

INSTITUTIONAL DEVELOPMENT PLAN (IDP)



**LATE SHRI N.R.BORICHA EDUCATION TRUST SANCHALIT
ARTS AND COMMERCE COLLEGE, MENDARDA**
Opp. Petrol Pump, Junagadh Road, Mendarda
Grant-in-Aid



BHAKTA KAVI NARSINH MEHTA UNIVERSITY, JUNAGADH

Duration Years: 2025-2030
Date of Submission: 07/01/2026



DEVELOPING FOR IDP

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INSTITUTIONAL BASIC INFORMATION

A	Name of the Institution:	ARTS AND COMMERCE COLLEGE MENDARDA ,DIST:JUNAGADH
B	Type of Institution:	GIA
C	Category:	Co-education
D	Location: (urban / rural):-	RURAL
E	Website Address of the College:	www.accollegemendarda.edu.in
F	Name of Head of Institution :	DR.BALUBHAI R.BARAD (I/C Principal)
G	Mobile Number:	9925276054
H	E-mail Address :	acollege_mendarda@yahoo.com
I	Establishment Details:	1993
J	Name of University to which Affiliated :	Bhakta KaviNarsinh Mehta University Junagadh.
K	NAAC Accreditation:	1st Cycle 31th March, 2007 31/03/2007 “C” 2nd Cycle 21st February, 2014 21/02/2014 “B”
L	i. Under 2(f)	15-03-2005
	ii.Under 12(b)	15-03-2005

Introduction to IDP:

Formulation of Institutional Development Plan(IDP) is one of the first steps towards implementation of the New Education Policy-2020.Institutional Development Plan lays down the roadmap of various provisions of NEP in a time bound manner outlining the needs, constraints, targets and timelines for an institution. Further, IDP is a documentary framework through which an institution can develop its own indicators, fix achievable targets, prioritize actions, assess financial needs and overcome its constraints towards implementation of NEP.

The National Education Policy 2020 aims to develop good, thoughtful, well-rounded, and creative individuals. According to it, HEIs need to enable an individual to study one or more specialized areas of interest at a deep level and also develop character, ethical and constitutional values, intellectual curiosity, scientific temper, creativity, spirit of service, and 21st-century capabilities across a range of disciplines Including sciences, social sciences, arts, humanities, languages, as well as professional, technical, and vocational subjects. Keeping this view in the front, Arts and Commerce College Mendarda decides to have a plan to materialize the all-round development of all of its stakeholders, namely the students, faculties, staff, and as a whole of the larger society. The plan, named as Institutional Development Plan (IDP), has been prepared by the unit ‘NEP Task Force’ of the college by designing different development aspects as per the ‘UGC Guidelines for Institutional

Development Plans for Higher Education, February, 2024' for a period of ten years commencing from the Academic Year 2025-26 to 2035-36.

Objective of IDP:

The IDP needs to reflect an integrated, comprehensive and holistic approach that is mindful of the institution's unique vision and mission, context, location, character, resources, environment, target group of students/learners, other stakeholders and overall aspirations. The overarching objectives of the IDP is to achieve excellence and holistic growth.

It aims at –

- Aligning the vision and mission of the institution with the National Education Policy 2020.
- Assessing institutional developmental needs through wide consultative processes.
- Identifying the institutional capability (human, material and financial) and organizational gaps in the context of the institutional goals and priorities.
- Developing Annual Capacity Building initiatives to build capacity and remove gaps.
- Improving the quality of Education through updated curricula, teaching methods and faculty development initiatives.
- Expanding academic programmes and interdisciplinary approach, introducing new undergraduate and post graduate programmes that align with job markets and students interest.
- Establishing a transparent system for holistic, inclusive growth through the application of relevant tools, technological integration and opportunities (esp. Digital Technologies) for ensuring optimal utilization of resources for overall balanced growth.
- Fostering research and innovation by providing necessary support and establishing linkages.
- Improving infrastructure and upgrading campus facilities for conducive learning environment.
- Expanding students' service to enhance students' life to inculcate the ethos of holistic lifelong learning and an operative framework to promote better employability and entrepreneurship.
- Promoting inclusivity and diversity among students, faculty and staff.
- Developing soft skills, leadership ability and employability.
- Developing an operative framework for collaboration and internationalization of education, academic and cultural exchange of faculty and students.
- Promoting community engagement through outreach programme and partnership, service learning community
- Strengthening alumni relations to create supportive network.
- Enhancing governance and leadership to ensure effective decision making and strategic planning to quantify the institution's goals using Indicators and Time Bound Targets, and Implementation Plans.
- Undertaking Periodic Reviews and appropriate measures for continuous course corrections and further improvements.
- Seeking diversify funding sources, efficient resource management and credible financial practice to achieve financial sustainability.
- Encouraging and Ensuring meaningful engagement of all stakeholders in materializing the IDP.

THE INSTITUTION AT A GLANCE(INFRASTRUCTURE AND LEARNING RESOURCES)

It had 1106.50 Sq. Mt. of built up area in a campus of only 01.01 acre. Main building had 14 classrooms with a common staff room, one small room for administrative office, one room for management office and a Principal's Chamber. Library had a carpet area of 340 sq. ft. in which reading room facility for 12 students was available. The facility of computers, Internet, Printer and Photocopy machine are available in the library. The trust maintains the college building. The library is managed through a Library Advisory Committee. It had 15470 books.. To enhance the library facilities 10591 books (UGC GRANTS) 4287 books (COLLEGE GRANTS) 600 (BOOK BANK) of were purchased and added in last two years from college funds. Besides books were added in the year out of UGC grant under 10th plan. Library has an open access system. Library has got one Library Management Software which is used in the library. The College had only 4 computers but there was no computer lab as such. Internet facility was available with the Library only.

The management has extended the existing building on the first floor. Now total built up area is 2527.88 sq.mts. Main building has 12 classrooms with a spacious staff room, two rooms for administrative office, one room for management office and a furnished Principal's Chamber. Library has a carpet area of 23.45* 8.40 sq.mt. in which reading room facility for 20 students is available.

The institution aims at educational programme beyond the limits of the academic curriculum. A motivating environment conducive to the growth of students prevails in the campus. They are trained and molded in such a fashion that they become responsible citizens of our progressive nation. The motto of the college is to strive for perfection and take the institute to great heights of success through perseverance, organized planning and diligence. The staff of the college keeps in pace with the ever-expanding horizons of knowledge and the trends prevalent in the spheres of Arts and Commerce. With its well-defined goals and aspirations, the college incessantly strives to train the students to meet challenges in the competitive world. It strives for an intellectual endeavor that focuses on critical and creative thinking, with the aim of social transformation. The college is dedicated to research, teaching and the various forms of cultural service, as the indispensable horizon for preservation and renewal of human values. The atmosphere on the campus is student friendly. The students are given utmost priority and their suggestions and grievances are attended immediately by the college authorities.

Vision

To become one of the best higher educational Institutes in Bhakta KaviNarsinh Mehta University by providing qualitative education to youth, especially to those who live in surrounding and remote rural areas and prepare them to the context of social and economic needs, as well as supplementing them necessary assistance.

Mission

- The mission of the institution is committed to the cause of empowerment of rural youth through access to education, particularly higher education, enabling them to develop as
- To help the deserving people by giving them food, necessary things, medical aid, educational aid etc and to such institutes carrying such activities.

- To celebrate national festivals, to canvass Indian culture and to give their knowledge.
- To prepare the youth for social welfare and healthy environment activities and extend help to them.
- Special teaching programme for the weak SC, ST, OBC students will be undertaken for their employability and Moral boost up of the weak students will be carried out through continuous training, coparticipation in group discussion and leadership development programme.

Core Values of the Institution:

Excellence

- We strive for excellence in all our academic pursuits.
- We are committed to innovation in our teaching, research, and outreach to our communities.
- We commit to continuous self-improvement to achieve excellence in all our endeavours.

Ethics and Dignity

- We are committed to the highest standards of honesty, fairness, respect, and professional and scholarly ethics. We value the dignity and worth of all people. We expect all of our conduct to be based on integrity, mutual respect, and civility, and that conduct is driven by the highest ethical standards.

Diversity

- We embrace all aspects of human diversity and value its necessity to ensure a vibrant learning community. We are committed to providing a college community that is supportive, safe, and welcoming.

Student Focus

- We are committed to fostering the professional and personal growth of all students and our fellow colleagues by promoting lifelong learning and leadership development. These interests are the primary focus of college decisions and activities.

Integrity

- Complete honesty is expected from everyone in every situation. Even the appearance of conflict of interest will be avoided. Successful long-term relationships depend on trust and open communication.

Respect for Others

- Each person is treated with respect and dignity in all situations. Criticize only ideas—not people, and share responsibility. There is no room for abusive language or arrogance in relationships with others.

Collaboration and Public Engagement

- We commit to working collegially and cooperatively in establishing productive partnerships with our colleagues and public communities. Through these partnerships, we strive to improve education and the quality of life for all to ensure a better future for all.

State the vision, mission and objectives of the institution, and describe how these are communicated to the students, teachers, staff and other stakeholders.

SWOC analysis

Strengths:

Our Strengths are given below.

- Qualified teachers with sufficient qualification (majority of teaching faculty has PH.D. degree, committed and experienced) SIX are Ph.D. level research guides.
- An able, visionary and participative management of the college.
- The institution offers affordable fee structure
- The management has constructed new library building. Our library is fully computerized. It has Xerox machine, printer, computer and internet facility for both students and faculty members.
- Our Career Counselling and Placement Cell/UDISHA is very helpful to the students because it not only prepares them for competitive examinations but also helps them to develop their soft skills. The committee members are guiding the students for various competitive examinations. The Centre has many books which may prove very helpful for different competitive examinations.
- The Institution provides insurance coverage to all students. This policy is given from BKNMU University.
- The administrative office is computerized. For effective and speedy administrative work, we have purchased special softwares like Student-management, Account, payroll and paper-setter.
- The IQAC is continuously involved in enhancing the quality education and it is well-supported by Management and stakeholders in the formation and implementation of its policy.
- Healthy relationship between teachers and students.

Weaknesses:

We have certain weaknesses.

- Lack of adequate space available for creating healthy and green Environment.
- Frequent failure of electricity is a hurdle for developing IT zone in the institute.
- Experts are not available around the district for various services.
- Attachment of Mother Tongue affects strengthening English Language skills.
- This district is financially and educationally backward.
- Most of the students are getting education not for employment, but just for finding good match.
- There is lack of well connected transportation facilities for rural students from the remote areas.
- As per requirement, the institution has less number of sanctioned posts.
- Limited digital infrastructure. Need to MOOC studio to create record online lectures, Skill development lab to provide employability skill training, etc.
- Industrial support is inadequate.
- No Hostel facility available for the Students.
- Poor language proficiency of students especially in English among the first generation learners from economically disadvantaged agrarian families of SC, ST, OBC and other rural communities is a glaring shortcoming.
- Sports infrastructure is limited only to a few events.
- Majority of the students belong to economically weaker section and hail from rural areas where power supply is not reliable. In such a prevalent situation teaching with ICT tools and online platforms is a real task in itself
- Less number of externally funded research projects.

Opportunities

We have some opportunities as well.

- Starting of add on/vocational courses.
- Starting of PG courses and offering English as a Core Compulsory subject.
- Making the existing college ICT enabled.
- Development of Research activities for Staff and Students.

- Can be the guiding force towards bringing positive change in the society.
- To provide quality education to rural students. It is one of the important institution in rural area.
- To introduce more value-added courses regarding Human Values and Ethics following the guidelines of NEP-2020.

Challenges:

There are some challenges before the institution. They are:

- Mendarda is a small town. In this town, there are two colleges. The other one is a self-finance college. If we do not impart quality education, the students might divert towards self finance college.
- Urbanization is another threat for village persons. The students are leaving villages and going towards cities for education/earning money.
- Rural and rustic catchment is another challenge for the institution because they have the tendency not to go for higher education.
- Economically backward area, so students are not sound in online path i.e. android mobile are not sufficient as required in online process, but we try to compensate the gap.
- Parents-teachers Meet – all departments try to make it much fruitful.
- Lack of sufficient provision of Transport facility.
- Meeting the challenges of highly competitive job market and HE avenues.
- Drop-out ratio of the students.
- To aware students about the cyber security.

Parameter wise Strategic Plan:

(A)Governance Enablers:

SR, No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10- Yrs)
1	Quality Assurance	➤ IQAC is ensuring and smooth functioning for quality enhancement of the	➤ Regular monitoring and	√		

		<p>institution</p> <ul style="list-style-type: none"> ➤ Academic and Administrative Audit (AAA) 	<p>mainten ance through IQAC</p>			
2	Leadership	<ul style="list-style-type: none"> ➤ Effective leadership ➤ Strategic management ➤ Effective Trainings program 	<ul style="list-style-type: none"> ➤ Prevalent of Leadership through both hard work and smart work ➤ Promote and motivate for leadership qualities through workshops and personality development trainings 	√		
3	Vision, Mission and Roadmap for the HEI perspective plan	<ul style="list-style-type: none"> ➤ Well defined vision mission and objectives ➤ Detailed discussion with stakeholders for improvement of the institutions in terms of quality and quantity ➤ Well developed 	<ul style="list-style-type: none"> ➤ Encourage to follow and persuade upon the plans for development of the institution 	√		
4	Close monitoring by IT/Web-based management information system	<ul style="list-style-type: none"> ➤ Parameters are defined from UGC/affiliated University 	<ul style="list-style-type: none"> ➤ Plans to develop an IT/Web-based management information system for close monitoring 		√	
5	Risk Management Analysis	<ul style="list-style-type: none"> ➤ meeting with stakeholders to discuss scenarios for mitigating risks at regular interval 	<ul style="list-style-type: none"> ➤ Promote meeting with stakeholders to mitigate risks at regular interval 	√		

6	External Advisory Boards	<ul style="list-style-type: none"> ➤ Existence of fully Functional Governing body with external members ➤ Meet of governing body members through various functions at regular interval 	<ul style="list-style-type: none"> ➤ External advisory boards will to be constituted 	√		
7	Student Feedback	<ul style="list-style-type: none"> ➤ Web based online Feedback system ➤ Awarding/Acknowledging the faculty from the feedback retrieved ➤ Monitoring and decision making needs to be instituted from the feedback retrieved 	<ul style="list-style-type: none"> ➤ Motivate faculty members for improvement on the basis of student feedback 	√		

(B)Finance Enablers and Funding Models (Resource Generation):

SR. No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10- Yrs)
1	Close liaison with GOI ministries/agencies and others for funding and Access to external grants and	<ul style="list-style-type: none"> ➤ A few of the faculty members have acquired findings for their research projects from few government bodies 	<ul style="list-style-type: none"> ➤ Emphasis on receiving more research funds from different government bodies 	√		
2	Financial/ Investment Committee	<ul style="list-style-type: none"> ➤ A Purchase Committee is constituted to purchase products and make decisions regarding construction works 	<ul style="list-style-type: none"> ➤ A monitoring body is to be constituted to maintain the transparency 	√		
3	Staff providing financial services	<ul style="list-style-type: none"> ➤ The Accountant appointed is responsible for the documentation of the resource mobilization and the records are audited by a local 	<ul style="list-style-type: none"> ➤ To continue the process 	√		

		Government Audit and CA at the end of every financial year				
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(C)Academic Enablers:

SR. No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10 - Yrs)
1	Courses catering to professional/future requirements	<ul style="list-style-type: none"> ➤ The Institute provide a varied choice of relevant programs as designed by the parent university along with a few Add-on courses designed by the faculties ➤ Multidisciplinary courses and skill based courses are provided to meet the demands of the present time 	<ul style="list-style-type: none"> ➤ Increase the number of Add on courses ➤ Design multidisciplinary courses to meet the demands of the current time. 	√		
2	Curriculum updated as per industry requirements	<ul style="list-style-type: none"> ➤ The curriculum is prepared by the Parent University and gets updated with time. ➤ The current curriculum is developed by the university in consideration with the National Education Policy 2020 	<ul style="list-style-type: none"> ➤ Multiple Entry-Multiple Exit options are to be provided to the students as per NEP 2020 ➤ To work on industry linked/internship/apprenticeship programs 	√		
3	Curriculum embedded with Employability Skill	<ul style="list-style-type: none"> ➤ Skill-based curriculum is provided to enhance the employability of the students ➤ A variety of co curricular and extra-curricular activities are available for building skills needed for workplace and everyday life. 	<ul style="list-style-type: none"> ➤ To introduce more training based certificate courses ➤ To conduct workshops for skill development 	√		
4	Curriculum embedded	<ul style="list-style-type: none"> ➤ The curriculum tries to foster critical thinking and problem solving; 	<ul style="list-style-type: none"> ➤ Expand the number of skill based 			

	with Skill Enhancement Courses	innovation and creative thinking; analytical thinking; adaptive thinking; social intelligence and cross-cultural competency; Conflict resolution and negotiation etc.	courses	√		
5	Curriculum embedded with emerging technologies to be integrated with future of work	<ul style="list-style-type: none"> ➤ There is a lack of industry-linked courses as per the current age. 	<ul style="list-style-type: none"> ➤ To introduce industry-linked courses as per the requirements of the present time 		√	
6	Faculty/teaching Staff	<ul style="list-style-type: none"> ➤ 16 number of qualified and experienced faculty/teaching staff available ➤ They are engaged in research activities and different faculty development programs ➤ 2 Nos. of vacant positions are yet to be filled up 	<ul style="list-style-type: none"> ➤ More thrust on outcome based research ➤ More importance on different faculty induction programs on NEP and its implementation ➤ More emphasis on enrollment of faculties in PhD. 		√	
7	Non-teaching staff	<ul style="list-style-type: none"> ➤ Adequate and qualified nonteaching staff to support the organizational functioning 	<ul style="list-style-type: none"> ➤ To conduct more training sessions for skill enhancement of the staff in the digital era ➤ Increase human resource 	√		
8	Session wise	<ul style="list-style-type: none"> ➤ Session wise teaching plan is prepared 	<ul style="list-style-type: none"> ➤ To include extra 	√		

	teaching plan		sessions for competitive examinations in the teaching plan			
9	Learning material Like Study books	<ul style="list-style-type: none"> ➤ Number of relevant and updated course materials are provided by the teachers ➤ The libraries also provide for relevant books for the specified programme 	<ul style="list-style-type: none"> ➤ Frequent updating of study material as per the syllabus ➤ To prepare and collect study materials for different competitive examinations of state and national level. 	√		
10	Question bank	<ul style="list-style-type: none"> ➤ A collection of old question papers is provided at the Central Library as well as Departmental Libraries ➤ Teachers also provide for all the possible question of a specific topic/area 	<ul style="list-style-type: none"> ➤ To increase the resource pool of all subjects concerned ➤ A model question repository for the various competitive examinations 	√		
11	Assignments	<ul style="list-style-type: none"> ➤ Relevant assignments of varying types and nature are conducted 	<ul style="list-style-type: none"> ➤ Increase field-based assignment to better learning outcome 	√		
12	Assessments	<ul style="list-style-type: none"> ➤ Assessments are conducted as per the guidelines of the Parent university 	<ul style="list-style-type: none"> ➤ Incorporate innovative ways of assessment 	√		
13	Value added skills enhancement Papers	<ul style="list-style-type: none"> ➤ The present curricula based on NEP 2020 provides a number of value-added courses. 	<ul style="list-style-type: none"> ➤ The number of Value-added courses to be increased 	√		
14	Flexibility and multidisci	<ul style="list-style-type: none"> ➤ The courses designed focusing on multidisciplinary and 	<ul style="list-style-type: none"> ➤ Introduction of more certificate 	√		

	plinary	flexibility	and skill-based courses			
15	Opportunities to develop & utilize Research & innovative thinking skills.	<ul style="list-style-type: none"> ➤ The curriculum allows students to explore and work independently on projects/research under the guidance of the teachers 	<ul style="list-style-type: none"> ➤ Encourage students to pursue more research based activities 	√		

(D)Research, Intellectual Property, and Supportive Enablers:

SR. No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10 - Yrs)
1	Quality Research	<ul style="list-style-type: none"> ➤ Encourage faculty members to quality research for knowledge and welfare of the society 	<ul style="list-style-type: none"> ➤ Fostering Research Culture ➤ Promote faculty members to have quality Research Project ➤ Inter-disciplinary Research Projects on issues for survival ➤ Conduct extension and proactive research programmes that would facilitate local developments in line with emerging global changes 	√		
2	Research oriented	<ul style="list-style-type: none"> ➤ Research oriented faculty members 	<ul style="list-style-type: none"> ➤ Incentivize faculty 			

	experienced faculty members	<ul style="list-style-type: none"> ➤ Encourage to participation in quality research 	<ul style="list-style-type: none"> members for quality research ➤ Encourage to basic and applied research ➤ Development of technologies for rural masses 	√		
3	I based faculty compensation	<ul style="list-style-type: none"> ➤ Encourage to increase research participation 	<ul style="list-style-type: none"> ➤ Encourage students and faculties to participate in innovative and competitive programme ➤ Initiatives and new parameters to encourage faculty participation in research and publication 	√		
4	Targeted research and collaborative research	<ul style="list-style-type: none"> ➤ Encourage to search research gap for patent 	<ul style="list-style-type: none"> ➤ Support for targeted and collaborative research and publication ➤ Academic support for file patent 		√	
5	More Ph.D. Post - Doctoral research scholar	<ul style="list-style-type: none"> ➤ Engaging retired faculty for teaching - learning process 	<ul style="list-style-type: none"> ➤ Initiatives for engaging retired faculties for guiding students project 		√	
6	More faculty members with Ph.D	<ul style="list-style-type: none"> ➤ Encourage to pursue Ph.D. among the existing faculties 	<ul style="list-style-type: none"> ➤ Encourage to act as mentor for both faculty and students' research 	√		

			projects			
7	Faculty encouragement for Book Publication, Research Publications and Patents	➤ Familiarized IPR among students	<ul style="list-style-type: none"> ➤ Supportive policies for IPR infrastructure to stimulate research and publication among students and faculty members ➤ Promote IPR among UG students 		√	
8	<p>More conferences (at least two conferences per year college)</p> <p>Proposed more seminars and workshops for recharging students and faculty</p> <p>Academic discussion to increase networking with other academics</p>	➤ Faculty members are engaged in periodic organization of seminars, workshops and FDPs	<ul style="list-style-type: none"> ➤ Proposed more seminars and workshops for recharging students and faculty ➤ Academic discussion to increase networking with other academics 		√	
9	Student involvement in research	➤ Students are engaged in research activities through curriculum	<ul style="list-style-type: none"> ➤ Discipline wise project monitoring cell for guidance students project ➤ Involve 		√	

			students in IPR infrastructure			
10	Industry and institutional collaboration & consultation	<ul style="list-style-type: none"> ➤ Organized seminars to promote collaboration based research for IPR 	<ul style="list-style-type: none"> ➤ Effort will be made for industry - academic research ➤ File patent 	√		
11	University Incubation centers	<ul style="list-style-type: none"> ➤ Organized programmes through IIC and Entrepreneur and Development Cell 	<ul style="list-style-type: none"> ➤ Effort will be made for innovative idea generation and patent 			√
12	University publication & citation service I	<ul style="list-style-type: none"> ➤ Media and Publication Cell 	<ul style="list-style-type: none"> ➤ Citation service will be created 			√
13	Target patent claim for UG&PG projects in professional subject areas	<ul style="list-style-type: none"> ➤ Setting goals for under graduate students in terms of internship and mentoring 	<ul style="list-style-type: none"> ➤ Encourage students through Institution Innovation Cell, Research and Development Cell for invention outcome 	√		
14	Faculty Ranking (annual) system	<ul style="list-style-type: none"> ➤ Best Teacher Award ➤ Faculty Performance feedback 	<ul style="list-style-type: none"> ➤ New parameters will be taken to provide more support to faculty members for their academic achievements and involvement in community service 	√		
15	Other activities	<ul style="list-style-type: none"> ➤ Traditional and cultural skills 	<ul style="list-style-type: none"> ➤ Increase design 			

	as part of learning	<ul style="list-style-type: none"> ➤ Activities for collective responsibility 	<p>thinking abilities among students</p> <ul style="list-style-type: none"> ➤ Encourage team working skills among students ➤ Support for EWS students 	√		
16	Flexibility and multidisciplinary	<ul style="list-style-type: none"> ➤ Certificate courses ➤ Student projects 	<ul style="list-style-type: none"> ➤ Additional multidisciplinary certificate courses in collaboration with industry - academia ➤ Guidance to explore and work independently on student's project 		√	

(E) Human Resource and Supportive-Facilitative Enablers:

SR. No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10- Yrs)
1	Holistic Admissions Framework	<ul style="list-style-type: none"> ➤ The College has streamlined the student selection process with holistic process as per Govt.'s directive in online mode 	<ul style="list-style-type: none"> ➤ To continue the process in more possible transparent way. 	√		
2	Academic Success Programs: Mentorship programme	<ul style="list-style-type: none"> ➤ Institute has robust mentoring programs that provide tailored support to the learners so that they end-up educational paths successfully. 	<ul style="list-style-type: none"> ➤ To organize Psychological counseling programs regularly. ➤ To continue this programme with 	√		

			adoption of more components.			
3	Competency-Based Recruitment: Adoption of a competency-based recruitment approach that aligns with institutional goals, promoting a culture of performance and shared values.	➤ Staff are recruited as per their competency under Govt.'s existing guideline	➤ To continue the process	√		
4	Transparent Recruitment and Appointment: Implementation of transparent procedures for faculty recruitment	➤ Appointments are made in a transparent way prioritizing excellence, research expertise, and pedagogical skills	➤ To continue this practice as per Govt.'s existing guideline	√		
5	Goal setting in every student	➤ The College has been working in this field by organizing awareness programs from time to time.	➤ To engage different cells like Career Counseling cell, Entrepreneur Development cell, Placement cell etc. in a	√		

			clear cut focused direction.			
6	traditions, cultures, and legacy through programs and festivals	➤ The College has been organizing such programs regularly to maintain these traditions.	➤ To make aware of these traditions by engaging students to organize programs on their own.	√		
7	Mental Health	➤ Through different forums and cells by way of counseling, this aspect is being looked into.	➤ To have a dedicated cell to look into this aspect.	√		

(F) Enablers for Networking and Collaborations:

SR, No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Fullfill Timeline to		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10- Yrs)
1	Strategic Collaborations	<ul style="list-style-type: none"> ➤ To foster connections amongst alumni by holding alumni meets and alumni conclaves. ➤ Involvement of alumni in teaching learning process. 	<ul style="list-style-type: none"> ➤ Boost alumni engagement by keeping them informed about the institute and each other, as well as by encouraging generosity and alumni involvement in fulfilling the goals of the institute. ➤ Encourage, inspire, and organize the alumni to advance their knowledge and participation in volunteer 	√		

			<ul style="list-style-type: none"> ➤ work. ➤ Introduce student-alumni mentorship programmes. 			
2	MOU	<ul style="list-style-type: none"> ➤ with industries for internship programmes 	<ul style="list-style-type: none"> ➤ To boost industry based internship and apprenticeship. ➤ Industry partnership in the design of curriculum and content across the various curriculum. ➤ Strengthen ties between the academic and industry to provide more projects, training, and part-time and full-time internship opportunities. ➤ To conduct more number of placement drive. 	√		
3	Community Engagement and service	<ul style="list-style-type: none"> ➤ Rural outreach and Field work to raise awareness about the rural problems for the students and teachers. ➤ Collaboration with government programs like Unnat Bharat Abhiyan for the above mentioned 	<ul style="list-style-type: none"> ➤ To boost the Rural outreach and Field work program to raise awareness about the rural problems for the students and teachers. ➤ Creating 	√		

		cause.	<p>possibility for rural development internship.</p> <ul style="list-style-type: none"> ➤ Collaboration with national, and international NGOs to identify the key areas which is need to be developed in the neighborhood and promote sustainable development. ➤ To motivate the students for their active participation in the rural development program such as camps and workshop. 			
4	Professional Development and Employment	<ul style="list-style-type: none"> ➤ To establish network with local, national and international industries for training, workshop and job opportunities for students. 	<ul style="list-style-type: none"> ➤ To establish network with national and international industries for training, workshop and job opportunities for students. ➤ Faculty based consultation must be encouraged as this makes the faculty up to date with the present industrial practices. ➤ To boost the 	√		

			<p>quantity of consulting partnerships.</p> <ul style="list-style-type: none"> ➤ To organize awareness program and workshops for professional development. 			
5	Quality and Credibility	<ul style="list-style-type: none"> ➤ By using best practices, the institute should raise the caliber of its services. ➤ The quality and credibility of the institute can be assessed by its recognition by national accreditation bodies. ➤ Certification, accreditation and ranking will indeed help in the upgrading the brand value of the institution and make it more aspirational for the students. 	<ul style="list-style-type: none"> ➤ Quality assurance frame work must be adopted by such agencies in order to raise internal standards and enhance learning outcomes. 	√		

(G) Physical Enablers:

SR. No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10- Yrs)
1	Green/ Sustainable building	<ul style="list-style-type: none"> ➤ Involved in eco friendly environmental impact though energy and water management and sustainable landscaping practices 	<ul style="list-style-type: none"> ➤ Promote Sustainable Landscaping Practices ➤ Promote management of energy, water and waste 		√	

			<ul style="list-style-type: none"> ➤ Promote healthy indoor environmental quality ➤ Green Building Certification 			
2	Infrastructure to commute	<ul style="list-style-type: none"> ➤ Existence of designated signage, building sign and roadmaps ➤ Designated facilities and services for specially-abled 	<ul style="list-style-type: none"> ➤ Continuously monitor and maintenance the effectiveness of the commuting infrastructure ➤ Ensure the enhancement of the quantity of designated infrastructure and access for specially abled ➤ Promote Green Spaces and Landscaping for parking ➤ Encourage the usage of bicycle for commute to mitigate carbon emission 		√	
3	Administrative Block (Admission & Counseling Area)	<ul style="list-style-type: none"> ➤ Presence of designated administrative block for admission and counseling activities 	<ul style="list-style-type: none"> ➤ Expand departmental resources to enhance quality and service 	√		
4	Examination branch	<ul style="list-style-type: none"> ➤ Designated examination branch with strong room and security system 	<ul style="list-style-type: none"> ➤ Separate strong room for examination branch 			√
5	Parking	<ul style="list-style-type: none"> ➤ Separate parking spaces 	<ul style="list-style-type: none"> ➤ Expansion of 			

			parking space with shade ➤ Designated Parking space for female students			√
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(H) Digital Enablers:

SR, No.	Type of Parameter	Current Status Strategy/Plan	Strategy/Plan	Timeline to Fullfill		
				ST (2 - Yrs)	MT (5 - Yrs)	LT (10 - Yrs)
1	Internet Usage	➤ Wifi- facilities ➤ Broadband Connectivity Facilities	➤ To provide more high speed service ➤ To setup a sophisticated Computer and Communication Centre ➤ To set up Data Backup Hub			√
2	Website	➤ A well maintained website has been providing the necessary information	➤ Adding more components for fast delivering information as well as maintaining database. ➤ To develop facilities for web designing and maintenance			√
3	Social Media based promotion	➤ The College have student Corner in website	➤ The College and various departments will be Facebook pages, X handles etc		√	
4	Smart	➤ The College has been	➤ To install		√	

	Boards	using some boards.	such boards in each of the departments			
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FUTURE PLANS:

- To enrich the central library with the latest books & journals of all subjects.
- To train the staff with digital skills.
- To train the staff with basic English Language Skills.
- To train the teachers about proper documentations of their sanctioned research projects.
- To encourage students and staff about use of ICT.

Strategies Plan for institutional development based on SWOT analysis

- Building up on our strengths, introduce new courses to make education accessible to more students from rural/nearby areas and less privileged sections of the society.
- To enhance the quality of courses currently offered but making them more relevant, skill focused and responsive to the demands of the employment industry and to introduce Add on courses to Improve employability of the students.
- Establish new infrastructure & improve the existing infrastructure.
- To make teaching learning process more effective by adding more smart classrooms, MOOC Studio, Skills Lab, Blended learning - MOOCS & Digital recording Studio, ICT integrated teaching for faculty in innovative teaching methodology.
- Improve social responsibility and awareness in the students by pushing for more collaborative interaction between agencies working with a social concern.
- Plan for increasing revenue sources, maintenance of assets, pro environmental on mental initiatives, social / community engagement etc.,
- Improving communication with key stakeholders such as parents, alumni, local leaders, industries, etc.,
- Improving the faculty competency in terms of academic proficiency, communication skills, administrative capacity etc.,

Strategic Action Plan for below timeline:-

Developing Motivated and Energized Faculty Timeline Plan of Action (Activities) Short Term - 2 Years

- Orientation program for newly recruited teachers.
- Improving teaching-learning facilities.
- Deputing teachers for various faculty development/training programs.
- Organizing FDPs and training programs for teachers in the institution.
- Purchase of software for facilitating research
- Manual for teachers and Departments for facilitating academic work
- Motivating faculty for taking up consultancy assignments.

- Career Advancement Scheme (CAS) Guidance
Mid Term – 5 Years
- Freedom to design curriculum and pedagogical innovations
- Improving teaching-learning facilities.
Long Term – 10 Years
- Improving teaching-learning facilities.

Teaching, Learning and Education Technology Timeline Plan of Action (Activities)

Short Term - 2 Years

- Setting up recording studio for E-Content development.
- 10% e-content creation.
- 40% Smart classrooms.
- 10% Internship under teaching-learning
- Measuring attainment of CO, PO and PSO.
- Implementation of ERP in teaching, learning and evaluation.

Mid Term – 5 Years •

- Linkages and collaboration of educational institutes.
- 20% e-content creation.
- 60% Smart classroom.
- 20% Internship under teaching-learning
- Review of CO, PO and PSO and attainment.

Long Term – 10 Years

- Strengthening the collaboration of educational institutes.
- 40% e-content creation.
- 100% Smart Classroom
- 30% Internship under teaching-learning
- Measuring attainment of CO, PO and PSO.
- Review of CO, PO and PSO and attainment.

Research Development and Innovation Timeline Plan of Action (Activities)

Short Term - 2 Years

- Attracting research funds.
- 10 Research paper publications in UGC CARE list, Scopus/Web of Science.
- 30 book chapters.
- FDP for Faculty members on Emerging Research Areas.
- Awareness on various funding opportunities from the State and National Funding agencies.
- Promoting Collaborative / Interdisciplinary Research among faculty members.

Mid Term – 5 Years

- Attracting research funds.
- 20 Research paper publications in UGC CARE list, Scopus/Web of Science.
- FDP for faculty members on Emerging Research Areas (1 FDP/Teacher/Year)
- Linkages and collaborations with reputed Higher Educational Institutions for interdisciplinary research.
- Promoting Student/ Faculty exchange at State / National Level.
- Creating a central instrumentation facility.

Long Term – 10 Years

- Attracting research funds.
- 40 Research paper publications in UGC CARE list, Scopus/Web of Science.
- FDP for Faculty members on Emerging Research Areas (2 FDP/ Teacher/ year).

- Promoting Faculty and Student Exchange at National Level.
- Awareness on emerging research areas among students and Faculty

Industry-Academic Partnership Timeline Plan of Action (Activities)

Short Term - 2 Years

- Increase Field/Industry visits for students.
- Placing students in industry for internship.
- Interaction of students and faculty through invited talks by industry experts.

Mid Term – 5 Years

- On the job training through internship.
- Collaborative research in association with industry.
- To organise seminars, workshops in association with industry

Long Term – 10 Years

- Tapping CSR funds for funding research infrastructure in the institution.
- Acting as a bridge between Industry and society.
- Collaborative associations with the industry.

Alumni Engagement/ Activities plan Timeline Plan of Action (Activities)

Short Term - 2 Years

- 2-Yearly Program (Get together)
- Motivational Talks and alumni support for start-ups and incubation.
- Alumni assistance in training, student placement and infrastructural development.
- Social media presence of Alumni.
- Policy for compulsory life-time registration.
- Alumni feedback for curriculum development.

Mid Term – 5 Years

- Skill development/training workshops from any field by alumni.
- National Conference on Value of Education in the contemporary world.
- Alumni Sponsorship for non-academic contribution.
- Office for Alumni Association

Long Term – 10 Years

- To create a corpus fund for the welfare of students.

Basic Infrastructure Development plan Timeline Plan of Action (Activities)

Short Term - 2 Years

- Up gradation of smart classroom with interactive panels – 40%.
- Setting up recording studio.
- Upgrade computer systems in phased manner.
- Setting up digital library.
- Up gradation of Internet facility
- Energy consumption from renewable sources – 30%.

Mid Term – 5 Years

- Up gradation of sports infrastructure.
- Up gradation of smart classroom with interactive panels – 60%.
- Setting up Robotics Laboratory
- Procure advance research instruments
- Upgrade computer systems in phased manner.
- Energy consumption from renewable sources – 45%.
- Upgrade Laboratory instruments
- Up gradation of digital library.
- Increase in green coverage.

Long Term – 10 Years

- Construction of administrative block.

- Up gradation of smart classroom with interactive panels – 100%
- Upgrade computer systems in phased manner.
- Setting up of Central Instrumentation facility.
- Up gradation of digital library.
- Energy consumption from renewable sources – 60%.

Skill Development of Non-teaching Staff Timeline Plan of Action (Activities)

Short Term - 2 Years

- Training in Soft Skills, Personality Development, IT skills, Laboratory maintenance and Library maintenance.

Mid Term – 5 Years

- Regular skill development programs.

Long Term – 10 Years

- Regular skill development programs.

Goals for the next 5 years of our college:

- **Establishment of laboratory**
- **Develop the classroom with ICT.**
- **Achieving academic excellence.**
- **Formation studio for video lecture recording.**
- **More Placement target.**
- **Development of playground.**
- **Make Eco Friendly Campus**
- **Aware the students for competitive exam.**

Executive Summary

- To achieve the goals and objectives of the institution stated above, the institution has designed the action plan keeping in mind the implementation of National Education Policy 2020, which focuses on the multi-disciplinary approach and holistic development of the student.
- The institution aims to form a cluster with other institutions so that the student will get an opportunity to study the courses of his/her interest across various disciplines. The focus will be on multi-disciplinary and inter-disciplinary education in the areas of music, languages, architecture, art, and culture.
- Wide range of extra-curricular and co-curricular activities including sports and cultural activities are conducted for overall development of the students. Various cells and associations of the institution play a major role in organizing these activities.
- The institution plans to strengthen the Incubation Centre with an objective to help the students in developing innovative ideas translating to entrepreneurship.
- Various skill based add on certificate courses shall be conducted for enhancing the employability of the students. The college also plans to start a Skill Development Centre.
- Institutions plans to set up a recording studio for developing e-content. Further this facility will also be used for ODL and MOOCs.

- To enable an interactive teaching learning more efficiently, the college plans to achieve 100% smart classrooms, continuous upgradation of library and laboratory facilities.
- The institution shall continuously upgrade the physical infrastructure including sports facilities, cafeteria, etc. to facilitate the students for participating in various activities.
- Keeping in mind the aim of NEP2020 to improve the quality of research, the college proposes to upgrade the Research Centres with latest research software, e-data source and other instrumentation facilities to carry out research in emerging areas. Institution will plan various programs to motivate the faculty and students to undertake research.
- Institution will collaborate with international bodies to organise programs to improve research quality.
- Institution will provide support to faculty members to attend FDPs, Conferences, Seminars, and workshops to enhance the quality. Regular training programs will be organized for teaching staff focusing on new/revised curriculum development, teaching learning and outcome-based evaluation/assessment.
- Regular training programs will be held for the development of the non-teaching and support staff.
- The institution will strive to achieve 100% office communication using digital platforms.

CONCLUSION:

To conclude, the IDP is a vision plan of the institution which has been prepared by a team of IQAC of the Institution of our college. There were many review meetings before the final IDP took shape. If the college receives the budgeted funds from the concerned Central and State Government Bodies, we assure that the funds will be optimally utilized for the long term development of the institution so that our institution is the next decade becomes a Centre of excellence in Higher Education in Gujarat and as well as India.