121	79	88	66	109	121	63	73	48	96	119	40	67	34	96	119
B.COM. III	120	59	64	95	51	118	59	64	95	51	118	55	57	90	51	118	25	51	78	51	118
B.SC.I (BIO+MATHS+ COMP. SCIENCE)	270	160	169	164	168	250	160	169	164	168	250	148	164	153	156	236	95	131	136	154	226
B.SC.II	270	127	132	158	155	177	127	132	158	155	177	116	121	131	151	153	90	96	119	150	153
B.SC.III	210	146	112	123	142	189	146	112	123	142	189	144	111	121	136	177	128	102	118	133	176
M.A. I SEM (HINDI)	40	41	41	40	40	40	41	41	40	40	40	40	40	34	38	37	36	37	34	38	36
M.A. III SEM (HINDI)	40	34	40	37	32	35	34	40	37	32	35	31	39	36	35	38	31	38	36	19	36
M.A. I SEM (POL.SC.)	40	40	41	40	39	40	40	41	40	39	40	29	24	37	39	36	27	23	29	38	34
M.A. III SEM (POL.SC.)	40	22	28	32	34	31	22	28	32	34	31	18	35	28	38	38	17	32	21	31	31
M.COM.I SEM	40	-	-	-	20	37	-	-	-	20	37	-	-	-	19	37	-	-	-	18	37
M.COM.III SEM	40	-	-	-	-	14	-	-	-	-	14	-	-	-	19	19	-	-	-	13	13
M.SC. I SEM (BOTANY)	30	-	-	-	20	30	-	-	-	20	30	-	-	-	20	28	-	-	-	20	28
M.SC. III SEM (BOTANY)	30	-	-	-	-	20	-	-	-	-	20	-	-	-	20	20	-	-	-	20	20
BCA I	40	-	-	-	-	12	-	-	-	-	12	-	-	-	-	12	-	-	-	-	12
BCA II	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

DBM	30	-	-	-	-	2	-	-	-	-	2	-	-	-	-	2	-	-	-	-	2
DCA	40	40	40	40	40	41	40	40	40	40	41	39	40	41	37	40	15	39	32	36	39
PGDCA	60	-	40	40	40	60	-	40	40	40	60	40	40	40	41	60	30	19	39	41	60
PGDEPY	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

[Y-1: Last completed session and so on towards past session respectively]

3.8.3 Placement and Progression (During last five year):

		Y-5 2017-18						Y-4 2018-19						Y-3 2019-20	Y-2 2020-21	Y-1 2021-22
Sl. No.	**Category of Placement/ Progression**	**No. of UG Students**						**No. of PG Students**						**Grand Total**		
		Y-5	Y-4	Y-3	Y-2	Y-1	Total	Y-5	Y-4	Y-3	Y-2	Y-1	Total			
1.	Through Campus Interviews	4	-	-	-	-	**4**	-	-	-	-	-	**-**	**4**		
2	State Govt. Services	4	4	4	2	1	**15**	2	2	1	1	1	**7**	**22**		
3	Indian Govt. Services	-	-	-	-	-	**-**	-	-	-	-	-	**-**	**0**		
4	Any Other Services	6	7	-	1	-	**14**	1	1	1	-	2	**5**	**19**		
5	Self Employment	3	5	4	4	3	**19**	3	2	3	2	2	**12**	**31**		
6	Placed to Higher Education	55	60	55	80	40	**290**	-	-	-	-	-	**-**	**290**		
TOTAL		**72**	**76**	**63**	**87**	**44**	**342**	**6**	**5**	**5**	**3**	**5**	**24**	**366**		

[Y-1: Last completed session and so on towards past session respectively]

3.8.4 Other activities (NSS/NCC/YRC/SPORTS/CULTURAL in last completed year)

Sl. No.	**Activities Details**		**Undergraduate**			**Postgraduate**		**Others Program**	**Total**
			1st yr	**2nd yr**	**3rd Yr**	**1st yr**	**2nd yr**		
1	What are the different social outreach programs students are involved with (NSS, NCC, YRC, etc.)	**NSS**: • Swachhata abhiyan • Covid awareness activities • Sweep awareness • Azadi ka amrit mahotsav • Village adoption • Core values and unity related programmes • Various day celebration • Plantation • Rural upliftment etc. **YRC**: • Awareness programme for AIDS • Awareness programme for mental health, • Blood donation camp, • Sickle cell test, • Various day celebration • Medical camp for health check up etc.							
2	No. of students involved in each program:	NSS	29	42	19	11	10	-	111
		NCC	-	-	-	-	-	-	-
		YRC	75	40	35	-	-	-	150
3	How many Boys student	Univ. level	-	-	-	01	-	-	01

	participated in Sports	State level	02	-	-	-	-	-	02
		National	-	-	-	-	-	-	-
4	How many Girls student participated in Sports	Univ. level	01	-	-	-	-	-	01
		State level	01	-	-	-	-	-	01
		National	-	-	-	-	-	-	-
5	How many Girls student participated in Self-defense program offered by the college?		-	-	-	-	-	-	-

- **Any other significant information (**Provide with authentic documents/ link of website**):**

3.9 Academic Baseline Data
(all data given for the following parameters to all disciplines)

Y-5 2018-19	Y-4 2019-20	Y-3 2020-21	Y-2 2021-22	Y-1 2022-23

Sl. No.	Parameters	Session (last 4+Current Year)				
		Y-5	Y-4	Y-3	Y-2	Y-1
1	Total strength of students in all programs and all years of study in the year	1775	1768	1824	2283	2441
2	Total women students in all programs all years of study in the year	1050	1085	1141	1320	1510
3	Total SC students in all programs and all years of study in the year	522	530	592	596	725
4	Total ST students in all programs and all years of study in the year	64	70	75	83	112
5	Total OBC students in all programs and all years of study in the year	1155	1129	1111	1341	1542
6	Number of fully functional computers available for students in the year	35	35	35	32	31
7	Total number of Text books and Reference books available in library for UG and PG students in the year	20541	20892	21492	22088	22235
8	Student-teacher ratio	118 :1	126:1	91:1	99 :1	98:1
9	% of UG students placed through campus interviews in the year	0	0	0	0	0
10	% of PG students placed through campus interviews in the year	0	0	0	0	0
11	% of high quality undergraduates (>75% marks) passed out in the year	0	0.33%	1.699%	0.232%	-
12	% of high quality postgraduates (>75% marks) passed out in the year	0	0.84%	2.138%	1.717%	-
13	Number of research publications in Indian refereed journals in the year	5	2	7	7	5
14	Number of patents obtained in the year	0	0	0	0	0
15	Number of research publications in International refereed journals in the year	2	2	4	5	3
16	Number of patents filed in the year	0	0	0	0	0
17	Number of sponsored research projects completed in the year	0	0	0	0	0
18	The transition rate of students in percentage from 1st year to 2nd year in the year					
	(i) All Students	82.76%	75.19%	92.17%	99.56%	96.78%
	(ii) SC	75.98%	69.5%	89.45%	95.04%	98%
	(iii) ST	66.67%	69.23%	66.67%	90.63%	67.35%
	(iv) OBC	87.82%	78.57%	94.64%	95.98%	108.4%
19	IRG from students' fee and other charges in the year (Rs. in lakh)	23,07,246	22,32,443	22,60,608	34,65,677	32,42,657
20	IRG from externally funded R&D projects, consultancies in the year(Rs. in Iakh)	0	0	0	0	0
21	Total IRG in the year (Rs. in lakh)	23,07,246	22,32,443	22,60,608	34,65,677	32,42,657
22	Total annual recurring expenditure of the institution in the year (Rs. in Iakh)	12,54,228	8,12,418	5,11,590	10,89,265	16,31,264

3.10 Infrastructure:

3.10.1 Laboratory (link of website: **http://gkhca.in/libo.php)**

Sl.No.	Parameters	UG	PG	Diploma	Ph.D.	Total

			Lab.	Equ.	Lab.	Eqpt	Lab.	Eqpt	Lab.	Eqpt	Lab.	Equipment
1	Does the institute have computer laboratory (no.)? If yes, specify the no. of computers laboratory wise.		**2**	**31**	0	0	0	0	0	0	**2**	**31**
2	Does the institute have laboratories of different subjects for various UG program? If yes, specify subject wise capacity per lab. and strength details	Physics	**1**	**166**	0	0	0	0	0	0	**1**	**166**
		Chemistry	**1**	**84**	0	0	0	0	0	0	**1**	**84**
		Botany	**1**	**99**	0	0	0	0	0	0	**1**	**99**
		Zoology	**1**	**35**	0	0	0	0	0	0	**1**	**35**
		Microbiology	0	0	0	0	0	0	0	0	0	0
		Biotechnology	0	0	0	0	0	0	0	0	0	0
		Geography	**1**	**177**	0	0	0	0	0	0	**1**	**177**
		Others	0	0	0	0	0	0	0	0	0	0

➢ ***Mentioned other relevant information, if any –***

3.10.2 Library (link of website: **http://gkhca.in/lib.php)**

Sl. No.	Parameters	Program Wise				
		UG	**PG**	**Diploma**	**Ph. D.**	**Total**
1	Total number of text books and reference books available in library for students in current year (aprx.)	17137	3965	312 (Other books: 821)	Nil	22235
2	a) Is the library accessible differently able students? b) If yes, describe the facilities provided	No				
3	Reading Room facilities (Details)	The institution library is equipped with text books, reference books, books for competitive exams as well as motivational and general reading books. Since last few years the number of students have increased a lot and as per the students the facility is still not sufficient. The area of the library is very small and reading space can accommodate 10-15 students at a time which is very less. This discourage the students to visit the library also. So an estimate was made from PWD and approx 40 lacs estimate was given by them for constructing a separate library building.				
4	ICT /INFLIBNET/ Other facility (Details)	Yes, the library has a small e-library that is not sufficient for students. The institute should have a separate e-library where the students can work on their academics. At least 10 computers should be given.				

➢ *Mentioned other relevant information, if any –*

3.10.3 Class room - [link of website: **http://gkhca.in/geo.php**]

Particulars	UG			PG			Total	
	Number	**Capacity (Seat)**	**Facility**	**Number**	**Capacity (Seat)**	**Facility**	**No.**	**Cpt.**
Gen. Class	6	60	Black board and Chalk	2	40	Black board and Chalk	22	270
	6	40						
	1	100						

	7	30						
ICT Facility	3	60	Projector	1	45	Projector	4	105
Smart class	1	60	All facility are available	-	-	-	1	60

3.10.4 Hostel -

Sl. No.	Parameters	Specify details	
		Boys'	Girls'
1	Does the college/Institute have Student Hostel (Yes / No) - Not available	NO	NO
2	If Yes, Number of Hostels (Boys / Girls')	-	-
3	Hostel-wise Intake Capacity	-	-
4	Hostel-wise Present students strength	-	-
5	Facilities (Common room, Food, Games & Sports, Reading room etc.	-	-
6	Hostel accommodation fees per month	-	-
7	Hostel mess fees per month	-	-
8	Mess management (fully by students/ fully by college admin/ both)	-	-
9	Are the hostels accessible to differently able students?	-	-
10	No of toilets in Hostel	-	-
11	No of urinals in Hostel	-	-
12	No of bathrooms in Hostel	-	-
13	No. of drinking water facility in Hostel	-	-
14	Furniture provided to students (cot/ table/ book shelf)	-	-
15	Electricity connection available (Y/N)	-	-
16	Fire Extinguisher: Y/N	-	-
17	First aid box available: Y/N	-	-

3.10.5 Sports / Games & Gym –

Sl. No.	Particulars	Facilities Details
1	**Outdoor Sports Ground**	Our college sports programmes offer opportunities for participation, education, fun, and a sense of teamwork. Students who acquire a lifelong love of sports also benefit from additional advantages, such as improved health. The college's campus contains a sizable outdoor ground that encourages students to compete in a variety of sports. We need to provide better sports facilities to our sport students for better performance and to represent the college in University/State/ National and All India Level.
2	**Indoor Sports Hall**	(Not yet available) We need to provide better Sports Facilities to our Sport students for better performance in University/State/ National and All India Level. Facility like Badminton court, Basketball court, Table Tennis, Carrom Board etc. are required in the Indoor Sports Hall.
3	**Gymnasium**	(Not available) Facility for better physical fitness of various sport students, separate ventilated room (size 14 ft *16 ft) with fully equipped gym are required.
4	**Changing Room, Washroom, Cricket Pitch**	Changing and washroom in back side of the sport ground and cricket pitch cemented with cage area needed.

3.10.6 Other Facilities (Auditorium /Canteen /Vehicle Stand/Drinking water and Others) –

Sl. No.	Particulars	Facilities Details

1	**Vehicle Stand**	There are two vehicle stand. One is for students and other one is for staff members.
2	**Drinking Water**	There are 4 water cooler . Among them two are not functioning.
3	**Solar Plant**	Since May 2022, a 3.6 kwp solar plant has been installed to lessen these institutions' environmental impact and make them greener and more environmentally friendly.
4	**Rain Water Harvesting**	Rainwater is continuously collected and stored by runoff from surfaces such as roofs, and open grounds, etc.
5	**Herbal Garden**	Herbal gardens with a variety of medicinal plants acted as a significant teaching and learning resource.
6	**Organic and Vermi compost**	The green cover area's fallen leaves cause the daily production of organic waste. Since 2015, the college has been using vermicomposting to utilise this trash..

3.11 Research and Development-

Y-5 2017-18	Y-4 2018-19	Y-3 2019-20	Y-2 2020-21	Y-1 2021-22

Sl. No.	Particulars		During last five years					Additional Information
			Y-5	Y-4	Y-3	Y-2	Y-1	
1	**Has the College conducted Research work? (Yes/No)**		-	-	-	-	-	NO
	If yes, how many faculties are involved in Research work		-	-	-	-	-	03 faculties are supervisor registered in PRSU
2	**Has the College conducted Ph.D. program? (Yes/No)**		-	-	-	-	-	NO
	If yes,	**No. of department involved in research activity?**	-	-	-	-	-	-
		No. of department recognized Research centre?	-	-	-	-	-	-
		No. of faculties recognized Supervisor?	-	-	2	-	1	**3**
		No. of students enrolled in Ph. D. Program?	-	-	-	-	-	-
		No. of students awarded Ph. D. degree?	-	-	-	-	1	01 PhD Scholar has been awarded in commerce through another research center
3	**Seminar/Conference/workshop Organized** (citing the funding agency)	**Regional**	-	-	-	-	-	-
		National	1	1	-	-	-	**2**
		International	-	-	-	-	-	-
4	**Faculties participated in Seminar /Conf.**	**Regional**	-	-	-	-	-	-
		National	7	10	15	62	17	**111**
		International	-	5	7	20	09	**23**
5	**Faculties presented paper in Semi. / Conf.**	**Regional**	-	-	-	-	-	-
		National	1	1	0	1	2	**5**
		International	1	1	3	3	2	**10**

6	**Resource lectures by faculties in Seminar / Conferences**	**Regional**	-	-	-	1	-	**1**
		National	-	-	-	1	-	**1**
		International	-	-	3	-	-	**3**
7	**Publications of Research articles in Peer Review Journals**	**Regional**	-	-	-	-	-	**-**
		National	3	5	2	7	7	**24**
		International	3	2	2	4	5	**16**
8	**Publications of Research articles in Proceedings**	**Regional**	-	-	-	-	-	**-**
		National	-	-	-	-	-	**-**
		International	-	-	-	-	-	**-**
9	**Research project Conducted / completed**	**Conducted**	-	-	-	-	-	**-**
		Completed	-	-	-	-	-	**-**
10	**Publications of Books / Chapters**		-	-	-	2	3	**5**

3.12 Financial Report:

Y-5 2017-18	Y-4 2018-19	Y-3 2019-20	Y-2 2020-21	Y-1 2021-22

Sl. No.	Grants Received From	Purpose / Head	During Last Five Years						Utilization / Remarks
			Yr-5	Yr-4	Yr-3	Yr-2	Yr-1	Total	
1.	STATE GOVT.	For college expenditure	2,60,69,750	2,14,40,600	3,26,71,050	3,93,02,800	4,73,37,800	16,68,22,000	

- **Mentioned other relevant information, if any** –
- **Provide concerned supporting documents/ photographs / link of website**

4 INSTITUTIONAL DEVELOPMENT PLAN (IDP):

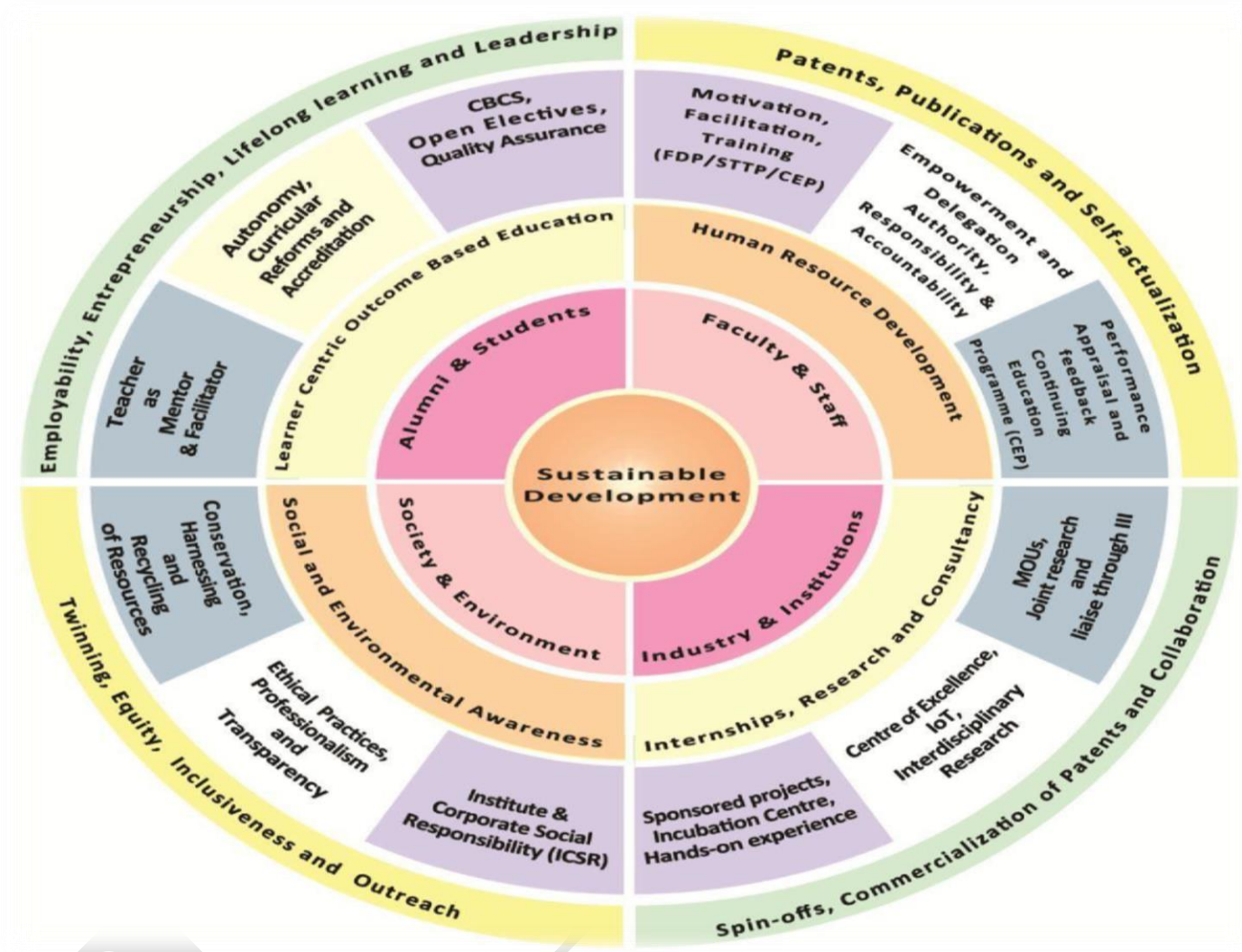
4.1Executive Summary: Give the Executive Summary of the IDP (Max.500 words):

The institution's vision is to educate, empower, and elevate its students while ensuring that they receive the right support for qualitative development. The institution is concerned that the students who are enrolled there have adequate learning, reading, and job opportunities. The first priority is to build enough infrastructure, including ICT classrooms with the latest technology, a computer centre, a playground, an auditorium, a large library, state-of-the-art laboratories, a commerce lab, separate common areas for boys and girls, a college canteen, strong WIFI (internet) facilities, a campus that is accessible to people with disabilities, proper sanitization, separate restrooms for the disabled, and a water facility.

Innovative teaching techniques are used throughout the college to empower students. Several committees and cells, including those for career counselling and placement, women's empowerment and harassment prevention, NSS, the Red Cross, the sports committee, the cultural committee, Red Ribbon, and the student welfare committee, are working to empower students. A number of campus programmes have been introduced, thanks in large part to the institution's alumni. All of these cells are focused on the community and give students chances to give back to the larger community.

The establishment of an e-learning platform with Inflibnet capabilities is another significant initiative of the institution that will give access to e-books and e-journals to both teachers and students. Moreover, the library wants to add more journals and renew the subscriptions of those that have already been purchased. The organisation intends to establish useful subject-based forums in each of its departments, where each department

will be required to conduct outreach initiatives like seminars, workshops, and conferences at all levels and use the resources of both its faculty and students to benefit society as a whole.



Students are instructed to gather data at government agencies and businesses. In the implementation of various government projects, such as the eco-club, and health camps, the students serve as resource people in their respective villages. The students in those villages started them so that they could take advantage of chances to interact with and help the less fortunate. This will support their capacity for research. Since the students' learning outcomes and success rates are average, the institution plans to boost their exam performance through remedial classes. To improve their employability, coaching classes for competitive exams will be held. In order to increase their level of self-employment, life-skills club, certificate programmes in computer applications, secretarial skills, clothing design, cooking, and beauty will be introduced.

Additionally, the institution plans to teach computer skills to its faculty, support staff, and students and to make them tech-savvy so they can learn more and be more accessible. The objective is to ensure that every member of the teaching faculty enrols in a PhD programme and publishes work in peer-reviewed journals. There will be

some training programmes set up to enhance the faculty's pedagogical practises and subject-specific knowledge. Training in soft skills, UGC acts, and university acts will be organised to improve the management abilities of administrative staff and faculty.

4.2 Need Assessment:

Sl. No.	Particulars	Assessment Inputs
1	**Curriculum Excellence**	• Curriculum Excellence is designed by the university and is followed by the college as it is constituent college or university. • The department regularly reviews and modifies the curricula of the many academic programmes it offers to make sure that students are equipped with the information and abilities necessary to succeed in the twenty-first century. • The Academic Council and the Board of Studies must accept and carry out the syllabus once it has been updated and altered in accordance with the most recent employment and research requirements. • The curriculum needs to cover more pertinent subjects in light of NEP 2020. • To increase students' efficiency and employability, vocational education must be required.
2	**Pedagogical Excellence**	• Traditional teaching techniques are used in all the departments. • The institute needs modern pedagogy and technology for better teaching-learning experience. • Audio visual facilities for teaching will be developed in all the departments. • Smart class room will be developed in future plan to foster innovative thinking in the faculty and students. • An induction programme should be conducted for newly appointed staff. • A training programme should be organised about the timely implementation of pedagogy ordinance approved by the university for all the staff.
3	**Academic Administration**	• Students are given detailed lesson plans, which are strictly adhered to by the department head. • Monthly supervision of monitoring system is followed for completing course within set timeframe • For students and staff, the institute uses oral intimation, notice, a circular, a WhatsApp message group, and telephonic (monthly, quarterly, biannually, annually) notification of the attendance management system. • Students' feedback, CCR ,self-appraisal system is used for appraising the performance of faculty members.

		• Head of department is helped by Board of studies and Academic council to look after the academic administration including teaching, exams, and research. • Teaching is done as per the academic calendar issued by the Higher education department. • For academic improvement quiz, group discussion, Unit tests, seminar presentations, field visit, educational tours, projects /dissertation, case studies are conducted for UG and PG students. • Decentralize the academic, administration and student related issues. • Prescribe duties , responsibilities and accountability & rotation of key posts to build leadership. • Need customised templates of programme structure for easy accessibility.
4	**Examination Reforms**	• Examinations are conducted as per the ordinance approved by the University. • MCQ, Objective, Subjective, Mixed, VIVA is the question patterns followed for examinations. • The institute provides inputs to the university regarding the examination reforms and the reforms promulgated by the university are implemented by the institute.
5	**Infrastructural Development & Maintenance**	• Infrastructure development is carried out by RUSA, and Janbhagidari Samiti maintenance work is done through PWD. • Men and women hostels & toilet blocks required as per demand. • New administrative offices, classrooms, separate science block, reception, laboratories, libraries, hostels, guest rooms, generator etc., are to be constructed, and high-speed broadband connections and well-furnished drinking water facility equipment are needed for existing infrastructure's modernization and renovation works. • Toilets, girls' and boys' common rooms, compact seminar halls, an auditorium, a canteen, a vehicle zone, ramp for differently abled person, botanical garden and so on are examples of non-academic development work required at the institution. • At the ground floor, infrastructural development work is needed to make them accessible for differently-abled students and staff. • The monitoring mechanisms used for staff maintenance are in charge of proper supervision. • Computers, printers, photocopy machine, cooler facility will be developed in all the departments of institution. • For providing drinking water facilities borewell be dug. • Need indoor and outdoor facilities for sports.
6	**Collaboration / Partnering with**	• Need knowledge collaboration and partnership with university, research institute and colleges for conducting interdisciplinary

	Knowledge and skills hubs	research and teaching. • Collaboration with industry, NGO, state govt. agencies need to betterment of our students. • Need to establish a dedicated EDP cell.
7	**Manpower Management**	• The institute have not adequate and skilled manpower (both teaching and non- teaching) • The institute have a grievance redressal mechanism. • Training programme will be organized to make man power skillful. • Manpower management is as per norms of UGC, State government and higher education department. • Expert committee to assess all existing leaders potential & Find gaps and structure changing.
8	**Stakeholders Involvement**	• The institute has mechanisms for enhancing participatory management in academic, administrative, and financial affairs by involving teachers and staff, alumni, students, etc. but these are not sufficient. • Stakeholder involvement is through meetings organized with various stakeholders – parents-teachers meeting, students-teachers meeting and meeting with higher education department officials. • Need to increase stackholders involvment.
9	**Legal Compliances**	• Legal compliances are addressed as per the guidelines of the state government. • The institute need designated officer to deal with legal issues. • The institution is having Anti sexual harassment cell, women harrassment cell, Anti-ragging cell, Disciplinary committee . • The institute manages RTI and Intellectual Property Right. • The institute made mandatory disclosures through websites, at college notice board. • The institute need cyber sequrity cell. • Need a legal advisor for policy making of institute.
10	**Creating Institutional Brand Image**	• By bringing quality in teaching and research the department is considered among the best in the state. It is proposed to develop further as center of research on some specific subjects. • A 21st century skill development program is required. • Need to expand the undergraduate research award programme. • Need to introduce the student exchange programme. • Required to increase participation in the youth festival. • The institute must create a vibrant learning environment and set up a student activity center. • The institute must organise national and international workshops,

		seminars, and conferences. • The institute must increase the number and quality of lectures delivered by faculty as a resource person. • The institute must increase student selection in the merit list. • More & more students selection in reputed jobs/post and state/ national level sports activities. • Brand image will be developed by stablishing PG departments as a recognised center of research and by developing area specific vocational courses. • Need to celebrate success stories. • Recognition as an institution of excellence which offers integrated modern education. • Create patent cell. • Develop social media platform for reflective thinking and showcasing institutional vision.
11	**Research & Development**	• The department is dedicated to accepting an increasing number of research projects and financial assistance in order to build cutting-edge, fully furnished labs and facilities for students. • The research initiatives has taken by the institute. • The institute does not identify the thrust areas for research work in the institutes and does not facilitate project funding from sources like UGC, AICTE, ICSSR, CSIR, DBT, DST, etc. • Through participation in and contributions to national and international conferences, seminars, symposiums, workshops, and the creation of academic exchange programmes, the institute has tracked the rise in research and development. • PG departments will be developed as a research centre and all the necessary facilities for research like research lab, computers and other facilities will be procured.
12	**Social outreach programs**	• Social outreach programs will be organized in association with N.S.S. and Red Cross. • In the next five years, a number of programmes, including ones on sanitation, health, literacy, and the sickle cell test, are planned to be carried out. • The institute need NCC wing. • It is necessary to expand the number of outreach programmes and enough funding for initiatives.
13	**Monitoring and evaluation**	• Regular internal academic audit and performance evaluation by the principal of the institute and by higher education department, university, NAAC, etc. are carried out. • The present administration, academic and financial system need monitoring and development for flawless implementation. • The institute have IQAC cell.

		• Administrative audit should be conducted. • Monitoring and evaluation will be done by professor in charge deputed for the work. • Enhancement in quality education through regular academic and administrative audit, energy audit, green audit & financial audit. • There should be no additional burden on the IQAC cell's in-charge for proper monitoring and efficient work evaluation.
14	**Effective institutional governance**	• It is brought about by the governing body of the college and Janbhagidari samiti. • Manual record keeping and data management is done in the institute. • Digital & manual library management system, financial management and accounting system is followed in the institute. • The institute has its own active website, which needs enough funding to improve.
15	**Employment / Placement**	• Institute has a carrier counselling cell. • We need a placement cell to increase the employability of students. • The institute has to collaborate with various companies and industries for placement. • Need rigorous pre-placement coaching and training for the students.
16	**Supporting Students from Disadvantaged Backgrounds**	• Monitoring, scholarships and other facilities likes books and other help will be given to the students from disadvantages group. • A specific cell will be formed to address the problems of students of disadvantages group. • Monetary help be provided by using poor students funds. • English speaking courses, computer courses, designing work , full fledged coaching center for competitive examinations etc are the academic/skill training support that students may need for improving employability • The academic/skill training support required so that SC/ST, differently-abled students may need for improving employability.

4.3 SWOC Analysis:

Provide the details of SWOC analysis carried out (in terms of methodology used, analysis and information - data as collected and inferences derived with respect to strengths, weaknesses, opportunities and challenges).

A)Methodology Used (Max.500 words):

A democratic pattern for SWOC analysis was carried out to gather all the ideas after a comprehensive discussion. A core team of facilitators were constituted, the team comprised identified key stakeholders of colleges. The team met at times and had consultations/brainstorming sessions in participatory mode. Committee had interactive

sessions with diverse groups like support departments, administrative sections, library, students and others to evaluate the past years achievements and to ascertain the future requirements which is based on the institutional vision and road map & the feedback from the departments which plans the departmental activities and budget. This helped to bring out information, determine the Strenghts, Weakness, Opportunities and Challenges and prioritize the actions. The core committee headed by IQAC committee and stakeholders have arrived at the following SWOC analysis.

Teamwork and Stakeholder Participation

Core committee –	**Sub committees –**
❖ PRINCIPAL ❖ IQAC COORDINATOR ❖ NAAC COORDINATOR ❖ IDP COORDINATOR ❖ NODAL OFFICERS OF DIFFERENT CELLS	❖ JBS ❖ STUDENTS REPRESENTATIVE ❖ TEACHING STAFF ❖ NON- TEACHING STAFF ❖ PARENTS NOMINEE

Analytic Framework –

The initial draft copy of the SWOC analysis at the institutional end is circulated to all the departments(teaching and administration). The rigorus review comment on the draft swot is obtained from all the departments based upon which the institutional SWOC analysis is prepared.

The SWOC analysis has been conducted by taking the following inputs into consideration:

- Brainstorming by Faculty
- Students' feedback (students experience surveys)
- Feedback of non teaching staff
- Feedback of administrative staff
- Information and data –Academic and Administrative Internal records of past years
- All other stakeholders' opinion

B) SWOC Analysis Summary

Strengths:	**Weaknesses**:
S1. Healthy student enrollment [GER] **S2**. Dedicated staff and a driven principal **S3**. Own property is sufficient for future infrastructure development. **S4**. A Library that has reserved books for SC and ST students.	**W1**. Lack of basic infrastructure indicated in the shortage of classrooms. **W2**. Poor WIFI and insufficient network connection. **W3**. Inadequate financial assistance for library books and automation. **W4**. Lack of sports facilities.

S5. Student organisations like NSS and Red Cross encourage civic engagement. **S6**. Students can compete in university, state, national, and open competitions as well as receive sports training. **S7**. Efficient Faculty in all subjects. **S8**. A system of assistance that promotes involvement in publications, research activities, and seminars. **S9**. Students' needs are met by student counselling and a student grievance cell. **S10**. Skill-based education. **S11.** Ideal location makes it simple to access the nearby rural areas. **S12.** Better girls student ratio. **S13**. Student-centric counseling – right from the time of admission till the completion of the course. **S14**. The institution offers value-added courses & short term courses on computer application. **S15**. E-library facility. **S16.** Collective effort of the employees to improve the repute of the institution. **S17.** Faculty and staff participation in shared governance and college-wide organisations **S18.** novel idea awareness education **S19.** An effective transportation system. **S20.** Facilities to prepare students for competitive examination	**W5**. No auditorium & reception area. **W6**. Insufficient Training programmes for faculty to upgrade themselves for the latest developments within the subject area. **W7**. Lack of soft skills of students. **W8**. No Institution- Industry interaction. **W9**. Shortage of Computers. **W10**. Limited Resources and facilities of laboratories and lack of modernization of existing laboratories. **W11**. No Hostel accommodation (For Boys and Girls). **W12**. No spacious rest rooms for girls. **W13**. No provision for Department wise staff rooms. **W14**. Insufficient Library Space/furniture, Reference section and Reading Room. **W15**. No EDP and training cell. **W16**. Less Subscription to reputed e-Journals. **W17**. Insufficient smart/ technology enabled classrooms. **W18**. Inadequate exposure of students to 'real world' situations before/during graduation. **W19**. Adverse effects of media & technology on the younger generation. **W20.** Lack of fund for conducting any development programme for students. **W21**. Lack of PG courses, research activities, recearch center. **W22**. No room and other facilities for disabled students.

Opportunities:	**Challenges**:
O1. Increasing enrollment of Girl students. **O2**. More scope to provide quality higher education to rural students. **O3**. Possibility to Increase the innovation and research in rural areas and harness local talents. **O4**. Increasing enrollment of students belonging to the marginalized sections including SC, ST and Minority groups. **O5**. Tie-up opportunities with various Governmental organisations and NGOs. **O6**. Establishing vocational courses, add-on courses and self-employmenttraining. **O7**. The institute has research guide to promote research activities.	**C1**. Increased dependence on semi-skilled Guest faculty and difficulty in motivating students **C2**. If the college does not get proper infrastructure and hostel facilities the students are likely move to neighbouring district. **C3**. Changing need of parents and students. **C4**. Lack of participation of the parents and alumni in the college developmental activities **C5**. Ever growing Competitiveness in various Examinations and demanding eligibility criteria for recruitment in various services. **C6**. Inadequate placement and employability.

4.4 Future Prospective :

Our institute with a regional presence and the ability to sustain its operations; one that uses ICTs extensively in its academic practices; one that has flexible curricula and encourages internal and external mobility; one that maintains its course offerings in key areas; one that provides high-quality training using new teaching methods; one that serves as a model for the creation of knowledge in key border and socioeconomic development areas; and one that works toward all of the above.

- The college will continue to offer wisdom, knowledge, and skills.
- The college will make an effort to instil in its students a democratic, idealistic mindset.
- The institution will work to give students the chance to think critically about the important social, economic, cultural, moral, and spiritual concerns that face humanity.
- Through the spread of specialised information and skill enhancement for fostering self-employment, the college will attempt to support national development.
- By engaging in charitable endeavours, promoting respect for women, and encouraging a sense of brotherhood, the institution will work to instil human values in its students.
- Through a training programme, numerous workshops, and guest lectures, the institution hopes to prepare its students for leadership in both the professional and public spheres. By doing so, teachers will be better able to spot gifted children and help each student reach their greatest potential. Other considerations include maintaining good physical and mental health.

4.5 Institutional Goal:

1. Extension for the existing composite Building's classrooms.
2. Furniture arrangement for the classroom and laboratory.
3. Smart IT enabled class room set up in each department.
4. Advanced Scientific instrument arrangement for science subjects.
5. Library automation and reference book purchase.
6. Campus optimization such as planarization, floorization, and gardening.
7. Construction of a equipped auditorium.
8. Construction of Stadium for sport activities.
9. Construction of a hostel with amenities.
10. Extending the current water supply system.
11. Proper implementation of the courses and its syllabus as per NEP-2020.
12. Arrangement of food courts and interaction spaces.
13. Development of green campus.
14. 100% utilization of electricity through the solar plates.
15. Proper medical clinic to the students and staffs.
16. Effective operation of rain water harvesting system in each building.
17. Renovation of open spaces for sitting area & parks in the campus.
18. Creating brand image.
19. Getting better grade by NAAC.
20. Proper functioning of training & placement cell.

4.6 Institutional Pedagogical Approach:

To achieve the broad objectives, the Pedagogical Practices and Policies shall be pivoted around the following:

The fundamental methodological principle that guides all pedagogical activities is flexibility, communicating with the ample and diversified competencies required by the job world and, above all, with the new challenges of the “knowledge society." This concept entails the ideas of:

(a) Indivisibility: The creation of research, teaching, and community service projects that are integrated into formal activities that are related to instructional content all HEIs' flexible and innovative curricula must incorporate credit-based courses and projects in the fields of community participation and service, environmental education, and value-based education in order to achieve such a holistic and multidisciplinary education.

Environment education will include areas such as climate change, pollution, waste management, sanitation, conservation of biological diversity, management of biological resources and biodiversity, forest and wildlife conservation, and sustainable development and living.

Value-based education will include the development of humanistic, ethical, constitutional, and universal human values such as truth (Satya), righteous conduct (Dharma), peace (Shanti), love (Prem), nonviolence (Ahimsa), scientific temper, citizenship values, and also life skills; lessons in Seva (service) and participation in community service programmes will be considered an integral part of holistic education.

(b) **Interdisciplinarity**: The incorporation of content into the growth of the study of a particular theme or conceptual axis, with their workload and evaluation taken into account with regard to the curricular elements involved.

(c) **Social reality-integrated formation**: Along with providing students with a strong theoretical foundation, the university is dedicated to fostering the development of responsible citizens by fusing course material with the realities of contemporary society and placing a strong emphasis on inclusion policies, equal access, and respect for socioeconomic differences as well as those relating to students with special educational needs.

(d) **Theory-Practice Articulation**: Overcoming the theory-practice divide is primarily accomplished through the internships and volunteer work that are required as part of the curriculum. Pedagogical practises and policies must centre on the following in order to accomplish these broad goals:

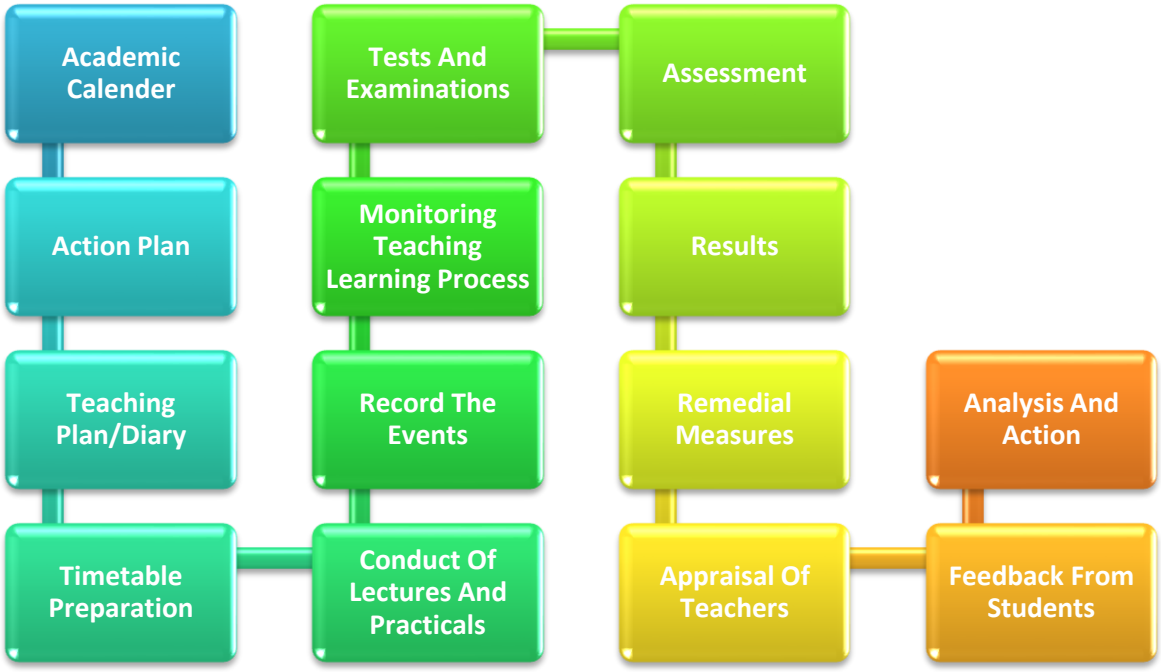
POLICY MAKING COMMITTEE OF THE INSTITUTE:

The Institution has policy making committee with Co-ordinator, core team members, project specific team and group of students under the guidance of Principal.

- Principal
- Co-ordinator
- Core Team Members
- Project Specific Team
- Student's Group

➢ Teaching Policy –

The values and concepts outlined in the policy should guide the planning, delivery, and evaluation of teaching and learning. The teaching-learning process is continually reviewed at college through complex and broad processes. The following key initiatives have been implemented by IQAC to regularly examine the teaching and learning process and to meet greater standards of quality.



Teaching & learning principles:

Teaching & learning should be a professional, positive, engaging and rewarding\partnership between teacher and the taught. Each and every student should be provided with the equal opportunities, resources, training and support they need to fulfil their academic pursuits. Teachers should approach teaching & learning with a cosmopolitan outlook and actively seek new ways to motivate and engage students.

The approach to teaching & learning:

Following are the ways in which the College describes its approach to teaching and learning in light of its vision, context, and guiding principles:

1 Admissions

Student admissions are monitored by the Academic Cell of the college through various committees.

2 Planning and Tailoring

Teachers are informed regarding the educational background and culture, language ability, age-range and gender-mix of the students in the classes they teach through student and class profile reports. Content and delivery is planned from a programme at every stage through innovative pedagogical strategies to meet defined learning objectives.

3 Monitoring attendance and progress

By making Academic calendar and action plan,Teaching plan, Teacher's diary and attendance record of the students the teaching-learning process is monitored by HODs regularly and Proctors use data gathered by teachers to help identify areas of concern and promote areas of interest and ability, and motivate students.

4 Delivery

Teachers use a variety of innovative teaching and learning methods and ICT tools, both inside and outside the classroom, to enthuse, motivate, challenge and involve students. Students are made aware of the learning

objectives for each lesson to enable them to evaluate their own understanding and progress and identify when they need help.

5 Providing feedback

Students receive regular and timely feedback on progress through dedicated tutorial sessions, and on assessments in accordance with College assessment policies and procedures

6 Advice and support

Students are given advice on their progression plans in response to the progress they are making on their current programme and their final outcomes, in accordance with Student Progression Policy and Procedures. Teachers support each student's spiritual, moral, social, cultural, intellectual, physical development, in conjunction with their welfare.

7. Supporting and developing teaching and learning provision

7.1 Teacher support and development

College teachers should all hold or be working towards gaining a UGC recognized teaching qualification. Staff also should have access to a virtual learning environment (VLE), called Study Smart, where teaching and learning documents and training materials are stored and shared. Training and development provision is based on college-wide and individual/group needs.

7.2 Learner support and development

Study Smart allows students to review learning outcomes and access extension activities, assignments and tasks. This helps them to self-evaluate their performance and assess which areas they need to improve or ask for help with. Students can also access a platform that allows extended learning collaboration opportunities with other students.

7.3 The role of self-evaluation

Self-evaluation is the process by which academic staff and students identify their own development goals and identify areas for improvement in their own teaching and learning. Staff are encouraged to provide feedback on college policies and practices, and any other area of concern or where it is felt improvements could be made.

8. Expectations of students and staff

In order that our vision and principles are upheld and teaching and learning practices are carried out in accordance with our defined approach, the College has the following expectations of students and staff:

8.1 Expectations of students

Students are expected to: Strive to become independent learners; Behave in a way that allows them and others to learn - listen when requested; allow others to speak and support them in expressing their views and ideas; Demonstrate diligence, enthusiasm and a genuine interest in their studies.

8.2 Expectations of staff

Staff are being asked to understand and uphold Study Group values and College key teaching and learning. They are expected to be familiar with all college policies and procedures and apply them consistently and fairly. Be helpful, approachable and supportive in student activities. Play a pivotal role in helping students develop their English language and communication skills.

9. Teaching and learning infrastructure

Regarding the functions of the academic staff within each of its departments and colleges, the college should have a broad structure.

10. Assessment:

The schedule dictates how formative and summative evaluations are conducted. evaluating the effectiveness of teachers through gathering student assessment reports, course-specific examination outcomes, result analyses, and result summaries.

➢ Research Policy –

The college is dedicated to encouraging a research culture among faculty and students since fundamental, long-term research lays the groundwork for the institution's future growth. Research fields of academic, practical, and social importance are sought after by the college's research policy. The goal of the research policy is to analyse, comprehend, and effectively address all issues that may arise in the pursuit of high-quality research. To support and offer guidance on matters relating to research within the college, a Research Advisory Cell would be constituted under the direction of the Principal, Govt. K. H. College, Abhanpur, and Academic Council.The college must have a stated criteria for research quality that will be used by students, professors, and everyone else.

RESEARCH PRINCIPLES/STRATEGIES:

1. Encourage high-quality, original basic and applied research across all relevant fields, such as science, arts, commerce, and other related fields.
2. Encourage the academic personnel to conduct research in the emerging fields of study.
3. Establish connections with companies and trade associations to identify pertinent research, survey, and other basic research topics.
4. Acquire research initiatives such as projects, market assessments, and other research activities to gain support from other companies, industries, NGOs, boards, and forums.
5. Motivate academic employees to submit applications for research funds from federal funding agencies like the UGC and other comparable agencies.
6. Suggest research projects, studies, and surveys to professors who have the potential to be leaders in their field of study.
7. Provide financial aid for the publication of research papers and study findings.
8. Give professors, researchers, and students a suitable platform for publishing their research findings and encourage them to draw society's attention to pressing contemporary issues.
9. Create a number of seminars to help teachers and students hone their research skills.
10. Assign faculty members to numerous conferences, workshops, symposia, seminars, and other occasions relevant to their fields and hot topics.
11. Provide the college with the tools it needs to carry out diverse research initiatives.
12. Make data and information sources better so that high-quality research projects and investigations may be carried out.
13. Implement all further programmes that will encourage a research culture at the college.

➢ Community service Policy –

The goal of the community service policy is to connect the college and the community for mutual benefit. With the college students' targeted commitment to the village/local development, the community will benefit. The college sees a chance to foster social awareness and responsibility in its students as well as establish itself as a socially conscious organisation. If a situation arises where students are unable to complete their summer internships, a community service policy should be an essential component of the curriculum as part of the internships, apprenticeships, or on-the-job training.

COMMUNITY SERVICE PRINCIPLES:

- During the academic session each student should put in at least a few hours for the community service activities.
- There should be a mentor designated to each class or section.
- A professor ought to serve as the mentor. Academic Performance Indicators (API) ratings could be used as a kind of incentive for the faculty mentors or even made mandatory in the service requirements.
- The Community Service activities could be carried out in a variety of fields. Separate Departments may focus on their main areas of concern.
- If the faculty members are adequately motivated, the sky will be the limit for organising various programmes.
- Each student is required to keep a log book in which the activities they engage in or undertake are noted. The concerned mentor/faculty in charge must countersign the log book.
- The mentor or faculty member will assess the student's involvement in the community service activity and may assign a grade.
- The Community Service activity ought to be distinct from the typical NSS/Green Corps/Red Ribbon Club, departmental clubs etc. programmes.

➢ Management Policy –

Effective Managing of institution will ensure good working environment in college and thus well planned management policy helps in achieving Short term and long term goal of institution.

- Recruitment of Teaching Staffs and office staffs are done as per government guidelines.
- Students are managed through attendance register and examinations.
- Redressal Mechanism Cell should by formulated by higher authority to decrease grievances arsing between staffs.
- Library is managed through manual registers.
- Projects at the institutional level such as rain water harvesting, installation of Solar panels, waste management etc are implemented and managed at college level.
- Due to excessive workload among staffs, Stress management like meditation session should be provided to them.
- Proper hierarchy system is there to monitor the work culture in the institute. It includes Principal, HOD, Audit teams, Mentors, students, office staff and supporting staff.
- Every year the college follows the academic calendar provided by the university at the onset of the session to conduct internal, practical and final examination.
- After teaching internal tests are conducted, e.g., unit test, quarterly test, half yearly test and pre final test.
- After evaluation the answer sheets are shown to the students and they are pointed out as to how to improve their answers in final examinations.
- There are various cell and accountable incharge for the proper management of instututional activities.

➢ Social Responsibility Policy –

This institution considers it to be our duty as an educational institution to instil knowledge and skills in our students while also cultivating social consciousness and humanity.

POLICIES

To close the opportunity gap for villagers and communities, the institution focuses on rural transformation, education and health, community services and charity, gender equality, women's empowerment, and environmental sustainability. These 8 policies govern the majority of the Institution's ISR activities. We fulfil our commitment to social responsibility by doing the following:

1. Rural Upliftment
2. Promotion of Education
3. Environmental Sustainability
4. Health and Hygiene awareness
5. Sharing and Caring/Charity
6. Community Services
7. Women Empowerment

4.7 Strategic Plan:

Based on 4.2, 4.3, 4.4, 4.5 & 4.6, provide the "strategic plan" for institutional development

Sl. No.	Area	Plan	Justification	Remarks
1	**Academic**	• Building up on our strengths, to introduce new courses to make education accessible to more women students from rural areas and less privileged sections of the society. • Skill Enhancement, Incubation & Entrepreneurship development programme to foster innovative thinking in the faculty and students. • The College will explore the feasibility of starting Short term courses based on employability and skill development. The courses would provide students with skills which could help them in their entrepreneurial journey- should they choose	• To prepare students according to current scenario. • To address the regional demand and employability opportunities in different areas. • This thematic area is primarily oriented towards enhancing skills of students in structured manner through training, and to incubate ideas and leads to convert them into process, products and technologies, together with developing entrepreneurial spirit by imparting training about	

		that path. These could also serve as fund generators. • Monitoring the students and faculty for effective learning outcomes • Major impetus to prepare the teachers of the College as **resource persons** for conducting training programmes. • Delivering satisfaction to all the stakeholders by assuring the best quality of educational service with the motto- Enter to Learn and Exit to Serve.	starting, sustaining and expanding businesses. • For offering high quality academic programmes to empower students to achieve success	
2	**Laboratories**	• Well furnished mordenized separate UG Lab, PG Lab & Research lab will be developed. • Skill based technician to be appointed.	• Provide opportunities for hands-on experience in order to provide the students with the necessary skills for research and employment. • To conduct competent lab work, technicians are required.	
3	**Research**	• Commerce & science research center is to be opened. • Increasing research publications for our staff • Engaged in more research activities like minor & major research project. • Support in securing Research Projects • Works towards opening a research journal publication house. • Upgrade the Journal with scopus indexing • Fund raising through Project proposals & Apply for Government/ other funding.	• To give students knowledge and skills in the diversified application areas to strengthen their employability and research skills. • Faculty development through research & Improvement of quality of education based on NEP 2020. • To proactively participate in Government initiated research schemes for socio-economic development • To filing patent, Scaling up & commercialization.	

		• Setting up of patent cell.		
4	**Infrastructure**	• To improve the existing poor infrastructure. • The College will renew its efforts towards speeding up the work on the construction of the canteen, College Hostel and Auditorium. The former would go a long way in providing a safe learning environment for the women students. • To make teaching learning process more effective by introducing smart classrooms, ICT integrated teaching and trained faculty in innovative teaching methodology. • It was also decided to strengthen the Teaching infrastructure by working towards the completion of the New Academic Block, reception.	• To provide students with knowledge and skills in research. • To increase students capacity & open new courses. • To make good brand image. • To improve grade in NAAC. • To improve teaching learning environment.	
5	**Governance**	• Decision-making should be transparent and accountable. • Encouraging use of performance matrix • Review provided by the head of the institution. • Creating e-governance system. • Effective internal and external audit for the institution.	• Minutes from the meetings should be publically posted so that the administrator, faculty, students can see what decisions were made and why. • To have effective and efficient governance that helps in delivering the objectives. • To create smooth academic and non-	

			academic operational atmosphere at college.	
6	**Learning Resources**	• The institute need to provide audio-visual, charts, online resources, specimens, journals, reference books, standard newspaper, current affair magazines and a separate reading room etc.	• To facilitate students, faculty and staff to upgrade qualification and acquire new technical skill.	
7	**Students' support**	• Supporting the overall academic success of students including enrollment, retention, timely graduation. • The College will strengthen its student support mechanisms. Preliminary efforts at Remedial teaching programs have already been made. These will be further systmatized. Recognising the diversity in our classrooms calls for creative responses towards nurturing these differences. The College will make every effort to emerge as an inclusive and just space for the entire community of students. • Help of alumni, different industries, CSR, MOU, NGO, state govt. agencies and collaboration. • Competency enhancement centre.	• Multifaceted support can be arranged by collaborating with alumni, industries to meet the requirements for infrastructure, employment, and mentorship. • As per need of students to enhance their competency.	
8	**Extension activity**	• Arranging extension activities through NSS, YRC, ommerce club, science club, pol. Science club and various committees of the institute like cultural committee, literature committee etc.	• Such extension activities will help in creating awareness, confidence, moral values, ethics & humanity among students, staff & society.	

		• Proposal for open NCC wing.		
9	**Any others**	• Plan for increasing revenue sources, maintenance of assets, pro-environmental initiatives, social /community engagement etc., • Establishment of dedicated EDP cell • Establishing Consultancy cell. • Develop a system of issuing online certificate, using the Blockchain Technology. • Recognition as an Institution of Excellence which offers integrated modern Education along with imparting traditional Indian values. • Proposal will be send to higher education department for providing man power.	• To develop our institute according to NEP 2020, as per guidance of UGC, state govt. • To make imrovement of institute as per NAAC recommendation.	

❖ **How the key activities proposed in the Institutional Development Plan are linked with the results of SWOC Analysis (Max.500 words):**

SI. no	**Key activities**	**Link to SWOT analysis**	**Requirements / Proposed plan**
1.	Adding new courses and improving old ones.	S1,S3, W1,W8,W10, W13,W14, W21 O2,	• Infrastructural facilities- new classrooms, new library building, laboratories, training and faculty development. • The institute will apply for this to university. • Follow up will be taken frequently.
2.	Strengthening employability	S4,S6,S9,S10 W6,W7,W15 O6, C1,C5 ,C6	• Infrastructure- Smart classes, Computers Training, faculty development, management of add on courses. • To be oraganized some workshops and skill based training sessions for students. • Will establish EDP cell • Planning for disadvantage students to prepare them for competitive exam.
3.	Infrastructural development	S1,S3, W1,W5 C2,	• Planning to construct Library automation, classrooms, laboratories, toilets, staffroom,

			sports room, reception, guest room, auditorium, research center etc.
4.	Enhancing the standard of the educational programmes	S2,S7,S10, W3,W8, W16,W19 O2,O3,O5,O6,O7	• Smart classes, computers, projectors, ICT integration, laboratories will be constructed. • Planing for some traning programes, workshops and FDP for faculties. • Planing to increase research activities. • Planing for value added courses, vocational courses, soft skill development programmes, seminar, workshops for students.
5.	Increase student civic engagement and social responsibility	S2,S5, W18 O5	• Regular interactions and programmes with social organizations, managing and setting up collaborative proposals and plans with NGOs and conducting special camps. • Plan for increasing student's participation.
6.	Faculty development and enrichment	S2,S8, O3,O7 W6,W9,W21	• Faculty development programmes, teacher exchange/ teacher internship programmes, enhancement. • Conducting research activities.
7.	E-governance	S2,S4, W2, W3	• Office & Library automation, up gradation of website, software support .

❖ **State the specific objectives and expected results of proposed plan (in terms of "Institution Strengthen and Improvements in employability and learning outcomes of Graduates"). These objective and results should be linked to the SWOC analysis (Max.500 words):**

SI. No.	Specific objectives	Link to SWOT analysis	Expected outcome
1	Open new courses in the fine arts, home science, and skill-based courses for the Bas in English Literature, MAs in Economics, Geography, Physics, Math, and Zoology with adequate faculty.	S1,S2,S4,S7 W1,W6,W7, W9,W14,W21 O2,O3,O6 C1,C5,C6	More equity and access to education, employment, and growth opportunities
2	Add-on courses like accountancy, web design, clothing, and beautician classes	S11, W18,W19,	Greater employability, as well as opportunities for students to pursue further education and research

	can improve the relevance and quality of the existing courses.	C5,C6	
3	Boost networking and the placement cell by holding classes for competitive tests and collaborating with local and international businesses.	W7,W8, W18,W19, C1,C5	Enhanced employment of students
4	Address the need for infrastructure Construction of a library building, digitalization of the library, the establishment of science and language labs, the addition of more technologically advanced classrooms, restrooms, staffrooms, reception, an auditorium, a playground, an indoor sports facility, projectors, computers, the introduction of ICT-based instruction, smart classrooms, books, magazines, journals, and a reading room are all planned improvements.	S1,S3,S6, W1,W3, W4,W9,W10, W11,W13, W14,W17, W23,W24 O1,O2,O3,O6 C2,C4,C6	Quality instruction through improved facilities and efficient teaching techniques
5	Invite and work in collaboration with NGOs and other organisations to enable private public partnerships.	S5,S11 W18, O3,O5	Students' sense of social responsibility, civic consciousness, and independence
6	Organize and participate in conferences, workshops, and seminars; support research initiatives and writing; and offer consulting services.	S2,S7,S8, O3,O5, W8,W16,W21	Improved faculty supporting effective teaching
7	Office automation, admissions and exam management, and website improvement	S1,S2,S11 W1, W2, W6	E-government emphasising efficiency and accuracy

❖ **State the strategic plan to implementation of Students' centric Teaching Learning methods and catering the status of 'Slow learners' and 'Advance learners' (Max.500 words):**

Methods adopted for assessment of slow learner and advanced learner :

Different approaches can be used to evaluate pupils' learning levels at a college. Indicators of their success as they are admitted to the programme in the college include their performance in qualifying exams and competitive admission exams. This standard could serve as the student's benchmark. They can then be regularly evaluated based on their performance throughout the programme.

Strategic plan for Advanced learners:

- The institute has specialised tutoring for higher level competitive examinations and developed competitive exam centres in a bid to encourage them to improve their grades.

- ❖ Integrate project-based learning into extended core sessions, and encourage students to participate in research projects, national and international conferences to foster a research orientation and aspirations for further education.
- ❖ Encourage them to take part in group discussions and technical quizzes to help them build their analytical and problem-solving skills and enhance their presenting/communication skill.
- ❖ For making their ideas known, they are awarded specialised awards, resources, such as computers with digital libraries, and scholarships.
- ❖ In order to avoid distractions, give students a quiet space/reading room to work or study and Embed traditionally after-college activities like clubs, gym, and athletics.
- ❖ Organizing value added courses, skill based courses, spoken English and personality development programme, guest lecture from subject experts and resourse persons and Find community organizations and businesses to provide apprenticeships and internships.

Strategic plan for Slow learners:

- ❖ The slow learners are not labeled as poor achievers or problem students in the class or department.
- ❖ Practice cultural sensitivity by developing a friendly atmosphere so that they don't feel lag behind.
- ❖ Give proper guidance and support to them and diversity should be included in the lesson plan.
- ❖ Organize bridge classes and remedial programmes for them and teachers can assist students with various needs by using techniques including problem-based learning, case-based instruction, project-based learning, and blended learning.
- ❖ Conduct corrective/ remedial classes based on the results of class tests and extra coaching classes for SC/ST/OBC and other weaker students for the difficult subjects in the curriculum.
- ❖ Encourage constant parent–teacher association.
- ❖ Engage higher ability students to teach weaker students by making small group in their efforts.
- ❖ Training on communication skills, personality development, time management and motivational sessions.
- ❖ Provide study aids, incorporate individualized learning materials,developing own worksheets, notes and audio-visual materials.
- ❖ Motivating students to develop reading, learning habits and ask open-ended questions and encourage oral expression instead of written reports.
- ❖ Invite them to come forward during art classes, college activities, volunteering. Recognize and reward their participation. Always praise every tiny effort of a slow learner in front of the class or in public to enhance their self confedence.
- ❖ Monitor the effectiveness of their instructional methods as well as the learning profiles. Adjust or change their teaching methods as required to meet the learning needs of each of the students.

- ❖ **State the strategic plan to integrates the Crosscutting issues relevant to Professional ethics, Gender, Human value, Environment and Sustainability into the Curriculum (Max.500 words):**

- College will offer PG/UG level degree/diploma/certificate courses in various fields
- These courses will be developed through a multi-disciplinary approach
- The said courses will be offered under a choice-based, credit based, grading system for cumulative score
- Special efforts will be made to introduce PG and research programmes
- Gender sensitization and empowerment of women would be an important component of each course
- For funding this scheme, the courses introduced will be other than traditional

- Computer education will be a base for all the courses

The successful implementation of the programme will depend upon the following factors:

- Financial outlay
- Development of innovative teaching/learning material
- Flexible teaching/learning programmes through which students could have diverse learning packages and improve their skills
- Faculty development and sensitization to gender issues so as to enable them to understand the special needs of the womenn students
- Administrative arrangements for implementation of the programme
- Encouragement to industries(willing to provide hands-on training to students) to give preferential treatment to women students
- Special assistance provided by institutions to promote self employment ventures
- The scheme will focus on job oriented courses offered at different levels, i.e. Diploma, U.G., P.G. and integrated courses

❖ **State the strategic plan to institutionalizing the Personality development, Soft skill development and Community outreach programs (Max.500 words):**

STRATEGIC PLAN FOR PERSONALITY AND SOFT SKILL DEVELOPMENT

PERSONALITY AND SOFT SKILL DEVELOPMENT PROGRAMME :
This programme aims to approach learning holistically. It works to improve mental health, creativity, image, and self-confidence. It attempts to effect good change in our students so they are better prepared to handle life's bigger problems after they graduate from college. Additionally, it will give the pupils the fundamental manners, understanding of convention, and honed social abilities they need to confidently handle any social scenario. The outgoing students of all streams undergo a short term course on personality development at the end of their final university examinations. The course usually stretches over a period of two weeks within which different life skills are imparted to the students.

GOAL :

(i) Enhance students' abilities and potential.
(ii) Promote career development and employability.
(iii)To shape our pupils' personalities and make them responsible citizens.

Adoption of a new Best Practice for outreach programme :

One such technique being created as a best practise is the extension and outreach programme. The institution has been running extension programmes through various activities with the college's motto, "Lighted to Lighten," as our aim. In order to meet societal needs and develop thoughtful citizens out of our students, the institute plans to implement more extension programmes.

- Every year, the department of computer science will offer a free basic computer course to enhance the soft skills of students.

- The NSS has been running outreach activities via volunteering at daycare centres, senior living facilities, etc. Additionally, they have been providing local women with free culinary workshops where they have learned how to make pickles and jam, sew, cook, take beauty purveyor courses, and design apparel. Summer courses will also be offered to them.
- The YRC has been conducting some best practices, like health awareness camps and special seminars for women.
- The institute will offer some more workshops, seminars, and life skills training for youth or adults on how to function as a citizen for its community outreach programme.

❖ **State the strategic plan to improving the Grade provided by NAAC (Max.500 words):**

The action plan after NAAC:

The institution went through NAAC accreditation in 2018 and awarded B grade. Many Suggestions were given by the NAAC Committee for the areas where there is scope for improvement.

1. Construction of Auditorium.
2. Construction of more classrooms.
3. Starting new courses and more PG courses but with faculties.
4. Modernization and automation of library and upgradation of laboratory as well as teaching aids for existing courses.
5. Teacher student ratio is 1:220 which needs attention. The number of supporting staffs like lab technician, attendentt and peons should be increased.
6. More Smart classes, adding more ICT enabled classroom and Teaching aids should be procured.
7. Remedial classes should be introduced in a systematic manner.
8. Adding labs equipped with rich and upgraded equipments.
9. Starting research centre and Encouraging research and publication.
10. Writing higher authority for the posting of more teaching & non teaching staff to develop human resources.

Strategic plan to improving NAAC grade:

- A properly designed and structured value added courses for all the departments should be developed at central level and the departments can choose from the pool of courses and run in a predefined manner.
- More industry oriented technical programme should be incorporated which can be achieved MOU's with industries.
- Entrepreneur development programme should be conducted and expert penal can be created which will assist in this parameter.
- Currently library has a software but more sophisticated and advanced software can be procured in the near future. SOUL software developed by UGC can be procured for the library in the future.
- Incubation centre should be developed with proper guidelines and technical as well as financial assistance for this.

- Personality development programme should be increased and more activities should be chalked down where students will conduct the program by themselves with the assistances of faculties for the ultimate goal of achieving a good personality and confident students.
- Sports facility should be improved and the students should have more flexibility in using this facility.
- Other than mandatory participation in refresher programs, teachers, librarian should be encouraged to participate in refresher program as well as faculty development programs regularly.
- An alumni meet need to be conducted regularly and guidelines can be framed accordingly.
- A survey need to be conducted to understand the need of hostel in the college and if found that hostel will attract good quality students from other places, then hostel should be.
- There should be provision of staff quarter, auditorium, gymnasium and guest rooms.
- Budget can be provided to women development cell for conducting various skill based programs to empower the girl students.
- Office Management Software and Learning Management Software should be procured to automate the entire system.
- Career oriented add on courses useful for employability like Spoken English, Tally, Basics for computers, Mushroom culture, Poultry farming should be introduced.
- Regular faculty Development program should be conducted and there should be budget for invitation of Skilled professional.
- The institution does have a Competitive Examination cell where the faculties contribute regularly but still there is a gap for some experts. So budget provision should be there to invite experts for conducted these classes in the college.
- More Skill based program should be developed along with a pool of resource persons for each category and also there should be provision of budget for conducting these program .

5.DEVELOPMENTAL OBJECTIVES:

(For each heading, the number of objectives and the list of activities under each objective can be less than or more than three as per plan.)

➢ Curriculum Excellence Objectives (for universities/ autonomous colleges only)

Curriculum Excellence Objectives:
The curriculum is developed by the affiliated university, prohibiting the institution from directly influencing its reformation.

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

➢ Pedagogical Excellence

Pedagogical Excellence: Main aim is to achieve the specific expected student learning outcomes through constructive, collaborative, integrotive, reflective and inquiry based learning.	
Objective 1	To build on previous learning of the students and work on the development of skills and attitude of the learners.
Objective 2	To give students a clear understanding of where they are headed, well written objective learning should be specify measurable,achievable,result oriented and time-bound.
Objective 3	Promoting intellectual quality, a quality learning environment.

List of the activities required to meet Pedagogical Excellence Objectives

Objective (1,2,3)

Sl.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Modern teaching techniques						Dr. M.S. Toppo	IQAC and all the senior faculty heads.	yes
2	Industrial visit						Ms. Sweta Pandey	the senior faculty heads.	yes
3	Case study						Dr. Kirti Shrivas	the senior faculty heads.	yes
4	Brainstorming through group discussion						Dr. M.S. Toppo	the senior faculty heads.	yes
5	Development of feedback system						Mrs. Dolly Ssoni	IQAC and all the senior faculty heads.	yes
6	Consultation with students advisor of different clubs						Dr. Divya Chaturvedi	the senior faculty heads.	yes
7	Presentation						Mr. Atul Ku. Ahirwar	the senior faculty heads.	yes
8	Curriculam planning						Dr. S. Vishwakarma	the senior faculty heads.	yes
9	Co-curricular and extra curricular planning						Dr. Mallika Sur	the senior faculty heads.	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

- **Academic Administration**

Academic Administration: Aim and objectives of our institute are the same as determined by state govt. and NEP 2020.

Objective 1	Accomplishing and completing work according to policies and programmes.
Objective 2	Develop guidelines for action and determine the accountibility of the staff members.

List of the activities required to meet Academic Administration Excellence Objectives									
Objective (1,2)									
Sl.	**Activity**	**Y1**	**Y2**	**Y3**	**Y4**	**Y5**	**Nodal person**	**Monitoring & Evaluation Plan**	**Sustainability plan**
1	Making lesson plan						Head of the dept.	IQAC and all the senior faculty heads.	yes
2	Monthly supervision						Head of the dept.	Principal, IQAC and all the senior faculty heads	yes
3	Managing diaries, scheduling meetings						Head of the dept.	Principal, IQAC and all the senior faculty heads	yes
4	Manage budgets, logistics and events or meetings.						Dr. Arun Prakash	Principal, IQAC and all the senior faculty heads	yes
5	Resolve conflicts and other issues						Dr. S. Vishwakarma	all the senior faculty heads and concerned cell	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

- **Examination Reforms**

Examination Reforms:

The examination is administered by the affiliated university so that the institution cannot directly influence reformation. Instead, the institution should build internal evaluations and an internal examination system.

Objective 1	Written exams should be given at a college every three months.
Objective 2	The final internal evaluation process should include the outcomes of each written exam given every three months.
Objective 3	Unit tests, projects, and assignments should be mandated for all students, and it should be necessary to evaluate each student's progress every three months based on their grades, attendance, and participation in class activities.

List of the activities required to meet Examination Reforms Excellence Objectives									
Objective (Number)									
Sl.	**Activity**	**Y1**	**Y2**	**Y3**	**Y4**	**Y5**	**Nodal person**	**Monitoring & Evaluation Plan**	**Sustainability plan**
1	Each faculty should administer quarterly written exams.						Head of the dept.	All the senior faculty heads	yes
2	The instructor should maintain records and analyze each quarterly examination.						Head of the dept.	All the senior faculty heads and concerned cell	yes
3	Unit tests should be carried out each month.						Head of the dept.	All the senior faculty heads and concerned cell	yes
3	All students should be required to complete assignments, projects, and presentations twice a year/ Quarterly.						Head of the dept.	All the senior faculty heads and concerned cell	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

➢ Infrastructural Development & Maintenance

Infrastructural Development & Maintenance:
The infrastructure of a college plays a vital roal in the development of the college as the students are now focusing on the labs, classrooms etc. while selecting a college.

Objective 1	To increase students capacity and open new course
Objective 2	To build brand image of the institute
Objective 3	Create positive and conductive atomsphere for students learning

List of the activities required to meet Infrastructural Development & Maintenance Excellence Objectives									
Objective (1,2,3)									
Sl.	**Activity**	**Y1**	**Y2**	**Y3**	**Y4**	**Y5**	**Nodal person**	**Monitoring & Evaluation Plan**	**Sustainability plan**
1	Proposal planing for auditorium, gym, hostel, canteen						Dr. T. Xaxa	Principal and infrastructure development Committee.	yes
2	Furnished Library building						Dr. Pratima Rajiv	Principal and infrastructure development Committee.	yes

3	Mordenized lab for UG & PG/ computer lab						Mrs. Dolly Soni	Principal and infrastructure development committee, Office Record Maintenance Committee, ICT /Website Updation Committee.	yes
4	Proposal for new classroom, new administrative office						Dr. Deepa Pandey	Principal and infrastructure development Committee.	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

➢ Partnering with Knowledge Hubs

Partnering with Knowledge Hubs:
Understanding global complex challenges and achieving sustainable development through multi-takeholder partnerships and knowledge hubs. They are fostering communication, interconnecting data and information, facilitating knowledge sharing, and distributing innovations and solutions while connecting individuals all over the world.

Objective 1	To benefit Students from advices provided by external experts
Objective 2	The knowledge hub is the go-to community for information and advice on investment to drive local economic growth and jobs

List of the activities required to meet Partnering with Knowledge Hubs Excellence Objectives Objective (1,2)									
Sl.	**Activity**	**Y1**	**Y2**	**Y3**	**Y4**	**Y5**	**Nodal person**	**Monitoring & Evaluation Plan**	**Sustainability plan**
1	Faculty exchange programme						Dr. Avinash Sharma	Principal, IQAC and all the senior faculty heads	yes
2	Connects individuals and experts to share expriences, exchange ideas and collaborate on local growth initiatives.						Dr. Kirti Shrivas	Principal, IQAC and all the senior faculty heads	yes
3	Collaborate with NGO's, state govt. agencies, industies.						Ms. Sweta Pandey	Principal, IQAC and all the senior faculty heads	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-	YEARLY	AS PER

				YEARLY		CONDITION

➢ Automation and Information Technology

Automation and Information Technology: Automation is the process of using instructions to develop a repeatable procedure that takes the place of manual labour and repeatedly completes tasks without human intervention.	
Objective 1	Reforming the institution on the basis of current technology
Objective 2	To improve institution workflows.

List of the activities required to meet Automation and Information Technology Excellence Objectives Objective (1,2)									
Sl.	**Activity**	**Y1**	**Y2**	**Y3**	**Y4**	**Y5**	**Nodal person**	**Monitoring & Evaluation Plan**	**Sustainability plan**
1	Office automation						Dr. Swati Sahu	Principal, and IQAC, computer dept., Office administration committee.	yes
2	Website improvement						Ms. Shikha Shinde	IQAC, computer dept., Website committee	yes
3	Library automation						Dr. Pratima Rajiv	IQAC, computer dept., Library committee	yes
4	Enhance use of ICT Tools						Dr. M. Tamrakar	Principal, and IQAC, computer dept.,	yes
5	Provide study materials through various digital platform						Dr. Mona Chowhan	IQAC, computer dept., Website committee, Library committee	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

➢ Stakeholders Involvement

Stakeholders Involvement: To achieve a transparent decision-making process with greater input from stakeholders and their support of the decisions that are taken.	
Objective 1	To be accountable for the comprehensive education of students, professional development of education advancing knowledgeof students development through promoting the efectiveness of institutional programs.
Objective 2	To create and maintain positive relationships through the appropriate management of individual needs, wants and expectations.

List of the activities required to meet Stakeholders Involvement Excellence Objectives									
Objective (1,2)									
Sl.	**Activity**	**Y1**	**Y2**	**Y3**	**Y4**	**Y5**	**Nodal person**	**Monitoring & Evaluation Plan**	**Sustainability plan**
1	Curricular, co-curricular and extracurricular activity for learners						Dr. Divya Chaturvedi	Principal, IQAC. And All faculty heads, computational programs related faculties.	yes
2	Regular lesson and activity plans for the academic session for teachers						Dr. S. Vishwakarma	All faculty heads,	yes
3	Computer skill enhancement for being techno friendly for employers						Ms. Payal Chandrakar	Principal, IQAC. And All faculty heads, computational programs related faculties.	yes
4	Parents-teacher meeting						Head of the dept.	Principal, IQAC. And All faculty heads, computational programs related faculties.	yes
5	Alumni meets						Dr. Divya Chaturvedi	Principal, IQAC. And alumni committee.	yes
6	Regular meeting for JBS						Dr. Divya Chaturvedi	Principal, IQAC. And JBS committee.	yes
7	Economical and educational support activity for MOU partners						Dr. Arun Prakash	Principal, IQAC. And All faculty heads, computational programs related faculties.	yes
8	Various projects, seminars, workshops through funding agencies						Dr. Virendra Ku. Jangde	Principal, IQAC. And All faculty heads, computational programs related faculties.	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

➢ Manpower Management

Manpower Management: To forecast staffing level needs and work with HOI to make sure each department has properly staff.	
Objective 1	To contribute to the professional value ,pride and motivation of the worker.
Objective 2	Provide the groundwork or implementation necessary to achieve our other objectives.

List of the activities required to meet Manpower Management Excellence Objectives									
Objective (1,2)									
Sl.	**Activity**	**Y1**	**Y2**	**Y3**	**Y4**	**Y 5**	**Nodal person**	**Monitoring & Evaluation Plan**	**Sustainability plan**
1	Training programme for non academic staff						Dr. Mallika Sur	Principal, IQAC	yes
2	Sending proposal for appointment of new employee						Principal	Principal, IQAC	yes
3	Establishment of a committee for manpower management.						Dr. Arun Prakash	Principal, IQAC	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

➢ Legal Compliances

Legal Compliance: Its main objective in higher education is to abide by applicable laws, regulations, and policies.	
Objective 1	To ensure that an institution has internal control that adequately measures and manage the risks it faces.

List of the activities required to meet Legal Compliance Excellence Objectives									
Objective (1)									
Sl.	**Activity**	**Y1**	**Y2**	**Y3**	**Y4**	**Y5**	**Nodal person**	**Monitoring & Evaluation Plan**	**Sustainability plan**
1	College safety rules						Dr. Deepa Pandey	Principal, IQAC,	yes

								Grievance Redressal Committee	
2	Alchohol and drug preventions						Dr. Deepa Pandey	Grievance Redressal Committee	yes
3	Accrediation						Dr. Deepa Pandey	Principal, IQAC, Discipline Committee	yes
4	Institutional property management						Dr. Deepa Pandey	Principal, IQAC, Discipline Committee, computational programs related faculties.	yes
5	Rules and regulations for teachers and other employees through various cells						Dr. S. Vishwakarma	Principal, IQAC, Discipline Committee	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

➢ Creating Institutional Brand Image/ Ranking

Creating Institutional Brand Image/ Ranking:
In todays world, our decisions are built on public opinions, reputation, brands and rankings. Increasing institutions name-fame awareness and reputation can have a significant impact on students enrollment figures. An innovative strategy is required for enhancing institutions admisssion.

Objective 1	Build brand affinity and improve reputation thorugh creating brand awareness
Objective 2	To provide Excellent student service,mission driven core values, sustanable growth

List of the activities required to meet Creating Institutional Brand Image/ Ranking Excellence Objectives

Objective (1,2)

Sl.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Website						Mr. Atul Ku. Ahirwar	Principal, IQAC, NAAC Committee. faculty heads.	yes
2	Social media						Mr. Atul Ku. Ahirwar	Principal, IQAC, NAAC Committee.	yes

								Computer dept., Website committee	
3	Prospectus						Principal	Principal, IQAC, NAAC Committee.	yes
4	Campus selection of students						Dr. Divya Chaturvedi	Principal, IQAC, NAAC Committee. faculty heads. Placement cell	yes
5	Research and development activities						Dr. Kirti Shrivas	Principal, IQAC, NAAC Committee., research and innovation committee	yes
6	International/National/ state level Selection of students through sports activities						Mr. Vrendra Ku. Jangde	Principal, IQAC, NAAC Committee., Sports officer	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

➢ **Research &Development**

Research &Development: R&D include initiatives taken by institutions to develop and advance new ideas and academic research with academics and students..	
Objective 1	To increase Research and Activities in college.
Objective 2	To increase Seminars, Workshop, Conference and identification of options to improve and increase research collaboration at State and National Level.
Objective 3	Starting of Research Centre and other related facilities for research.

List of the activities required to meet Research &Development Excellence Objectives

Objective (1,2,3)

Sl.	**Activity**	**Y1**	**Y2**	**Y3**	**Y4**	**Y5**	**Nodal person**	**Monitoring & Evaluation Plan**	**Sustainability plan**
1	Opening of Research Centre and increasing Ph.D. enrollment through new and existing program						Dr. Kirti Shrivas	IQAC And Research Cell	yes

2	Publication of research papers in reputed journals						Dr. Kirti Shrivas	IQAC And Research Cell	yes
3	Collaboration and partnership with other universities and research centre.						Dr. Kirti Shrivas	IQAC And Research Cell	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

➢ Social Outreach Programs

Social Outreach Programs:
To educate pupils about their obligations and responsibilities to the community and society. Through the development of a variety of abilities like soft skills, leadership skills, and team-building skills, it also fulfils the educational purpose of citizenship training. Through nss, red cross society, and other departmental events, college students are introduced to the social outreach programme.

Objective 1	To stimulate self reliance and self development in local communities.
Objective 2	Tp help, uplift and support those who are deprived of certain services and rights.
Objective 3	To Create empathy with the suffernig of the poor merginalized and under privilileged section of the society

List of the activities required to meet Social Outreach Programs Excellence Objectives

Objective (1,2,3)

Sl.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Plantation						Dr. Mallika Sur	NSS, commerce Club and Science club	yes
2	Swacch bharat abhiyan activities						Dr. Mallika Sur	NSS, commerce Club and Science club	yes
3	Various days celebration						Dr. Mallika Sur	NSS, commerce Club and Science club	yes
4	Lecture deleivering and motivating to near by schools students						Dr. Mallika Sur	NSS, commerce Club and Science club	yes
5	Adoption of village						Dr. Mallika Sur	NSS, commerce Club and Science club	yes
6	Traffic rules awareness proframme						Dr. Mallika Sur	NSS, commerce Club and Science	yes

								club	
7	Sickle cell and blood testing camps/ Blood donation camps						Dr. Divya Chaturvedi	NSS, Red Cross, Red Ribbon,	yes
8	Medical health awareness camp						Dr. Divya Chaturvedi	NSS, Red Cross, Red Ribbon,	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

➢ Monitoring and Evaluation

Monitoring and Evaluation:
Monitoring and evaluation is a continous management function to assesss if progress is made in achieving expected results, to spot bottlenecks in implimentation and to highlight whether there are any unintended effects from an project plan and institutional goal. Proper hierarchy system is there to monitor the work culture in the institute. It includes Principal, HOD, Audit teams, Mentors, students, office staff and supporting staff. Every year, the college conducts internal, practical, and final exams in accordance with the academic calendar that the institution provides at the beginning of the session. Internal tests, such as unit tests, quarterly tests, half-yearly tests, and pre-final tests, are administered after instruction. After evaluation, the students are presented their answer sheets and given advice on how to strengthen their responses on the final exams. The University is responsible for the final exam. Students gain stronger writing skills as a result of the internal exams. Therefore, thanks to the internal examination mechanism, their responses improve.

Objective 1	Ensure that the course we run are effective
Objective 2	Measure the impact of various activities held in institute
Objective 3	Identify the most effective activities and best practices

List of the activities required to meet Monitoring and Evaluation Excellence Objectives

Objective (1,2,3)

Sl.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Monitoring the students learning progress through formative evaluation						Dr. S. Vishwakarma	Principal and HODs and discipline committee	yes
2	Open feedback system through suggestion box and complaint box						Dr. S. Vishwakarma	Principal and HODs and discipline committee	yes
3	Staff performance monitoring by						Dr. S. Vishwakarma	Principal and HODs	yes

	HOD/HOI								
4	Regular meeting						Dr. S. Vishwakarma	Principal and HODs and incharge of various cell	yes
5	Use of electronic device and manual register To check attendance of staff						Dr. S. Vishwakarma	Principal	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

➢ Employment

Employment:
Employbility skills needed by an individual to make them employable along with good technical understanding and subject knowledge, staffs often outline a set of skills that they want from a student.

Objective 1	To prepare students for job oriented competitive exams like UPSC, CGPSC, SSC, Railway, IBPS etc.
Objective 2	Attractive companies for conducting campus job recruitment for students.
Objective 3	Providing Self Employment related informations to students.

List of the activities required to meet Employment Excellence Objectives

Objective (1,2,3)

Sl.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Procuring Various job related Competitive books and conducting classes for competitive exam as well.						Dr. M. Tamrakar	IQAC and Carrier Guidance Committee	yes
2	Encouraging students for entrepreneurship and Self Employment.						Dr. M. Tamrakar	IQAC and Carrier Guidance Committee	yes
3	Rojgar mela and conducting campus recruitment.						Dr. M. Tamrakar	IQAC, Carrier Guidance Committee and placement cell.	yes
4	Plan for EDP establishment.						Dr. M. Tamrakar	IQAC and EDP cell	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

➢ Supporting Students from Disadvantaged Backgrounds

Supporting Students from Disadvantaged Backgrounds:
A chance for education for all Socioeconomically disadvantaged children, students, and adults lack insufficient help to succeed in college and other learning chances later in life. In order to address the growing socio economic inequality, education is crucial.

Objective 1	To create a positive classroom culture and cultivate community
Objective 2	To teach them social emotional learning
Objective 3	To break the barriers and stereotypes regarding learners from disadvantaged backgrounds.

List of the activities required to meet supporting students from disadvantaged backgrounds Excellence Objectives

Objective (1,2)

Sl.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Counselling through counselling cell						Dr. T. Xaxa	IQAC and Empowerment cell, Disabled Facility Committee	yes
2	Peer mentoring through teachers for special care						Dr. T. Xaxa	IQAC and Empowerment cell, Disabled Facility Committee	yes
3	Identify students who would benefit from more help either in groups						Mr. Atul Ku. Ahirwar	IQAC and Empowerment cell, Disabled Facility Committee	yes
4	Remedial classes programme						Dr. T. Xaxa	IQAC and Empowerment cell, Disabled Facility Committee	yes
5	Competency enhancement centre						Dr. M. Toppo	IQAC and Empowerment cell, Disabled Facility Committee	yes
6	Improvement of facilities for disadvantage group students						Mr. Virendra Ku. Jangde	IQAC and Empowerment cell, Disabled Facility Committee	yes
7	Value added course, personality development, soft skill development, national/international seminar/ workshops for disadvantage group students						Head of the dept.	IQAC and Empowerment cell, Disabled Facility Committee	yes

8	Parents-teacher meeting						Dr. Atul Ku. Ahirwar	IQAC and Empowerment cell, Disabled Facility Committee	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

- **Others**

- **Women Development:**

Women Development:

When women gain education, opportunity, and income, they help lift themselves and their families out of poverty. They spend differently than men buying higher-quality food, health care, and education for their children. They also save more for future and emergency.

Objective 1	To develop the self confidence of women and awareness about women welfare laws and to direct women's role in the society.
Objective 2	To create social awareness about the problems of women and in particular regarding gender discrimination.
Objective 3	To develop multidisciplinary approach for the overall personality development.

List of the activities required to meet women development Excellence Objectives

Objective (Number)

Sl.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Enhancement programme through women development cell						Dr. S.Vishwakarma	IQAC and in-charge of women development cell	yes
2	Skill based training programme						Ms. Sweta Pandey	IQAC and in-charge of women development cell	yes
3	Women enterpreneurship programme						Ms. Sweta Pandey	IQAC and in-charge of women development cell	yes
4	Organize seminars, workshops relating to women development.						Mrs. Shikha Shinde	IQAC and in-charge of women development cell	yes

REGULAR	WEEKLY	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY	AS PER CONDITION

6. Action plan (Planning and execution strategy, max. 500 words for each):

- ***Concern to each plan as mentioned above in 4.7***

The responsibility for implementing the strategic plan has been placed with the IQAC. The committee will ensure the strategy is implemented and that adequate institutional resources are assigned to carry out the mission-level priorities by holding frequent meetings. It is also acknowledged that the IQAC's primary function will be that of a supervisor. Numerous of the aforementioned objectives fall under the purview of Committees that already exist. Therefore, the appropriately created Committees will be used to realise the objectives outlined in the Strategic Plan.Action plan for the strategic plan are as followes :

NO WORK	TARGET COMPLETION	REVIEW	REVIEW UPGRADATION

ACTION PLAN FOR TIMELINE (2023-24 TO 2027-28)					
1. ACADEMIC					
ACTIVITY	**YEAR**				
	2023-24	2024-25	2025-26	2026-27	2027-28
Implementation of NEP2020/Introduce new course					
Monitoring the students & faculty					
Monitor Admissions Annually					
Rework on Prospectus by Faculty Committee					
Skill development programme					

NO WORK	TARGET COMPLETION	REVIEW	REVIEW UPGRADATION

ACTION PLAN FOR TIMELINE (2023-24 TO 2027-28)					
2. LABORATORY					
ACTIVITY	**YEAR**				
	2023-24	2024-25	2025-26	2026-27	2027-28
Establish well furnished mordenized separate UG/PG lab					
Research lab, yoga lab, commerce lab					
Skill based technician training programme					

NO WORK	TARGET COMPLETION	REVIEW	REVIEW UPGRADATION

ACTION PLAN FOR TIMELINE (2023-24 TO 2027-28)					
3. RESEARCH					
ACTIVITY	**YEAR**				
	2023-24	2024-25	2025-26	2026-27	2027-28
Establishment of research center in all stream					
Introduce formal training on academic writing & communication skills					
Mandatory requirement of one International journal publication in Scopus/SCI					
Ensure each faculty member to have at least one minor/major research project					
Explore industry tie-ups for research funding/consultancy projects					
Enrich an IPR and patents cell					
Ensure increasing research publication					
Opening a research journal publication house					

NO WORK	TARGET COMPLETION	REVIEW	REVIEW UPGRADATION

ACTION PLAN FOR TIMELINE (2023-24 TO 2027-28)					
4. INFRASTRUCTURE					
ACTIVITY	**YEAR**				
	2023-24	2024-25	2025-26	2026-27	2027-28
Improvement of existing poor infrastructure					
Auditorium, seminar hall, canteen, hostel, new classrooms, new administrative block					
Renovation and modernization of laboratories and library automation					
Complete upgrade of all sports and games facilities					
Green campus and botanical garden					

Solar power plant					
Introduce smart class and ICT integration					

NO WORK	TARGET COMPLETION	REVIEW	REVIEW UPGRADATION

ACTION PLAN FOR TIMELINE (2023-24 TO 2027-28)					
5. GOVERNANCE					
ACTIVITY	**YEAR**				
	2023-24	2024-25	2025-26	2026-27	2027-28
Strengthening existing innovation, incubation and startup programmes.					
Establishing consultancy cell					
Enhancement of MoUs					
Develop partnership with local and state agencies					
Develop alumni network through off-line And online mode					

NO WORK	TARGET COMPLETION	REVIEW	REVIEW UPGRADATION

ACTION PLAN FOR TIMELINE (2023-24 TO 2027-28)					
6. LEARNING RESOURCES					
ACTIVITY	**YEAR**				
	2023-24	2024-25	2025-26	2026-27	2027-28
Increasing study materials					
Create audio visual learning resources					
Increase number of reputed journals					
Increasing reference books and magazines					
Establish smart class and ICT tools					

NO WORK	TARGET COMPLETION	REVIEW	REVIEW UPGRADATION

ACTION PLAN FOR TIMELINE (2023-24 TO 2027-28)					
7. STUDENTS' SUPPORT					
ACTIVITY	**YEAR**				
	2023-24	2024-25	2025-26	2026-27	2027-28
Manage students enrollment, retention, timely graduation					
Remedial classes programme					
Competency enhancement centre					
Monitor the effectiveness of instructional methods					
Collaborating with alumni, industries					c
Improvement of facilities for disadvantage group students					
Value added course, personality development, soft skill development, national/international seminar/ workshops for advanced learner and slow learner					

NO WORK	TARGET COMPLETION	REVIEW	REVIEW UPGRADATION

ACTION PLAN FOR TIMELINE (2023-24 TO 2027-28)					
8. EXTENSION ACTIVITY					
ACTIVITY	**YEAR**				
	2023-24	2024-25	2025-26	2026-27	2027-28
NSS activity					
YRC activity					
Commerce club					
Science club					
Pol. Science club					

NO WORK	TARGET COMPLETION	REVIEW	REVIEW UPGRADATION

ACTION PLAN FOR TIMELINE (2023-24 TO 2027-28)					
9. ANY OTHER					
ACTIVITY	**YEAR**				
	2023-24	2024-25	2025-26	2026-27	2027-28
Establishment of EDP cell					
Develop the blockchain technology					
Increasing revenue sources,					
develop integrated modern Education					
Proposal to HEI for providing man power					
Stress management, yoga, meditation programme for staff					
Skill based training programme for staff					

NO WORK	TARGET COMPLETION	REVIEW	REVIEW UPGRADATION

6.1 Provide an action plan for organizing program and for improving the academic performance of SC/ST/OBC/ academically weak students through innovative methods, such as Remedial and Skill Development classes for increasing the transition rate and pass rate with the objective of improving their employability.

- To track their progress, assignments on each unit will be given, evaluated, and given feedback.
- Periodic tests to be conducted and valued.
- Progress to be indicated through charts and graphs for better evaluation of academic performance.
- In addition to ongoing remedial classes, key concepts pertaining to examination to be discussed.
- Extend the use of ICT in remedial classes by providing E-notes, E-assignments and student seminars.
- Arrange lectures from Resource persons of different sectors (industry, banks, government organizations, higher learning institutions) for career guidance and competitive exams.
- To conduct workshops on soft skills, Human Resource Management courses and personality development to enable employability.
- Internship Programmes and short term courses to bridge the gap between academics and employment.
- Organizing communicative English classes to enhance communication skills.
- Address student's crisis issues through mentoring and counseling.

ACTION PLAN FOR ORGANIZING PROGRAM AND FOR IMPROVING THE ACADEMIC PERFORMANCE OF SC/ST/OBC/ ACADEMICALLY WEAK STUDENTS					
ACTIVITY	**YEAR**				
	2023-24	2024-25	2025-26	2026-27	2027-28
Arrange lectures from Resource persons of different sectors					
Remedial classes					
Workshops & seminar, short term courses					
Enhance communication skills.					

NO WORK	TARGET COMPLETION	REVIEW	REVIEW UPGRADATION

6.2 Provide an action plan for strengthening of PG programs and starting of new PG programs.

- Students' opinions on PG courses are required.
- Contacting the relevant authorities and the affiliated university to get it approved.
- New PG-level programme proposals that are supported by NEP 2020
- Every faculty member needs to be a Ph.D. With active research initiatives.
- The creation of facilities for new PG programmes.
- Ensure a suitable teacher-to-student ratio.
- By offering regular faculty and research assistantships, PG programmes can fill open positions and see a surge in enrolment.
- Infrastructure development and classroom furnishings.

ACTION PLAN FOR STRENGTHENING OF PG PROGRAMS AND STARTING OF NEW PG PROGRAMS					
ACTIVITY	**YEAR**				
	2023-24	2024-25	2025-26	2026-27	2027-28
Facilities for new PG programme					
Develop competitive exam center					
Increasing research activities					
Appointment of faculties					
Ensure proper teacher-student ratio					
Approaching the affiliating university					
Infrastructure					

NO WORK	TARGET COMPLETION	REVIEW	REVIEW UPGRADATION

6.3 Attach a summary of Training Needs Analysis carried out. Also, provide Faculty Development Plan for the first 18 months for improving their teaching, subject area and research competence based on Training Needs Analysis in the following areas:

Development Plan for Faculty:
In order for new faculty members to enter the teaching profession smoothly, they must be guided and supervised when they join the college. The college employs a clear strategy to welcome new members of the teaching profession. Within the first 12 to 18 months of their employment at the college, a faculty induction programme is held.

Advanced and Basic Pedagogy:
1. The HOD starts the department's induction procedure.
2. Department seniors' classes are strongly suggested for new faculty to attend.
3. Invited speakers with outside expertise, including professors from MES Teachers College, will present lectures on fundamental pedagogy.

Enhancing faculty qualifications:
1. Faculty members without doctorates are urged to sign up for the same.
2. To encourage at least one faculty member from each department to enrol in an online course every semester or year and receive certification, the college wants to become a nodal centre for Swayam.
3. Faculty are encouraged to enrol in short-term offline and online courses in order to get a diploma or certificate.
4. Scientific information exchange and recent research updates are covered in quality circles.

Enhancing Subject and Object Knowledge:
1. Different departments organise lectures by subject specialists on a variety of themes.
2. Within a year or two of their appointment, newly hired faculty members are required to attend an orientation/refresher course. They are also encouraged to enrol in online courses and get certifications.
3. Staff employees giving presentations at the departmental level on topics related to their areas of expertise to motivate new hires.

Strengthening Research Capabilities:
1. IQAC offers workshops and training sessions in collaboration with the PG Center for Mathematics and Statistics.
2. To improve research capacity, the college places more emphasis on academics presenting papers at conferences than just attending them.
3. Doctorate-holding faculty members encourage and support newly hired teachers to pursue research by sharing their knowledge in the fields in which they specialise.

Workshop and seminar participation:
1. Conferences, seminars, and workshops welcome papers from all faculty members who choose to attend. The participating faculty is sponsored by the management.
2. The UGC and universities will hold Faculty Development Programs and Teacher Induction Programs for all new faculty members.

6.4 Provide an action plan for training technical and other staff in functional areas =

1. Basic instruction in laboratory maintenance is provided to lab attendants during breaks.
2. Accounting software such as Tally, the most recent version of ERP, sophisticated Excel, and website design are taught to office personnel.
3. The office staff is informed of the annual changes to the income tax laws.
4. The availability of training workshops in pertinent subjects for staff members of the libraries and physical education departments.
5. Stress management programmes for technical and other staff members include yoga and meditation.
6. Ensure office administration.

ACTION PLAN FOR TRAINING TECHNICAL AND OTHER STAFF IN FUNCTIONAL AREAS					
ACTIVITY	**YEAR**				
	2023-24	2024-25	2025-26	2026-27	2027-28
Smart and advanced training in laboratory maintenance					
Advanced accounting software training/digital accounting					
Workshops for incme tax filling and other relevant field					
Workshops on yoga ,meditation and stress management					
Office management programme					

NO WORK	TARGET COMPLETION	REVIEW	REVIEW UPGRADATION

6.5 Describe the relevance and coherence of Institutional Development Proposal with State's /National (In case of CFIs) Industrial /Economic Development Plan –

The key policy objectives of the State, inherent in the State's vision statement can be represented as:

- Education of high quality and open to all
- Excellence in Education
- Equitable, Inclusive, and Accountable
- Increasing access to higher education
- Academic and extracurricular reforms
- Public-Private Partnership
- education that emphasises research
- Network cluster among universities for resource sharing

According to New Education Policy, the proposed IDP is in line with the State's and the Nation's aspirations for advanced human capital and research development. This recommendation will help increase GER and enhance higher education for everyone's quality, equity, and accessibility. The objective of this

project is to increase the capacities of SC/ST/OBC/Women/other underrepresented groups by enhancing the academic resources that are available to them. Redesigned and innovative course planning at the degree and certificate levels will increase graduate students' employability.

The proposed IDP's key activity areas—trained academic staff, improved infrastructure, cutting-edge teaching techniques, association with other institutions for improved knowledge sharing, and improved institutional management for overall performance optimization—are all pertinent to and consistent with regional, state, and federal initiatives to improve higher education in accordance with NEP 2020 standards.
The State Government's overall Economic Development Plan, which has emphasised the value of expanding higher education in rural areas, is relevant to and consistent with our findings. Raising the bar for higher education will enhance the state's development and progress.

6.6 Describe briefly the participation of departments/faculty in the IDP preparation.

The institute took the initiative to include the most of the professors, which needs to be highlighted right immediately. The nodal officials for various tasks were decided upon during a meeting between the principal and the department heads. Each department was visited by the principal, the project coordinator, and the nodal officers, who briefed the faculty on the main ideas of the IDP. Faculty members were requested to actively participate in IDP by providing suggestions for new PG Programs, networking with industry leaders, and other activities. The suggestions for brand-new PG Programs that the concerned HODs provided were evaluated in light of the resources available and were whittled down based on the merits, demand, and probable sustainability of the programme.

Along with what has already been described, the instructors were motivated to draught research proposals. The professors were urged by the principal to conduct both big and small-scale research projects.

The exercises were created to meet the demands of SWOC, the Institute, the Faculty, and the Students. The suggested course of action for these initiatives considers both the fiscal and academic years.

Based on consultations with all stakeholders, this IDP is prepared.

- Teams were organised under various head of departments to focus on the IDP's core areas when they were recognised.
- The department chair then nominated professors who could aid in the micro-level IDP preparation.
- The budget proposal in IDP was worked on by a core team consisting of the HOI, RUSA coordinator, IQAC coordinator, and a few senior staff members. The fundamental method of operation was to look at the spending on various heads in past years as well as take into account the demand as determined by the SWOC analysis and arrive at a number.
- The office personnel was responsible with gathering the quantitative data needed for the IDP, which must essentially be extracted from office records, as indicated below.

Student data	Two office staff members who handle all student-related problems, including university-related issues like admission, exams, results, etc., as well as a teaching faculty (Laison officer to the university)
Staff /Faculty details	Two employees of the office who work in the establishment division and handle employee-related issues.
Financial issues	a Teaching Faculty member, two office staff from the accounting section (purchase committee convenor)

In order for the institute to better serve the needs of society, all of the departments actively contributed to the IDP preparation by providing information about the modernization and improvement of their particular departments' learning resources and infrastructure. Before sending the data to the coordinator for uploading, the office manager was asked to organise the effort and verify the numbers.

6.7 Describe the Institutional plan implementation arrangements with participation of faculty and staff-

Through the current institutional hierarchy and project nodal officers, the institutional project management unit will oversee the implementation and coordination of the aforementioned IDP.

With regard to academic projects:

1) Inputs based on needs gathered from professors and conveners in charge of particular committees.
2) The Principal receives a concise proposal for the project.
3) The idea is made in the staff meeting by the principal.
4) The plan is given to IQAC and other stakeholders based on how the staff meeting went.
5) Following IQAC clearance, HOI oversees the project's implementation.

With regard to infrastructure/maintenance:

1) Staff members of the infrastructure committee identify specific requirements for infrastructure upgrades or facility maintenance and communicate these to the principal.
2) In accordance with regular operating practise, the Principal assigns the Estate manager to implement infrastructure if institutional funds are available.
3) The Principal submits the proposal to the Higher Education Department for further action if finances are not available at the institutional level.

The IQAC and members of the Management work together to develop institutional projects including rain water collection, solar panel installation, garbage management, etc. The IQAC keeps an eye on the institution's project implementation's quality component.

7. Plan Budget:

(This is meant for existing institutions):Provide an Institutional plan budget as per table below:

(Rs. in Lakhs)

Sl. No	Activities	Project Allocation (Rs. In Lakhs)	Financial year				
			2023-24	2024-25	2025-26	2026-27	2027-28
1	**Infrastructure**						
	1. **Campus development:** New construction of additional Class rooms ,Common room, Staff room Office, Research center, Toilet, Toilet for Disabled person	**1000**	500	250	100	100	50
	2. Modernization and strengthening of laboratories/Class rooms	**60**	20	15	10	10	5

	3.Establishment of new laboratories for existing UG and PG programs and for new PG programs	**50**	10	10	10	10	10
	4.Updation of Learning Resources	**30**	8	7	6	5	4
	5.Procurement of furniture	**50**	5	20	12	8	5
	6.Establishment/Up gradation of Central and Departmental Computer Centers	**30**	5	8	8	6	3
	7.Modernization/improvements of supporting departments	**20**	4	4	4	4	4
	8.Modernization and strengthening of libraries and increasing access to knowledge resources	**20**	4	4	4	4	4
	9.Refurbishment (Minor Civil Works)	**15**	3	3	3	3	3
2	**Research and Development Support**						
	1. Providing Teaching and Research Assistantships to increase enrolment in existing and new PG / Ph. D. programs.	**40**	5	5	8	10	12
	2.Provision of resources for research support	**10**	2	2	2	2	2
	3.Enhancement of R&D and institutional consultancy activities	**15**	2	3	3	3	4
3	**Faculty Development Support**						
	Faculty and Staff Development (including faculty qualification up gradation, pedagogical training, and organizing / participation of faculty in sssworkshops, seminars and conferences) for improved competence based on TNA	**10**	2	2	2	2	2
4	**Institutional Reforms**						
	1.Technical assistance for procurement and academic activities	**20**	5	5	4	3	3
	2.Institutional management capacity	**100**	30	25	25	12	8

	enhancement Internal electrical system, Internal road and pathes, Street ligting						
5	**Academic Support**						
	1.Creation of new departments/courses	**5**	1	1	1	1	1
	2.Enhanced Interaction with Industry	**5**	1	1	1	1	1
	3.Student support activities	**10**	2	2	2	2	2
6	**Any Others**						
	Miscellaneous expenditure	**10**	2	2	2	2	2
GRAND TOTAL		**1500**	**611**	**369**	**207**	**188**	**125**

8. Plan Targets for Institution:

8.1 Give an action plan for ensuring that the project activities would be sustained after the completion of the Project (max. 500 words) –

The institution is fully committed in implementing this project, its specific objectives and actions. The Institution will try its best to continue all collaborative programmes even after the project phase. After project closure, the institute will support the necessary operation to assure quality academic services to the students.

Certainly it is evident from the proposal that the college will flourish and enlighten the faculty and also uplift the student both in terms of their knowledge and also their skill and hence better employability.
Further if the plan is continued for the next five years, definitely we assure for the better plans towards better prospectus of the college. We also try to bring Autonomous status to the college.

As we all know that that Higher education form the basis of development of any nation. India being the second most populated nation of the world is focusing strongly in strengthening Higher Education. This can only be achieved by implementing New Education Policy and recommendation provided by UGC, NAAC, RUSA and other institutional designed to improve Educational Level at University/College level.

Approved Budget will play vital role in development of our college infrastructure, Research and Development, Faculty Development Institutional and Academic Support. Thus Budget demand via IDP of our college will help our institution to achieve our Current as well as future goals.

As our institution went through NAAC accreditation in 2018. Major Recommendation suggested by NAAC committee and its consecutive plans are mentioned below:

a) Construction of more classrooms for students and well Spaced and Equipped Auditorium for organizing various Educational and other activities for Students can be achieved through proper utilization of approved budget.
b) By modernizing and Upgrading library, laboratory as well as Teaching aids for Existing courses.

c) Currently Teacher Student ration is not good and thus needs more Teaching and Supporting Staffs to college.
d) Encouragement of Research and Publication by starting of Research Centre which will increase Brand image of our College.
e) Well Equipped Computer laboratory, availability of good quality computers, printers in each departments and High Speed Internet will surely increase efficiency of Students and as well as Faculties.

Also, adequate sport infrastructure like Indoor Stadium and others sports facilities will be developed in our institution. Needs of our college as mentioned in action plan are genuine and this institution requires budget as mentioned in our Institutional Development Plan for achieving goals of our college.

❖ **Provide the feasibility and sustainability of the Plan targets for Institution (max. 500 words) –**

Plan Targets of Govt. Kavyopadhyay Hiralal College, Abhanpur are made by analysing its present scenario and necessity which are required to achieve future goals of this Organization. Pointwise details showing feasibility and sustainability of Plan Targets are mentioned below:

a) Faculty and Staff are the Skelton of our college and Budget demanded in this segment will be utilised for faculty qualification upgradation, organizing/participation of faculty in Workshops, Seminar, Conference and for upgradation of new attractive Technology based Pedagogical methods.
b) Budget for infrastructure will be utilized in construction of additional classrooms/laboratory/library/common rooms, furniture procurement, library and laboratory modernization, library resources updation etc.
c) Plan Target has been made based on SWOC Analysis, NAAC recommendation, NEP-2020 and activities which are feasible for our Institutions are included in Plan Targets.
d) As NEP 2020 strongly emphasis on Research and Devlopment area and currently our institution are not getting fund from UGC, RUSA, CSIR, State government for R&D. Thus feasible plan target for Research support and enhancement of R&D and institutional consultancy activities has been made.

9. FINANCIAL AND BUDGETARY SUSTAINABILITY:

- With the right amount of funding, the college will continue to improve its facilities, academic programmes, and personnel.
- If given financial backing, the institution is able to build new classrooms, a gym, a girls' dormitory, a park, parking, a stadium, a playground, a sports complex, sports facilities, staff quarters, a security guard room, waiting areas, and an auditorium.
- The institute hopes to build graduate-level laboratories with cutting-edge chemistry, zoology, botany, physics, and geography equipment with the help of the funding.
- The institution needs 55 of the most modern computer sets, classroom projectors, interactive whiteboards, laptops, and smart TVs for enhanced ICT use.
- Introducing self-directed financial education to promote financial and fiscal sustainability.

- Attaining financial sustainability through using janbhagidari samiti to access financing.
- The institution's long-term goal is to increase students' understanding by making e-books and journals available.
- Introducing self-directed financial education to promote financial and fiscal sustainability.
- The institution's long-term goal is to improve students' knowledge by making e-books, journals, research papers, and other materials available through the automation of the library and e-library.
- To effectively utilise the college's financial resources in order to increase the facilities available to its students.
- The abolition of student number limitations means that students now have more options than ever. Students demand a strong return on investment for their college or tuition fees in terms of academic quality, facilities, and employability.

10. DOCUMENTS ON STAKE HOLDER'S CONSULTATION:

All the stakeholders of the institution (Constituting the teaching and non-teaching staff along with student class representatives and some parents) over a period of time have discussed various issues pertaining to the college. The committee, core committees headed by IQAC committee and stakeholders have arrived at following SWOT analysis.

11. FOLLOW-UP AND EVALUATION:

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- ***TO SUBSTANTIATE THE INFORMATION CITED HEREBY KINDLY ENCLOSE THE DOCUMENT CONCERNED***
- ***SUBMIT THE ENCLOSURES WITH SERIAL NO. PROPER***

For Expert Committee' Use only

Annexure – I

EVALUATION OF INSTITUTIONAL DEVELOPMENT PLAN (IDP)

Sl. No.	Evaluation Parameters			Total	Marks Obtained
1	**Institutional Preparedness and Implementation Feasibility**				
	A	Clarity of institutional basic information including baseline data			
	B	Overall proposal implementation feasibility			
		1	Clarity in the identification of general development objectives, related specific objectives, their expected results, and its coherence with SWOC analysis		
		2	Have the key activities been identified clearly and adequately for each specific-objective		
		3	Adequacy of the Institutional Project Implementation arrangements		
	C	Quality of SWOC analysis			
		1	Appropriateness for the procedure adopted for the conduct of SWOC analysis and adequacy of participation of stakeholders		

		2	Clarity in the identification of strengths, weaknesses, opportunities and threats		
	D		Coherence of proposal with State's /Regional development plan		
	E		Reasonability of proposed budget		
			Sub-total (1)		
Sl. No.	**Evaluation Parameters**			**Total**	**Marks Obtained**
2	**Clarity and Quality of the Action Plans for:**				
	A		Scaling-up research and innovation		
		1	Quality of action plan for quantitatively increasing qualitatively		
		2	Quality of action plan to transfer technology and for commercialization of		
		3	Scaling up Ph. D. enrollment through existing and new programs		
		4	Scaling-up enrollment in to UG /PG Programs in existing and new ones.		
	B		Research Collaborative activities with institution at National and International level		
		1	Identification of options to improve and increase research collaborations at National and International level		
		2	Clarity in identification of expected quality enhancement in Masters and		
			Potential impact and depth of proposed Industry collaboration		
	C		Faculty Development including pedagogical training to:		
		1	Develop faculty/technical staff in subject domain		
		2	Improve pedagogical skills of faculty for better student learning.		
	D		Identification of weak students and for improvement in their learning.		
			Sub-total (2)		
			Total (1)+(2)		

Annexure – II

RECOMMENDATION OF INSTITUTIONAL DEVELOPMENT PLAN (IDP)