CHHATTISGARH HIGHER EDUCATION PROGRAM FOR EXCELLENCE & EQUITY

INSTITUTIONAL DEVELOPMENT PLAN
(I D P)

== 2022 – 23 TO 2027-28 ==

GOVERNMENT G.N.A.P.G.COLLEGE, BHATAPARA (CG)

Submitted to

Department of Higher Education
Government of Chhattisgarh

== CONTENTS ==

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1. INTRODUCTION:

Govt. G. N. A. P. G. College Bhatapara, affiliated to Pt. Ravishankar Shukla University, Raipur (C.G.) was established in September, 1964. The college is included under section 2(f) & 12 (B) of the UGC Act 1956. The college has been accredited by NAAC in the second cycle with CGPA 1.92. It has its well-defined motive "Rural Youth Empowerment through Quality Education". The college is offering 03 UG, 08 PG, 01 research program and one diploma program PGDCA. At present 19 regular assistant professors are posted in the college and the remaining vacant posts are filled with guest faculties & faculties financed by Janbhagidari samiti. The college follows the syllabi prescribed by the Pandit Ravishankar Shukla University and follows academic delivery plan integrated with ICT enabled teaching-learning process. Regular internal evaluation is done in the form of class tests, unit tests, surprise tests, pre-university exams etc. Adequate emphasis is laid on co-curricular and extra-curricular activities. The college aims at enabling the students to accept new challenges by teaching them life skills. The college inculcates moral values in the students to nurture them as committed citizens of the nation. The College Development Committee is consisted of well educated, socially responsible and modest human beings who are strongly determined and dedicated to the cause of social welfare. The college encourages research initiatives and lateral thinking. There is also encouragement to entrepreneurial activities.

2. VISION & MISSION:

Vision: The vision of our college is to produce students, excelled in education, leaders in their chosen professions, valued members of their communities, and responsible citizens. The college aims at enhancing capacity, leadership and research thinking with social and ethical values.

Mission:

- To provide quality education to the students.
- To provide education based on moral values.
- To guide the students for their career orientation.
- To equip the students to cope with the latest requirements, through innovative techniques and practices.
- To modernize existing laboratories and teaching-learning infrastructure.
- To increase employability through soft skill training.
- To establish an incubation center.
- To promote research and development activities.
- To achieve autonomous college status.
- To start new PG programs.
- Increasing campus placement.
- Implementation of good governance through computerized automated tools.
- Implementation of eco-restoration and green practices in the college.

3. INSTITUTIONAL BASIC INFORMATION

3.1 Institutional Identity:

   • Name of the Institution: **Government G.N.A.P.G. College, Bhatapara (C.G.)**
   • Is the Institution approved by Regulatory body (UGC / Others)?:**Yes**, **By UGC**
   • 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 (Full time appointee / In-charge)	Dr. Vinod Sharma	7747011059	7747011059	*vinodsharma1658@gmail.com*
IDP Coordinator	Dr. Anita Sarin	9827154854	9827154854	**anitasarin24@gmail.com**
IQAC Coordinator	Prof. Jitendra Yadav	7987866436	7987866436	*jitendrayadavkodwa@gmail.com*
Nodal Officer				
Academic Activities	Prof. Jitendra Yadav	7987866436	7987866436	*jitendrayadavkodwa@gmail.com*
Civil Works including Environment Management	Dr. Vikas Gulhare Prof. Rekha Kashyap	9827883758 9425547891	9827883758 9425547891	vikasgulhare@yahoo.com.in rekhakashyap74110@gmail.com
Procurement	Prof. Rajan Tiwari	8871737111	8871737111	rajantiwari1234@gmail.com
Financial aspects	Prof. Ashok Verma	9907423707	9907423707	ashok13bilaspur@gmail.com
Equity Assurance Plan Implementation	Dr. Purnima Sahu Dr. Navneet Dwivedi	8839866173 7999014481	8839866173 7999014481	purnimasahu1959@gmail.com dwivedinavneet4@gmail.com
Career Counseling & Placement	Prof. Santosh Banjare	7580754796	7580754796	santoshbanjare.santosh@gmail.com
Extension Activities	Dr.Sashikiran kujur	9827917671	9827917671	sashikirankujur@gmail.com
Internal & External Assessment	Dr. Preeti Soni	9907176499	9907176499	preeti6419@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) Khasra No. and Plot No.	Additional are under possession (encroachment, if any)	Type of land	
01.	11.48	Diverted	PATWARIHALKA NO.7/24 KHASRA NO.=173,193,197,19819,15415,	NIL	Constructed area	Administrative building, RUSA building, Science building, Library building, Sports complex, Girls Hostel, Auditorium
02.	5.12	Agriculture land	PATWARIHALKANO.5/41KHASHRA NO.=668/1,60912, 630/1,632	NIL	Agriculture land	VILLAGE-PARSWANI
03.	4.78	Agriculture land	PATWARIHALKANO.11/40KHASHRA NO.=101	NIL	Agriculture land	VILLAGE-DHURABANDHAS
	Website - http://gnapgcollege.in/newsData/Report93.pdf					

- In case of integrated campus, is there a possibility for separation of –A and -B by making a boundary wall in existing campus (Yes)

3.3 Establishment details:

Sl. No.	Establishment Details (attach all required documents)	
1	Year of establishment	1964
2	Name of University to which Affiliated with affiliation no and period	Pt. Ravishankar Shukla University, Raipur (C.G.)
3	Latest year of Permanent Affiliation(Program / Course wise)	http://gnapgcollege.in/newsData/Report102.jpeg
4	Latest year of Temporary Affiliation(Program / Course wise)	
5	Latest year of Permanent Recognition(Program / Course wise)	
6	Latest year of Temporary Recognition(Program / Course wise)	
7	Recognition by UGC:2f&12B (No. & Date) CPE / others, if any (No. & Date) By others, if any (No. & Date)	**2f-** 17-06-1972 **12B-** 20-05-1985 http://gnapgcollege.in/newsData/Report101.pdf

3.4 NAAC Accreditation and UGC Autonomy –

➢ Whether Institution is accredited?   - **Yes**

➢ If yes,

Cycle	Grade	CGPA	Month &Year	Validity	Recommendations
2nd	C	1.92	March 2022	5 April 2022 to 4 April 2027	please see enclosed Link- http://gnapgcollege.in/newsData/Report94.pdf

Enclose the Certificate issued by NAAC and Recommendation by Peer Team
Link of Certificate- http://gnapgcollege.in/newsData/Report73.pdf
Link of Recommendations- http://gnapgcollege.in/newsData/Report94.pdf

➢ Has the College been granted UGC autonomy?- **No**

Ifyes,   By Order Number- **NA** Dated- **NA**

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

➢ Has the College been constituted GB and /or JBS: Yes / No

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 01.07.2021 to 30.06.2022)	Date of last meeting
GB	-	-	-	-	-
JBS	16/07/1997	14	As per Govt. Rules WEBLINK http://gnapgcollege.in/newsData/Report99.jpeg	**05**	**17.01.2023**

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	03	1964	465	**465**
2	B.sc.	UG	03	1982	340	**340**
3	B.com.	UG	03	1975	285	**285**
4	PGDCA	DIPLOMA	01	2012	85	**85**
5.	M.A. Hindi	PG	02	1964	50	**50**
6.	M.A. English	PG	2	1964	30	**30**
7.	M.A. Political Science	PG	2	1964	75	**75**
8.	M.A. Economics	PG	2	1964	50	**50**
9	M.A. Sociology	PG	2	2017	25	**25**
10.	M. Sc. Mathematics	PG	2	2012	50	**50**
11.	M. Sc. Chemistry	PG	2	2010	75	**75**
12.	M.com	PG	2	1975	50	**50**

- 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
1	PGDCA	DIPLOMA	01	2012	85	**85**

3.7 Faculties' Status against sanctioned posts (Regular/ Guest Faculty as on – 31-01-2023)

Faculty Rank	No. of Sanctioned Regular Posts	Present Status: Number in position by Highest Qualification															Total Number of regular faculty 3+5+7+9+11+13+15+17	Total Vacancies (2-19)	Total Number of Guest faculty (4+6+8+10+12+14+16+18)
		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			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18			
Professor	08	0	2	0	0	0	1		0	0	3	0	2	0	0	0	0	0	08	08
Professor Promoted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asst. Professor	27	5	1	3	-	-	0	-	-	4	2	3	5	4	-	-	-	19	27	08

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

JBS-

Subject	Program	No. of Faculties	Qualification	Year of Starting
HINDI	B.A./M.A.	01	M.A. SET	1982
ENGLISH	B.A./M.A.	01	M.A.	2014
CHEMISTRY	B.SC/ M.SC	01	MSC	2008
SOCIOLOGY	B.A./M.A.	01	M.A.	2016

SFS-

Subject	Program	No. of Faculties	Qualification	Year of Starting
PGDCA	DIPLOMA	01	B.ED/ M.SC COMPUTER SCIENCE/ MSW	2012

3.8 Students' Profile:

Sl. No.	Faculty	Program	Discipline	Duration	Year of starting	Seat Sanctioned	Enrolled
01.	Arts	B.A.	Arts	03 Years	1964	465	465
02.	Science	B.Sc.(Biology)	Science	03 Years	1982	230	230
03.	Science	B.Sc. (Maths)	Science	03 Years	1982	130	78
04.	Science	B.Sc.(Biotech)	Science	03 Years	2016	30	30
05.	Commerce	B. Com	Commerce	03 Years	1964	260	256

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.	465	66	128	255	3	13	**465**	44	119	237	0	10	**410**	56	125	233	0	16	**430**	1305
B.SC(Bio+Maths+Biotech)	340	25	93	201	0	17	**336**	38	105	200	0	31	**374**	25	75	171	0	16	**287**	997
B.COM	260	11	46	129	2	68	**256**	11	32	126	0	72	**241**	03	33	109	0	63	**208**	705
Total		102	267	585	5	98	1057	93	256	563	0	113	1025	84	233	513	0	95	925	3007

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	50	15	14	18	01	02	50	05	14	25	0	01	45	95
M.A.POLITICAL SCIENCE	75	15	29	31	0	00	75	03	23	22	1	04	53	128
M.A. ECONOMICS	50	06	12	27	0	05	50	02	08	15	1	01	27	77
M.A. SOCIOLOGY	25	02	08	13	0	02	25	01	06	09	0	-	16	41
M.A. ENGLISH	30	02	11	16	0	01	30	01	09	09	1	02	22	52
M.COM	50	-	14	20	0	16	50	01	08	25	0	11	45	95
M.SC CHEMISTRY	75	05	30	37	0	04	74	03	15	50	0	04	72	146
M.SC MATHS	50	01	13	24	0	04	42	01	03	17	0	01	22	64
PGDCA	85	19	18	43	0	05	85	0	0	0	0	0	0	85
Total		25	149	229	1	39	481	17	86	172	3	18	302	783

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

3.8.2   Pass out Students (During last five year):

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.	465	463	468	465	463	426	135	281	328	287	426	118	261	321	288	417	108	229	213	288	415
B.Sc.	340	211	209	210	209	260	55	95	98	96	173	126	166	174	217	288	116	125	99	217	287
B.Com.	260	313	307	308	289	401	144	173	186	218	289	55	64	94	95	170	46	45	71	94	170
M.A. Hindi	50	26	35	50	40	51	24	24	29	47	40	24	23	28	46	40	24	21	25	46	34
M.A. Pol.Sc.	75	29	26	49	50	62	09	28	20	42	50	9	26	20	40	47	8	25	18	40	38
M.A. Sociology	25	10	06	19	11	17	11	08	04	12	11	10	8	4	12	10	7	6	4	12	10
M.A. English	30	13	27	30	26	34	06	10	18	26	26	17	27	18	19	20	1	3	9	19	19
M.A. Economics	50	30	31	30	21	30	20	28	21	19	21	6	10	25	26	24	4	8	25	26	22
M.Sc. Maths	50	38	36	35	24	29	26	34	31	30	24	26	34	30	29	23	26	27	16	29	23
M.Sc. Chemistry	75	40	50	52	50	79	38	37	41	47	50	37	34	40	45	49	24	22	43	45	43
M.Com.	50	19	39	42	39	50	21	16	28	35	39	20	15	27	33	31	20	15	23	33	31
PGDCA	85	64	62	62	40	85	64	62	62	40	85	64	61	59	41	83	57	52	55	41	78

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

3.8.3   Placement and Progression(During last five year):

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	0	0	0	0	0	**0**	0	0	0	0	0	0	**0**
2	State Govt. Services	1	2	1	3	4	**11**	5	2	6	2	11	26	**37**
3	Indian Govt. Services	2	3	0	0	0	**5**	0	0	0	0	0	0	**5**
4	Any Other Services	30	34	43	13	32	**152**	35	31	61	15	15	157	**309**
5	Self Employment	15	21	16	11	12	**75**	17	21	32	11	15	96	**171**
6	Placed to Higher Education	269	312	369	301	437	**1688**	0	0	0	01	01	0	**1690**
	TOTAL	**317**	**372**	**429**	**328**	**485**	**1931**	**57**	**54**	**99**	**29**	**42**	**281**	**2212**

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

Web link- http://gnapgcollege.in/newsData/Report106.pdf

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

Sl. No.	Activities Details		Undergraduate			Postgraduate		Others	REMARK	Total
			1ˢᵗyr	2ⁿᵈyr	3ʳᵈYr	1ˢᵗyr	2ⁿᵈyr	Program		
1	What are the different social outreach programs students are involved with (NSS, NCC, YRC, etc.)		First Aid Training, Aids Awareness Programme, Cleanliness Drive, Covid-19 Vaccination programme, Plantation, Girls Empowerment programme, Webinar on 'Holistic Health', Plastic-free Campaign, Human Rights Day, Tying radium on the necks of cows for road safety, Voters Awareness Programme under SVEEP etc.						NSS Weblink: http://gnapgcollege.in/Facilities.aspx?pname=NSS.. YRC Weblink: http://gnapgcollege.in/Facilities.aspx?pname=Redcross	About 15 programmes were organized by NSS and Youth Red Cross Committee.
2	No. of students involved in each program:	NSS	118	39	40	11	Nil	3		210
		NCC	NA	NA	NA	NA	NA	NA		
		YRC	28	19	13	10	05			75
3	How many Boys student participated in Sports	Univ. level	04	01	05	03	01			14
		State level	12	03	09	05	03			32
		National	04	01	05	03	01			14
4	How many Girls student participated in Sports	Univ. level	03	02	06					11
		State level	07	05	09					21
		National	03	02	06					11
5	How many Girls student participated in Self-defense program offered by the college?		23	21	19	10	08	NIL		91

> **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)*

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	2389	2707	2735	2948	3586
2	Total women students in all programs all years of study in the year	1398	1628	1691	1808	2331
3	Total SC students in all programs and all years of study in the year	85	484	543	604	912
4	Total ST students in all programs and all years of study in the year	24	199	207	219	325
5	Total OBC students in all programs and all years of study in the year	254	1295	1217	1345	1996
6	Number of fully functional computers available for students in the year	84	84	84	104	104
7	Total number of Text books and Reference books available in library for UG and PG students in the year	40295	41250	41398	41789	44031
8	Student-teacher ratio	64.5	73.1	73.9	79.6	102.45
9	% of UG students placed through campus interviews in the year	Nil	Nil	Nil	Nil	Nil
10	% of PG students placed through campus interviews in the year	Nil	Nil	Nil	Nil	Nil
11	% of high quality undergraduates (>75% marks) passed out in the year	0%	7.29%	0%	23%	7.9%

12	% of high quality postgraduates (>75% marks) passed out in the year	0%	0%	0%	6.2%	41.37%
13	Number of research publications in Indian refereed journals in the year	04	01	Nil	01	01
14	Number of patents obtained in the year	Nil	Nil	Nil	Nil	Nil
15	Number of research publications in International refereed journals in the year	01	03	Nil	01	07
16	Number of patents filed in the year	Nil	Nil	Nil	Nil	Nil
17	Number of sponsored research projects completed in the year	Nil	Nil	Nil	Nil	Nil
18	The transition rate of students in percentage from 1st year to 2nd year in the year					
	(i) All Students	65.26 %	68.80%	58.90%	86.05%	75.90%
	(ii) SC	60.73%	67.28%	51.78%	76.19%	70.70%
	(iii) ST	37.5%	65.3%	51.00%	79.3%	67.5%
	(iv) OBC	72.8%	68.00%	63.93%	83.02%	78.68%
19	IRG from students' fee and other charges in the year (Rs. in lakh)	20.36	22.24	21.95	21.11	30.04
20	IRG from externally funded R&D projects, consultancies in the year(Rs. in lakh)	Nil	Nil	Nil	Nil	Nil
21	Total IRG in the year (Rs. in lakh)	20.36	22.24	21.95	21.11	30.04
22	Total annual recurring expenditure of the institution in the year (Rs. in lakh)	2.7	13.15	5.77	2.02	104.57

3.10 Infrastructure:

3.10.1 Laboratory(Provide concern supporting documents /link of website)–

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.			10		12	2	81	1	1		104
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	502							1	502
		Chemistry	2	40	1	45					3	85
		Botany	01	75							01	75
		Zoology	01	161	-	-	-	-	-	-	01	161
		Biotechnology	01	21								21
		Geography	01	301	-	-	-	-	-	-	01	301
		Others(Home Science)	01	25							01	25
	web link- http://gnapgcollege.in/newsData/Report105.pdf											

> *Mention other relevant information, if any -*

3.10.2 Library (Provide concern supporting documents /link of website)–

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.)	30535	13086	410	Nil	44031
2	a) Is the library accessible differently able students? b) If yes, describe the facilities provided	NO				
3	Reading Room facilities (Details)	Seating arrangement for about 50 students in the library				
4	ICT /INFLIBNET/ Other facility (Details)	Yes. More than 500 students have active registration in the INFLIBNET.				

> *Mentioned other relevant information, if any –*

3.10.3 Class room –

[Provide concern supporting/image documents /link of website] -
http://gnapgcollege.in/Facilities.aspx?pname=Infrastructure

Particulars	UG			PG			Total	
	Number	Capacity	Facility	Number	Capacity	Facility	No.	Cpt.
Gen. Class	33	7.1X12sqrm (50 seat)	Furniture and White Board	15	50 Seat	Furniture and White Board	48	
ICT Facility	1	50 seat	LCD Projecter & smartboard	4	7.1X12sqrm (50 Seat)	LCD Projecter & smartboard	4	426sq rm
Smart class	02	7.1X12sqrm (50 seat)	LCD,Electronic podium,mic and sound system smart board		50 Seat	LCD,Electronic podium, mic and sound system smart board	2	

3.10.4 Hostel -

Sl. No.	Parameters	Specify details	
		Boys'	Girls'
1	Does the college/Institute have Student Hostel (Yes / No)	NA	Yes
2	If Yes, Number of Hostels (Boys / Girls')	NA	01
3	Hostel-wise Intake Capacity	NA	In the present session, hostel is not running as the post of hostel warden was vacant at the beginning of session and warden quarter is not available.
4	Hostel-wise Present students strength	NA	Nil
5	Facilities (Common room, Food, Games & Sports, Reading room etc.	NA	Yes- Common Room, Reading Room, Sports etc.
6	Hostel accommodation fees per month	NA	-
7	Hostel mess fees per month	NA	-
8	Mess management(fully by students/fully by college admin/both)	NA	-
9	Are the hostels accessible to differently able students?	NA	Ramp at the entrance gate.
10	No of toilets in Hostel	NA	12
11	No of urinals in Hostel	NA	12
12	No of bathrooms in Hostel	NA	11
13	No. of drinking water facility in Hostel	NA	01Unit (RO+Water Cooler)
14	Furniture provided to students(cot/table/bookshelf)	NA	Tables, Chairs
15	Electricity connection available(Y/N)	NA	Yes
16	Fire Extinguisher: Y/N	NA	Yes
17	First aid box available: Y/N	NA	Yes

3.10.5 Sports / Games & Gym –

Sl. No.	Particulars	Facilities Details
1	Sports/ Games	Facility for indoor and outdoor games and sports. Indoor games- Badminton, Table tennis, Chess, Ludo, Taekwondo, Wrestling Etc. There is the facility for outdoor games and sports including Cricket, Volley-ball, Kho-kho, Netball, Basketball, Hockey, Kabaddi, Handball
2	Gym	Room No. 36 stage-16 Weblink- http://gnapgcollege.in/Facility/20_8.49.08%20AM.jpeg

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

Sl. No.	Particulars	Facilities Details
1	Auditorium	Capacity of 450 seats
2	Girls common room	2 girls common rooms available
3	Vehicle stand	Available (capacity 300 bikes/vehicles/bicycles) Weblink- http://gnapgcollege.in/Facility/24_8.jpeg
4	Canteen	Snacks, fruits, and reprography facilities are available Weblink- http://gnapgcollege.in/Facility/26_8.02.06%20PM.jpeg

3.11 Research and Development –

Sl. No.	Particulars		Y-5	Y-4	Y-3	Y-2	Y-1	Additional Information
1	Has the College conducted Research work? (Yes/No)		Yes	Yes	Yes	Yes	Yes	Paper publication, paper presentations in national/ international seminars and conferences, organizing seminars, workshops, quiz etc.
	If yes, how many faculties are involved in Research work		12	11	10	13	13	
2	Has the College conducted Ph.D. program? (Yes/No)		Yes	Yes	Yes	Yes	Yes	
	If yes,	No. of department involved in research activity?	08	08	08	08	08	
		No. of department recognized Research centre?	01	01	01	01	01	
		No. of faculties recognized Supervisor?	01	01	02	02	01	
		No. of students enrolled in Ph. D. Program?	02	01	0	0	0	
		No. of students awarded Ph. D. degree?	01	01	0	0	0	
3	Seminar/Conference/workshop Organized (citing the funding agency)	Regional	Nil	Nil	Nil	Nil	04 Webinars	
		National	Nil	01 workshop	Nil	Nil	01 National Webinar	
		International	Nil	Nil	Nil	Nil	Nil	
4	Faculties participated in Seminar /Conf.	Regional	Nil	Nil	Nil	Nil	Nil	
		National	10	05	20	70	05	
		International	04	05	03	20	18	

During last five years (Y-5, Y-4, Y-3, Y-2, Y-1)

5	Faculties presented paper in Semi. / Conf.	Regional	Nil	Nil	Nil	Nil	Nil
		National	06	04	03	01	01
		International	04	04	09	01	Nil
6	Resource lectures by faculties in Seminar / Conferences	Nil	Nil	Nil	Nil	Nil	Nil
		Nil	Nil	01	01	01	Nil
		Nil	Nil	Nil	Nil	Ni l	Nil
7	Publications of Research article sin Peer Review Journals	Regional	Nil	Nil	Nil	Nil	Nil
		National	01	02	02	01	01
		International	03	Nil	Nil	03	01
8	Publications of Research articles in Proceedings	Regional	Nil	Nil	Nil	Nil	Nil
		National	06	04	03	01	01
		International	04	04	09	01	Nil
9	Research project Conducted / completed	Conducted	Nil	Nil	Nil	Nil	Nil
		Completed	Nil	Nil	Nil	Nil	Nil
10	Publications of Books / Chapters		2	1	02	1	02

3.12 Financial Report: (In Lakh)

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	UGC		36.00	00.00	00.00	00.00	00.00	36.00	Utilization certificate weblink: http://gnapgcollege.in/newsData/Report104.pdf
2	RUSA	BUILDING, LAB -EQ	93.50	00.00	00.00	00.00	00.00	93.5	
3	STATE		435.55	00.00	00.00	00.00	28.01	463.56	
	Total		505.05	0.0	0.0	0.0	28.01	533.06	

➢ **Mentioned other relevant information, if any** –
➢ **Provide concerned supporting documents/ photographs /link of websit**e

4. INSTITUTIONAL DEVELOPMENT PLAN (IDP):

4.1 Executive Summary:

Govt. G .N .A. P. G. College Bhatapara (C.G.) is a renowned Postgraduate college in the city of Bhatapara. Established in 1964, Government G.N.A. P.G. College introduces to students great works of literature, philosophy, history, science, and arts. The college offers an unmatched educational experience with access to distinguished faculty and unlimited opportunities for intellectual growth and exploration. The college has periodically examined its mission, programs, and curriculum. The college plan articulates the College's priorities and objectives for the next several years, focusing on the state of the College today and future opportunities to enhance our students' experiences in an ever-changing world. This is forward thinking work, a roadmap for ourselves about how to be nimbler and more efficient. The college committee has identified recommendations among the broad themes of adaptability, essential skills, lifelong learning and partnerships. While meant to be a guide, it is an expectation that the college system considers the recommendations seriously.

The institution is governed by Higher Education Department of Chhattisgarh, and for Administration, Principal takes care of the institution for its development and welfare. The institution started with a strength of few Students and at present it is running successfully with the strength of 3790 students. The college runs various programmes like under graduation in Science, Arts & Commerce streams and 08 PG programs and PGDCA programme.

The college follows the syllabi prescribed by the University and follows an academic delivery plan integrated with ICT enabled teaching-learning process. Adequate emphasis is laid on co-curricular and extra-curricular activities. The College Development Committee consists of well-educated, socially responsible Professors, who are strongly determined and dedicated to the cause of social welfare through quality education. The students of the college have due freedom coupled with responsibility and discipline. The college encourages research initiatives and lateral thinking. The development plan for our institution is increasing day by day.

4.2 Need Assessment:

SN.	Particulars	Assessment Inputs
1	**Curriculum Excellence**	As the college is affiliated to Ravishankar Shukla University Raipur (C.G.), the college follows curriculum provided by the university. The curriculum is carried out according to the university properly by concerning faculties. At the commencement of the academic year, the college prepares the academic calendar. The unit test, class test, pre-university examinations are conducted to evaluate the learning of students. Most of the professors are members of Board of Studies in the university and Central Board of Study. Every week ICT classes are taken by teachers to make delivery of the curriculum attractive to students. Interactive teaching is promoted through students' participation in group discussions, quizzes, seminars and presentations. Special lectures of invited guests are arranged to intensify students' learning experience,
2	**Pedagogical Excellence**	The college promotes research-based instructional strategies and classroom techniques that improve student performance and learning. The strategies and techniques to implement active learning in various classroom include the following– 1. Models an interaction with the subject, demonstrates an approach to an issue, or shows example solutions to problems, 2. Provides opportunities for guided practice, often assigning small group work in class with an emphasis on constructive feedback. 3. One of the primary purposes of discussion-based learning is to facilitate students' meaningful transition into the extended conversation. 4. Learning in groups is common practice across all levels of education. 5. Compliance of the curriculum is verified by the Principal by monitoring the daily diary of teachers every month. The weaker students are recognized and taught in the extra classes through offline and online mode.

3	Academic Administration	The college adheres to the academic calendar provided by the university and accordingly the academic calendar is prepared for the college. The academic calendar includes timely submission of admission forms, admission procedures. The conduction of classes, internal exams and assessment are done for semester and yearly classes. After that the internal marks are entered online on the university portal by subject teachers. All other co-curricular activities are scheduled according to the academic calendar as the celebration of sports day, sports function, N.S.S. activities, Red Cross activities and annual day celebration. It is uploaded on college website and also displayed on notice board. The academic calendar includes teaching learning schedules, various events to be organized, tentative dates for internal exams and evaluation. The schedule of practical exams, viva voce and theory examination is fixed by the university and is displayed on notice board and website for the students. The pre-university exams are also organized before the annual examination so that the students would get better prepared for their final examinations. Regular staff council meetings, meetings of various committees and their follow up are conducted by the Principal to monitor the implementation of curriculum and overall progress of the college.
4	Examination Reforms	The efficient and smooth conduct of examinations and timely declaration of the results can be ensured with the cooperation of all the staff including teaching, non-teaching and administrative staff of the college. Invigilators are directed to abide by the rules which are as follows: 1. Carrying mobile phones or any reading material to the examination hall by the invigilator is strictly prohibited. The invigilators are directed to be vigilant and take frequent rounds in the exam hall. 2. Invigilators are directed to make announcement in the examination hall that the use of electronic devices by the students shall not be permitted in the examination hall. 3. The invigilators are directed to be tactful while dealing with complex situations and not to disturb the tranquility in the exam hall. 4. The invigilators are directed to inform the Examination Controller about any conflicts of interest during examination duty. The internal examinations are also conducted for practical courses and theory, for which committee is framed. The committee looks after question paper preparation, exam conduction and evaluation.
5.	Infrastructural Development & Maintenance	Adequate facilities are available in the college having a significant role in making the teaching – learning very effective and long lasting. The classes of Arts, Science and Commerce

		streams are running in the separate buildings of the college campus. The college has the facilities of Gym, Sport hall, Open stage, Auditorium etc. College campus in surrounded with boundary wall and is safe. The college has beautiful Garden and Lawns. The college is having 48 classrooms having the facilities of green board and smart board. With the increasing number of students every year, requirement of such facilities is also increasing. The college is having 10 labs for the practical classes in Physics, Chemistry, Botany, Zoology, Biotechnology, Home science, and Geography. The college is having fully fledged computer lab for PGDCA, having 78 computers. The college is having conference hall with the capacity of 60 seats. In the academic and administrative meetings are held in this conference hall. Two classrooms are smart classes equipped with digital board. Our college has infrastructure capacity of 1500 students for scheduling the examination and 500 for competitive exams.
6	**Collaboration/Partnering with Knowledge and skills hubs**	1.What steps have been taken by the institution to enrich the intellectual Capitals- **-Guest lectures, visitor Professor schemes are initiated from directorate of HE** 2.What type of institutional/departmental collaborations the institution has with others? **-Yes we have 3 MoU's and 1 collaboration**. 4.Does the institution have Faculty Exchange Programme (National)? **-Yes**
7	**Manpower Management**	1 Does the institute have adequate and skilled manpower (both teaching and nonteaching) **-Yes** 2 Does the institute have a grievance redressal mechanism? Do they represent all the stakeholders? Specify. a. For Staff b. For Students **-Yes** 3 What type of staff engagement practices (academic, behavioral &organizational) are followed in the institute? a. Regular training b. Counseling on Performance c. Any other. Please specify – **-College has building committee to take care of all maintenance related issues. The committee works according to the govt. norms and follows the rules set by government.**

8	Stakeholders Involvement	1.Does the institute have any mechanism of participatory management in academic, administrative and financial affairs by involving teachers and staff? -**Yes, Participatory management is practiced with the coordination of Jan Bhagidari Samiti.** 2.Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Parents? **Yes, we have programs in our institution for enhancing participatory management in academic, administrative and financial affairs by involving parents.** 3 Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Alumni? **Yes, we have programs in our institution for enhancing participatory management in academic, administrative and financial affairs by involving alumni.** 4 Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Students? **The institute involves staff & students for enhancing participatory management in academic affairs.** 5 Does the institute have any plan for enhancing participatory management in academic, administrative and financial affairs by involving local authorities? **Yes, Janbharigidari Samiti and stake holders are involved.**

9	Legal Compliances	Our college has RTI Committee and Legal Literacy Club to deal with the legal compliances.
		1.How the institute deals with legal issues?
		The institute consists of various committees so that the legal issues can be sorted.
		2. Does the institute have any designated officer to deal with legal issues?
		Committee deals with the legal issues.
		    2. Whether the institution is having the following: a. Equal Opportunity Cell b. Anti-sexual Harassment Cell c. Anti-ragging Cell d. Disciplinary Committee e. Any other,
		    The institution is having Equal Opportunity Cell, Anti-sexual Harassment Cell, Anti-ragging Cell and Disciplinary Committee
		 5. Does the institute manage RTI and Intellectual Property Right?
		Yes
		6. Has the institute made mandatory disclosures? If yes, how does it display? a. In website b. At college notice board c. Any other
		Web Site, Notice Board

10	Creating institutional Brand image	What steps taken by the institute for building brand image? 1.We believe in providing Quality Education. **The NSS, YRC and various activities of clubs (Red Ribbon club, ECO club) & Extracurricular activities the institute makes our brand image. Teaching based on ICT is done to make the teaching-learning process more effective.** 2 Has the institute adopted any innovative practices to build the institutional brand image? **Yes, various innovative practices are performed by the institution.** 3 Does the institute have any center of excellence? **We have received green championship award for cleanliness and greenery in our campus.** 4. What steps are adopted for promoting the institute as Centre of Excellence? **Academic excellence is maintained by counseling of students regularly.** 5 Whether multi-disciplinary approach is followed to build and nurture effective brand image? **Yes**
11	**Research& Development**	1 What are the research initiatives taken by the institute? **Professors are involved in research individually.** 2 Has the institute identified the thrust areas for research work in the institution? If yes, Please mention the areas. **Yes, Environmental Chemistry, Organic Chemistry.** 3 How does the institute facilitate the project funding, from sources like: (UGC/AICTE/ICSSR/CSIR/DBT/DST etc.) **The institute facilitates the project funding from UGC.** 4. Has the institute worked on student research project? **Yes, the PG students of various disciplines make research projects as a part of their syllabus.** 5 Has the institute measured the growth in research and development through participation and contributions in International/ National Conferences, Seminars, Symposiums, Workshops, and initiation of academic exchange programs? If yes, give details. **Yes, the faculties participate in National/international Seminar/conferences, Workshops and training program. They present their research papers. Some faculty members have also been the resource persons and chairpersons of webinars.** 7 What type of facilities and incentives are provided to faculty members to manage the research work after getting the funding? **Basic infrastructure is provided. Permission for attending orientation, refresher courses, Short term courses, Training, seminar & workshops is granted to faculties.**

12	Social outreach programs	1 What are social outreach activities the institute is involved with? Provide details.
		The institute is having NSS, Red Ribbon, ECO club & Youth Red Cross which conduct social outreach activities.
		2 Is there any community/peripheral development program organized by the institution? If yes, mention details.
		NSS Camp, slum visit, cloth donation in slums, visit to slums are organized by the institution. One village namely *Surkhi* had been adopted by the NSS units.
		3 Do the students participate in sports activities (State/National/International)? Provide details.
		Yes, the students participate in sports activities. The students have won many laurels in sports.
		4 Do the students involve with organizations like NSS /Red Cross?
		Yes
		5 Are the students given training on self-defense, Yoga & Meditation to augment their physical and mental fitness?
		Yes, The training program of self-defense and Yoga are organized.
13	Monitoring and evaluation	1 Does the present administration, academic and financial system need monitoring and development for flawless implementation?
		-**It is already implemented by Directorate of Higher Education.**
		2 Does the institute have IQAC cell? If yes, State the major functions of the cell.
		-**Yes, IQAC Cell monitors the overall activities regarding the performance of the committees and the students and teachers feedback**.
		3 Give number of meetings held by IQAC for last 3 years.
		-**12 Meetings.**
		4 Does the institution conduct the following:
		a. Academic Audit b. Energy Audit c. Green Audit d. Financial Audit e. Administrative Audit
		-**Yes, a. Academic Audit b. Energy Audit c. Green Audit(per session)**
		d. Financial Audit e. Administrative Audit
		(frequently)
		5 Mention the audits last done:
		2020-21
		6 What type of decision mechanism is adopted by the institute(Centralized/Decentralized)
		Decentralized
		7 Does the present system have clarity of control mechanism of the system?
		Yes

14	Effective institutional governance	For effective Institutional governance we use E-Kosh. 1 How record keeping and data management is done in the institution? **By admission Committee, Scholarship Committee, Fee Section.** 2 What type of library management system is there in the institution? **E-library system is in this institute. It is through N- list (inflibnet).** 3 What type of financial management and accounting system is followed in the institute? **There is a governance lead procedure for finance and accounting**. 4 Does the institute have its own active website? **Yes- www.gnapgcollege.in**
15	**Employment / Placement**	1 What are the most important industries in the geographical area of the institute? **Shree Cement Ltd. Co., Ambuja Cement, Ultratech Cement and Century Cement.** 2 Which industries employ the most college graduates? **Shree Cement Ltd. Co.** 3 Which industries provide the best jobs? **Shree Cement Ltd. Co.** 4 Give similar details with respect to self employment (agriculture/manufacturing/services sectors) a. Currently, what jobs are most available in the area? b. What skills do these jobs require? c. Please give similar details with respect to self-employment (agriculture/manufacturing/services sectors) **a. marketing. b. Communication skills & customer handling. c. Personal Business** 5 a. What jobs are seeing growth in the area? b. What will be the jobs of the future? c. Please give similar details with respect to self-employment (agriculture/manufacturing/services sectors) **a marketing b. Finance & Banking & Online marketing. c. Senior and Junior Chemist** 6 a. What specific skills or attributes are local employers seeking in their employees? b. What skills do they need, but do not get in local hire? c. For self-employment, besides skills, what are the other constraints that youth may face? d. What kind of support do they need? **a. Subject knowledge & human behaviour. b. Lack of command on English Language. c. Financial problem. d. Financial support.**
16	**Supporting Students from Disadvantaged Backgrounds**	1 a. What academic programs are female students currently enrolling in? b. What academic programs are seeing growth in female enrolment? **a. In all programs especially in B.A. & B.Com, the number of**

		female students is more than the male students. b. B.Com(Computer), M.Com., B.A. & M.A (English Literature, Political Science, Economics, Hindi Literature, Sociology) B.Sc. & M.Sc. (Chemistry and Maths) & PGDCA.
		2 What are the employment outcomes for female students after passing out of the institution?
		They get job in schools. They work in some beauty parlors. Some girls also have their own beauty parlors. They have their sewing center.
		3 What is the academic/skill training support that female students may need for improving employability?
		Creative writing skills & Communication Skills in English, Computer and technical skills are needed for improving employability.
		4 a. What academic programs are Scheduled Caste/Tribe students currently enrolling in? b. What academic programs are seeing growth in Scheduled Caste/Tribe enrolment?
		a. B.A & B.COM b. B.Com(Computer), M.Com., B.A. & M.A (English Literature, Political Science, Economics, Hindi Literature, Sociology) B.Sc. & M.Sc. (Chemistry and Maths) & PGDCA.
		5 What are the employment outcomes for Scheduled Caste/Tribe after passing out of the institution?
		Data not available.
		6 What academic programs are differently-abled students currently enrolling in? What academic programs are differently-abled students seeing growth in enrolment?
		a. B.A & B.COM b. B.Com (Computer) c. B.Sc. , MSc. (Chemistry and Maths) & M.A (English Literature, Sociology, Economics, Political Science and Hindi Literature)
		8 What is the academic/skill training support that differently-abled students may need for improving employability?
		Language skills & Computer skills.

4.3 SWOC Analysis:

In terms of SWOC analysis of the college, the head of the institution monitors each and every work related to administration, academic and development of the institute, teaching & non-teaching staff, students. The Internal Quality Assurance Cell of our college makes efforts to conduct a detailed analysis of its internal strengths and weaknesses as well as its external opportunities and challenges. The SWOC Analysis invites the attention of the institution for reshaping the planning processes in the college. As a first step of the analysis, key reports and other data of the institution was identified and reviewed. Such reports and data include student satisfaction surveys, feedback from other stakeholders, reports of the college plan etc. As a result of the review of these documents, the colleges strengths, weaknesses, opportunities and challenges began to surface. The analysis reveals the current state of affairs, while highlighting areas in which our college is strong as well as those that require further quality improvement.

Teamwork and Stakeholder Participation

Teamwork and stakeholder participation is essential throughout the planning and implementation process, and a communication strategy is needed to inform and engage the community. Involvement of people directly affected by planning proposals should begin in the initial planning stages committees and development forums representing community organizations and stakeholders with specific interests such as the business sector, landowners and service providers should be included. Information meetings and hearings in the early stages of the process serve to:

• present the intention to prepare a spatial plan
• Share the vision, development principles and goals

Core committee –	❖ Sub committees –
• IQAC committee • Academic Committee • Administration committee	All over Development and Progress through committees. • Stakeholders participation -Student Council, IQAC, alumni association, parent-teacher committee, Academic-audit committee, Cultural committee, Disaster Management Committee

• hear student needs, aspirations and priorities.
Our college also has various committees onto which few stakeholders' participation and involvement is seen.

Analytic Framework –

SWOC Analysis Summary-

Strength :	Weaknesses:
• The college is accredited by NAAC. • Our strength lies in our student-teacher relation which enables us to give individual attention to each and every student. • Disciplined and dedicated students have the potential to take up challenges and achieve them. • The institution has experienced and efficient faculty who can give their best in response to the merging needs. • The institution is located in an ideal place, away from the din and bustle of the city life. • The institution is fully government Aided College with Hos. Facility in all Streams. • Majority of the students belong to ST/SC and economically backward communities. • The institution is a pioneer in extension and outreach activities through the NSS, YRC wings and the Eco Club.	• As the institution is a rural & tribal based college, most of the students have phobia for English. • The poor socio-economic condition of the students prevents them from taking up any challenges in life. • The institution suffers from inadequate Staff which prevents it from taking up any new academic initiatives. • The poor infrastructure of the institution is inadequate to meet the increasing needs of the students. • There are less placement opportunities at the institutional level. • Due to paucity of funds the institution cannot undertake any new projects. • Obtained grade 'C' after hard work and devotion of all teaching and non-teaching staff.
Opportunities:	**Challenges:**
• It is highly satisfying to groom some of the avid learners and to expose them to various avenues	The abysmally poor background of the students in English at the school level makes our job doubly difficult. It is in fact a challenge for us to make

and possibilities which the world of English Language and Literature offers.	them free from the pulls and pressures of mother tongue.
• The institution has every reason to be taken over by Govt.	• Inadequate staff and Poor infrastructure divert students to study elsewhere.
• As the students from families with poor socio-economic backgrounds, career oriented and employability linked programs would be of immense help to them.	• Prolonged examination schedule.
	• The existing curriculum is irrelevant to the students as it carries little scope for skill-development or employment.
•To achieve higher grades in NAAC Accreditation.	• To explore the diversified skills of students.

4.4 Future Prospective:

- Customized and personalized knowledge production.
- Flexible learning opportunities.
- The ecological Environment: hybridity and value-sensitive curriculum in HE.

4.5 Institutional Goal:

- Provide educational opportunities that prepare students for successful careers in professional and career technical fields in an increasingly global   environment.
- Prepare students with foundational knowledge of general education core requirements.
- Strategically align educational offerings with market demands.
- Maintain and expand a broad range of innovative technologies in the delivery of traditional and distance learning programs, and student services.
- Offer adult education, continuing education, and skills training programs to improve competencies, attain personal/professional goals, and promote   career/college readiness.
- Foster partnerships to respond to the needs of the community and stimulate economic and workforce development.
- Enhance student development and success through programs of faculty advising and academic support.
- Ensure a culture of inclusion.

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

➢ **Teaching Policy –**Various student-centric learning methods and tools such as field projects, on-the-job training, survey method, ICT enabled classrooms etc. for enhancing teaching-learning process. Teachers use ICT enabled teaching-learning process through e-resources, power point presentations, software, classroom, and video-conferencing. PPT's, College YouTube channel, Google classroom, Google Meet, Teachmint app. More than 90% of teachers extensively use e-learning resources for effective teaching.

Enclosure 1

- **Research Policy –**Our Institute is affiliated to Pt. Ravishankar Shukla University, Raipur (C.G.). We offer Under Graduate, Post Graduate and Research programs and courses under the Faculty of Arts, Commerce and Science. For these programs and courses, the college follows the curriculum designed by our affiliated university. The institution follows the Academic Calendar of our affiliated university. There is a research center in Hindi and one proposal for research center in Chemistry is under consideration for approval. One Research and Development Cell is also there for promoting research.
  Enclosure 2

- **Community service Policy –** The college is taking various initiatives to improve the quality of life of people surrounding the institution. These steps are taken with the help of various clubs and different units in the college, which include Eco club, Red Cross, National Service Scheme.
  Enclosure 3

- **Management Policy –**The Management is committed and has clear vision of present and future growth in education through its vision. IQAC act as a bridge between College Committee and Governing Council. 37 College level Committees work concretely and have necessary freedom to implement decentralized governance. Student Council plays major role in smooth conduction of literary and cultural activities Pension documents of retired staff are processed timely and service details are maintained up-to-date. Most of the staff vacancies are filled and Management has appointed required number of fulltime teachers on temporary and contractual basis for UG/PG. College has system for internal auditing from institution and external auditing from government auditor.
  Enclosure 4

- **Social Responsibility Policy –**The college is taking various initiatives to improve the quality of life of people surrounding the institution. The institution insists all the students to be a part of representing various social issues through parallel activities in various students club. These steps are taken with the help of various clubs and different units in the college, which include Eco club, Red Cross, National Service Scheme.
  Enclosure 5

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

SN	Area	Plan	Justification
1	**Academic**	To Open New UG/PG Courses	To facilitate more students. Dropout ratio will be decreased.
2	**Laboratories**	Need to strengthen and update instruments. Need more laboratory	M. Sc. Chemistry has the strength of 75 seats, number of instruments should be increased along with new instruments.
3	**Research**	Require research centers	For quality research, we need separate research rooms and laboratories.

4	Infrastructure	Need more classrooms	Students strength is increasing every year.
5	Governance	More updated automation for library, office, online, admission, results etc.	To make working more smooth.
6	Learning Resource	e-books, websites, apps, n-list links should be provided	Students can get more study material.
7	Students' support	More facilities should be provided to the students.	To attract more students and provide better future
8	Extension activity	More extension activities to promote research, social responsibility, personality development and skill development.	To create an atmosphere of interest for student to learn research, social responsibility, personality development and skill development.

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

The details of Specific Objectives and Action Plans are focused on:-

1. Improved Overall Performance of Students:

1.1 Improved quality of teaching

1.1.1 Incorporate the usage of state of the art teaching aids in the classrooms.

1.1.2 Organize Pedagogy Training to all faculty from time to time.

1.1.3 Provide significant orientation and induction training for the new faculty after appropriate Training and through networking with senior academicians of repute.

1.2 Enhanced learning Effectiveness

1.2.1 Improving the student-to-faculty ratio.

1.3.2 Create teaching excellence through workshops, seminars, and consulting opportunities to enhance the effectiveness of teaching & research.

1.3.3 Provide opportunities to all students to experience hands-on learning by participating in industry projects.

1.3 Encourage and impose self- employment

1.3.1 Train Students in entrepreneurial skills.

2. Ensure equity at all levels:

2.1 Improved Performance of Students in University/ Competitive Exams.

2.1.1 Generation of student learning need assessment process to Identify student's needs and Implement remedial teaching to bridge their academic weakness.

2.1.2 Develop programs that build communication, presentation and team building skills of all students.

2.2 Improved skill of staff at all levels.

2.2.1 Develop training calendar based on Training Need Assessment (TNA) and train teachers & staffs on identified academic and pedagogical & functional needs

2.2.2 Provide facilities to the faculty and staff for higher qualifications

3. Improving academic and research facilities with better infrastructure and communication network

3.1 Facilities for starting PG & Doctoral programs.

3.1.1 Provide additional research & laboratory space and create / upgrade equipment for PG programs.

3.1.2 Initiate Doctoral programs after attaining autonomous status for our Institution.

3.2 Modernized library.

3.2.1 Enhance e-learning capacity as an ongoing process.

3.2.2 Provide Wi-Fi connectivity of all Faculty Rooms, Departmental library.

3.3 Continuous enhancement of digitization library and sharing of on-line facilities with other institutes through synergic networking.

3.4 Wi-Fi Networked Campus

3.4.1 Provide higher end PCs and high speed Wi-Fi connectivity to the campus for enhanced communication facility as a continuous process.

4. Continuously improving work culture:

4.1 Increased job satisfaction & motivation.

4.1.1 Sponsor events, programs, etc. that develop a cohesive workforce.

4.1.2 Reinforce staff responsibilities and set reasonable workloads regularly,

4.1.3 Accelerate and automate the process of appraisal to improve work cycles, consistency and productivity.

4.1.4 Celebrate and reward excellence in innovation, leadership, initiative, quality and productivity.

4.2 Development of faculty & staff.

4.2.1 Formulating policies for motivating & developing Faculty & Staff for better retention.

5. **Increased initiative for Industry interaction**:

5.1 Industry Oriented Curriculum

5.1.1 Involve Industry representatives in the curriculum review process.

5.1.2 Continuously review program objectives and outcomes consistent with the industry requirements every 2years to improve teaching – learning process.

5.1.3 Conduct intensive revision of the curriculum every 4 to 5 years to accommodate emerging areas.

5.1.4 Networking with Chambers of Commerce. All the above are to be initiated after attainment of autonomous status.

5.2 Higher Placement

 5.2.1 Enhanced activity of Training and Placement Cell to sensitize the technological changes forecasting/ adopting by the industry and orient our students accordingly.

5.2.2 Setup and run a Finishing School in campus catering to students from within & outside the institute.

5.3 Collaborative partnership with industry and academic institutions of repute

5.3.1 Aggressively pursue collaborative research programs with academic institutes of repute.

5.3.2 Provide sufficient fund and infrastructure for the growth of industry oriented R&D activities

5.3.3 Increased industrial contact to generate Consultancy projects and Research initiatives.

6. Achieve increased academic, managerial, administrative & financial Autonomy:

6.1 Obtain autonomous status.

6.1.1 Orient all Stakeholders towards new process in autonomous status.

6.1.2 Develop Systems and policy manual for the new requirements of our institution and train the manpower for the same

6.1.3 Design and develop suitable curriculum to meet the requirements of the industry and society at large.

6.2 Brand Building

6.2.1 IEC (Information Education and Communication) campaign using Media mobilization and promotional initiatives.

6.2.2. Initiate various programs for the school students through different programs Advertised in News Papers, Website, etc.

6.2.3 Reaching information materials, brochures, handouts to schools& colleges.

6.3 Accreditation of all Programs.

6.3.1 To achieve quality bench marking all the eligible programs shall be accredited through outcome based accreditation process.

6.4 Increase in Internal Revenue

6.4.1 Identifying subjects of research collaboration, establishing multidisciplinary research centers, facilities, equipment etc. and giving more emphasis on research & development and testing work.

6.4.2 Conducting more number of education programs, offering certificate/diploma courses in various subjects, technical executive programs etc. for working persons using the faculty and infrastructure of the institute. State the specific objectives and expected results of our proposal in terms of, "Institutional strengthening and improvements in employability and learning outcomes of graduates".

These objectives and results will be linked to the SWOC analysis.

Objectives and Expected Results: After successful existence of almost 58 years, our institute trials for growth and expansion to be able to cater to the needs of the society it is committed to. Accordingly we did an exhaustive SWOC analysis. SWOC analysis of the institution gives a direction for strategic planning. It is clear that the environment provides a lot of opportunities for the institution to grow and the threats can be turned into opportunities. In its strategic plan, our institute will use its strengths to exploit the opportunities and minimize its weaknesses.

S.No.	Key Activities Proposed	Strength	Weakness	Opportunity	Challenges
1.	Improved Overall Performance of Students:				
1.1	Improved Quality of teaching	2,4,5,6,7,8,10	1,2,3,4,5,6,7, 8,9,10,11	1,2,5,7,8	1,3
1.2	Enhance learning Effectiveness	1,2,3,4,5,6,7,9	1,2,4,5,6,7,8, 9,10,11	1,2,3,4,5,6,7,8	1,3,4
1.3	Self-Employment	1,4,9 1,2,5,6,7	2,3,5,6,9		1,4
2	Ensure Equity at all levels:				
2.1	Improved Performance of All Students in University/ Competitive Exams	1,2,3,4,5,6,7,10	1,2,3,4,5,6,7, 8,10,11	1,2,5,6,7,8	3
2.2	Improved skill of staff at all levels.	2,9 1,4,5,7,9,10, 11	1,2,5,7,8 ,3		
3	Improving academic and research facilities with better infrastructure and communication network:				
3.1	Facilities for starting PG & Doctoral programmes	2,3,5,7 4,5,6,7,8,10	4,5,7,8		
3.2	Modernized and Digitized library	3	8	5	-
3.3	Wireless Wide Area Networked Campus Continuously Improved work Culture:	-9	-	-	4
4.1	Increased job satisfaction and Motivation	5	10	1,4,5	6,7 -
4.2	Retention and Development of Best faculty team and staff Increased	5 ,9,10	1,4,5,6,7,8	2	
5.	initiative of industry interaction:				
5.1	Industry oriented curriculum	6	1,3,5,6,10	2,5,9	3
5.2	Increased Placement	1,2,3,5,6,9	1,2	2,3,4	4
5.3	Collaborative Partnership with Industry and academic	1,2,3,6	6,11	1,2,5,8,9	

	institution of repute				
6	Achieve increased academic, managerial, administrative and financial autonomy:				
6.1	multidiscipline institution status within two years	2,3,8	4,5,6,7,8	1,4,5,6,8,9	-
6.2	Brand building	1,2,3,5,6,7,8,11	-	1,2,4,5,9	-
6.3	Accreditation of our remaining departments	1,2,3,5,6,7,8	4,5,6	-	-
6.4	Increase in Internal Revenue	2,4, 5, 7, 9, 11	6	2,8,9,10	-

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

The college has clearly stated learning outcomes of the Programs and Courses. The mechanism is followed to communicate the learning outcomes to the teachers and students. Copy of the Syllabi is available in the department for ready reference for students and Faculty. Learning Outcomes of the Programs and Courses are discussed with students at the end of each topic of the study by the faculty leading to its applications. The learning outcomes are stated in website that clearly describe the knowledge skills and competency expected from the students to acquire as a result of completing the their programme of study The PO's and CO's are incorporated in the curriculum for display on website which can be accessed by all namely Faculty, Students, and Alumni. Soft Copy of Curriculum and Learning Outcomes of Programs and Courses are also uploaded to the Institution website for reference. The importance of the learning outcomes has been communicated to the teachers in every IQAC Meeting and college Committee Meeting. The students are also made aware of the same through tutorial**.** Our Institute is affiliated to Pt. Ravishankar Shukla University, Raipur (C.G.). We offer Under Graduate, Post Graduate and Research programs and courses under the Faculty of Arts, Commerce and Science. For these programs and courses, the college follows the curriculum designed by our affiliated university. The Programme outcomes, Programme specific outcomes and course outcomes are evaluated by the institution and the same are communicated to the students in the formal way of the discussion in the classroom and departmental notice board. After measuring attainment of POs , PSOs and COs, it has been observed that the strength of the students as well as passing percentage of the students is increasing progressively. Besides, students' progression to the higher studies that is from Under Graduate to Post Graduate seems to be increasing consistently and rapidly in the last five years. We take utmost care of measuring the level of attainment of POs, PSOs and COs and followed formal as well as informal mechanism for the measurement of attainment of the outcomes. Even we take feedback from all in this respect and try to take necessary steps accordingly. Subsequently, the college takes care of the attainment to measure the POs, PSOs and COs and implemented the mechanism as follows:-
The institution follows the academic calendar of our affiliated university. All the subject teachers maintain academic diary in every academic session. All the subject teachers prepare semester-wise evaluation reports. Internal examination committee analyzes evaluation reports of results. Placement committee takes the review of the Students' progression to higher studies and their Placement.
Web link- http://gnapgcollege.in/Academics.aspx?pname=Course%20Offered

❖ **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):**

The College organizes orientation program for the students of new batch every year. The program helps students get familiarized with the college, curricular and co-curricular activities facilities rules and regulations etc. Every year students are given training on communication skills personality development. Time management training and motivational sessions are also organized. High performing students are identified on the basis of internal assessment and university examination involvement in classroom. Advising to participate in group discussion quizzes to develop problem solving activities and to improve their presentation skills bright and diligent students are motivated and inspired to get university ranks. Students are encouraged to take of competitive Exams. University rank holders are encouraged with certificates & prizes by the college. Students are also provided opportunities to develop their creativity by participating and organizing intercollegiate as well nation level competitions. Slow Learner Care is taken by faculty in monitoring the performance of slow learners. Faculty member do periodic interaction with parents about the performance of slow learner. Department conduct remedial classes, provide course notes for students specially the slow learners. Extra classes are organized to clarify doubts critical topics are re-explained for better understanding by the students. Appropriate counselling with additional teaching is done which eventually result in students attending the classes regularly. Activity based fun teaching method used by faculty. New innovative teaching methodologies like flipped class rooms experimental learning by teaching. Invited lectures by esteemed professors of renowned institutions are organized. online learning platforms are being used as teaching tools.

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

Environment and Sustainability– Environmental Studies is the part of following courses-
B.A., B. Sc. B. Com. 1st year- Environmental Science
M. Sc. Chemistry 4th sem - Environmental and Applied Chemical Analysis
M. A. Economics 3rd sem- Environmental Economics
 M. A. Political Science-Environment
B. A. Final Political Science- Environmentalism
Moreover, the college promotes environmental responsibility and awareness through various activities like cleanliness drive, plantation, plastic-free campus, wrapper collection etc. held by NSS, Red Cross Committee and the Eco Club of the college. "No Crackers" rally was organized to make the people aware of the hazardous effect of crackers on environment. Rain Water Harvesting Before 2015-16, the bore well in the college dried during summer season as its depth was only 90 feet. Therefore in the session 2015-16 three soak pits of 15 * 15 feet each were built behind the old building of the college. This led to the remarkable increase in the ground water level and after this the bore well of the college never dried till now. In January 2020, two units of roof water harvesting were set. In February 2020, for the collection of ground water, an open space catchment area of 6 * 18 feet (in the office building) and one soak pit of 20 * 50 feet (in the playground) were prepared. The increased water level of college inspired the students for the rain water harvesting system in Bhatapara city and in December 2019, they set rain water harvesting system in the following places: Sub treasury office, Bhatapara Police station, Bhatapara Higher secondary school, Ramsagarpara,

Bhatapara Village Panchayat Gurra Govt. school Village Gurra In the session 2020-21, the students of UG 1st year prepared more than 1000 soak pits on their terrace or the terrace of some neighbours. These students are making the villagers aware for water conservation by sending them videos of their work. Water buzzer system is there in the college which informs when the overhead tank is about to fill and thus results into the conservation of water.

Gender sensitization: The following courses contain the syllabus related to gender sensitization-

B. A. I year Political Science: (i) Feminism, Nationalism

 M. A. Political Science 1st sem -Women Rights and Gender Issues

Girls are given reservation in admission as per state government policy. Women awareness programs like Sakhi One Stop Centre, Diet and Nutrition have been organized. Anti-harassment & grievance redressal cell is placed in the college. Zudo training for girls was organized during the NSS camp. Women employees of the college are felicitated on International Women's Day every year. Webinar on the holistic health of women was organized by Youth Red Cross Committee of the college on 8th March 2022.

Human Values and Professional Ethics-The college enriches professional ethics and human values through various co-curricular activities like blood donation camps, blood group diagnostic camps, AIDS awareness program, fire-safety workshop, traffic safety awareness program, cancer awareness program etc. Fund raising rally for the help of disaster victims in Kerala flood was organized by NSS. NSS volunteers tie radium on the necks of cows roaming on the road to prevent accidents in the night. During the outbreak of covid-19, NSS volunteers distributed food and masks.

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

S.No.	Name of Activity	strategic plan
1.	Personality development,	The institution will arrange for extension lectures, workshops and seminars on personality development for students. In the program we will care for some points for students to be taken care of as - The students Set goals first, Write it down, Do what works for you, Start small, Go at your own pace, Improve existing skills, Have a winners' mindset, Learn from failure, Employ a deeper approach, Prioritize your personal development, Measure your achievements.
2.	Soft skill development	The institute will arrange for extension lectures, workshops and seminars on Soft skill development for students. In the program we will care for some points for students to be taken care of as – Soft skills refer to both interpersonal skills and character traits that elucidate how a person can work and interact with others. This category of skills encompasses a wide range of skills such as leadership, teamwork, empathy, time management, etc. Soft skill development is paramount in every individual's life because they are universally required in almost every industry and field.

3.	Community outreach programs	The institute will arrange for extension lectures, workshops and seminars on Community outreach programs for students. In the program we will care for some points for students to be taken care of as – Visiting slums, hospitals and serving needy people. Blood donation to the needy people by the students of the college. Creating awareness for health, literacy in the society.

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

The accreditation of our college was held on 29, 30 March 2022, and the college was granted 'C' grade with CGPA score of 1.92. The following guidelines can help our institution in the preparations for the improvement in grade-

❖ The institution will not view NAAC preparation merely as a documentation exercise for external assessment.

❖ The institution will represent an environment where people have a strong sense of belonging. The preparation process would actively involve management, faculty and staff, as well as student bodies in some way. A combined contribution of all is required for the successful accreditation.

❖ NAAC uses a multi-dimensional framework of seven criteria and more than a hundred parameters for HEI's assessment. In the very beginning of their preparations, the institution will initiate a few external quality assurance experts, preferably with good NAAC experience, will also be involved internal quality assurance cell (IQAC).

❖ IQAC will initiate implementation of ISO 21001 EOMS as it can be very helpful for developing documentation-supported systems and processes for all units that will help in creating documentary evidence for various parameters in SSR and will also be highly appreciated by the visiting peer team.

❖ IQAC and criteria specific teams will do a SWOC analysis, recommend areas of immediate improvement, and start unit-specific quality enhancement initiatives.

❖ Institute will set up and activate all the required committees, such as Disciplinary Committee, Anti-ragging committee, POSH, Library, among others. These committees should hold regular meetings and take decisions for improvement on specific aspects.

❖ Institute will develop active MoUs and jointly organize academic, research, professional, and social activities with other organizations and also develop student exchange programs with other institutes in India and abroad. It should encourage industrial projects and MOOCs (massive open online courses). Along with this, the institution needs to encourage extension activities with local society and nearby villages.

❖ The college will regularly hire well-qualified faculty with Ph.D., and encourage those without Ph.D. to complete it. Some research papers by the faculty would preferably focus on a few areas of national priorities and a few must relate to the needs of local society and industry.

❖ The college will facilitate students' participation in conferences, external events, hackathons, competitions, among others, and it should motivate alumni to make donations because alumni donation is also an important parameter in SSR and it also reflects their success, trust, and gratitude.

❖ Research and extension activities will be promoted.

The institution would not see NAAC accreditation as an event that concludes with receiving the accreditation certificate. When viewed from the lens of the inspiration purpose of internal improvements, it gives a new sense of directions to build strength and overcome weaknesses and also helps in strengthening systematic ways of planning, development and review of systems and processes for developing culture of evidence and continuous improvement.

CONTENT – 4
INSTITUTIONAL DEVELOPMENT PLAN

4.6 Institutional Pedagogical Approach:
To achieve the broad objectives, the pedagogical practices and policies shall be pivoted around the following.

SN	Policy	Document enclosed	Web link
1.	Teaching Policy	1. Link of ICT classes 2. Smart rooms	1. http://gnapgcollege.in/newsData/Report33.pdf 2. http://gnapgcollege.in/Facilities.aspx?pname=Infrastructure
2.	Research Policy	1. Research Center(Hindi) 2. Research Guide(Dr. Preeti Soni) 3. Research Publication	1. 2. http://gnapgcollege.in/newsData/Report103.pdf 3. http://gnapgcollege.in/newsData/Report56.pdf
3.	Community Service Policy	1. ECO Club 2. NSS Unit 3. Red Cross Unit	1. http://gnapgcollege.in/Facilities.aspx?pname=NSS 2. http://gnapgcollege.in/Facilities.aspx?pname=NSS 3. http://gnapgcollege.in/Facilities.aspx?pname=Redcross
4.	Management Policy	1. IQAC Committee 2. Various Committees 3. Code of conduct	1. http://gnapgcollege.in/Reports.aspx?title=U.G.C.%20And%20I.Q.A.C%20Committee 2. 3. http://gnapgcollege.in/CodeOfConduct.pdf
5.	Social Responsible Policy	1.NSS Unit	1. http://gnapgcollege.in/Facilities.aspx?pname=NSS

5.DEVELOPMENTAL OBJECTIVES

1 .CURRICULUM EXCELLENCE OBJECTIVES

Objectives 1	**Open new PG/UG courses in different streams**
Objectives 2	**Skill development and value added courses**
Objectives 3	**Placement of students after completing course**
Objectives 4	**Progression of students in higher education**
Objectives 5	**Enhanced employability of students**

Sn.	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	Expert lecture and collaboration with universities and research institutes	M.A. History 5.0 lakh	M.Sc. Botany 5.0 lakh	M. Sc. Zoology 5.0 lakh	M. Sc. Physics 5.0 lakh	PGDBM B. Sc. Computer 5.0 lakh	HODs	Institution Head Organized workshop, Extension lecture	UG 03 year PG 03year Diploma 01year
2	Personality development	Workshop **10000**	workshop	workshop	workshop	workshop	IQAC co-ordinator	IQAC co-ordinator	Extension lecture by experts 02/year
3	Soft skill	Spoken English, Language communication	Spoken English, Language communication 20000	Spoken English, Language communication	Spoken English, Language communication	Spoken English, Language communication	HODs	HOD English and Hindi	Conduct value added course 03/year
4	Interaction with Industrialist and other firm	Program related with the industrial development	Program related with the industrial development	Program related with the industrial development 20000	Program related with the industrial development	Program related with the industrial development	In-charge professor	Co-ordinator of campus placement cell	Visit nearest industry and education tour MOU, Add on course 02/year
5	Workshop	UG-arts, commerce and science	UG-arts, commerce and science	UG-arts, commerce and science	UG-arts, commerce and science 20000	UG-arts, commerce and science	IQAC co-ordinator	HOD of all departments	Conduct workshop 05/year
6	Technical course	PGDCA	PGDCA	PGDCA	PGDCA	PGDCA, 50000	Computer teacher	In- charge PGDCA	Extension lecture and seminar 01/year(10 days)
								Total expenditure	**26.2 lakh**

2. PEDAGOGICAL EXCELLENCE

Objectives 1	Improvement in teaching learning system
Objectives 2	Innovative practices in teaching- smart room and conferencing
Objectives 3	Uses of pedagogical tools like power point presentation, field study and survey
Objectives 4	Excursion and educational tour
Objectives 5	Collect feedback system

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	ICT based teaching	Preparing presentation PPT 50000	Preparing presentation PPT	Preparing presentation PPT	Preparing presentation PPT	Preparing presentation PPT	HOD	IQAC co-ordinator and action taken report will be prepared	Plan submitted the by each faculty member with lesson plan
2	Smart teaching	Use of smart board	Use of smart board 50000	Use of smart board	Use of smart board	Use of smart board	HOD	IQAC co-ordinator and action taken report will be prepared	Plan submitted the by each faculty member with lesson plan
3	Project and Field work	Survey basis report preparation	Survey basis report preparation	Survey basis report preparation 50000	Survey basis report preparation	Survey basis report preparation	HOD	IQAC co-ordinator and action taken report will be prepared	Plan submitted the by each faculty member with lesson plan
4	Education tour	Visit by all department	Visit by all department	Visit by all department	Visit by all department 50000	Visit by department	HOD	IQAC co-ordinator and action taken report will be prepared	Plan submitted the by each faculty member with lesson plan
5	Analysis of feedback	Taking feedback and responses	Taking feedback and responses	Taking feedback and responses	Taking feedback and responses	Taking feedback and responses 50000	HOD	IQAC co-ordinator and action taken report will be prepared	Feedback committee prepare report
								Total expenditure	**2.5 lakh**

3. ACADEMIC ADMINISTRATION

Objectives 1	Follow academic calendar
Objectives 2	Institute have mentoring, tutorial and counseling system
Objectives 3	Detail of lesson plan for the students
Objectives 4	Transparent and timely internal assessment system
Objectives 5	Appraising the performance of faculty

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	Annual academic program and activity	Admission, examination, sports and cultural 50000	Admission, examination, sports and cultural	Admission, examination, sports and cultural	Admission, examination, sports and cultural	Admission, examination, sports and cultural	committees	IQAC Committee and all program followed by the institution	College follows the university rules
2	Mentor mentee system	Class wise mentors are appointed 10000	Class wise mentors are appointed	Class wise mentors are appointed	Class wise mentors are appointed	Class wise mentors are appointed	All faculty members	IQAC Committee	Record will be maintained in routine
3	Proposed work prepared by the department	Lesson plan prepared by faculty for course and other activity 20000	Lesson plan prepared by faculty for course and other activity	Lesson plan prepared by faculty for course and other activity	Lesson plan prepared by faculty for course and other activity	Lesson plan prepared by faculty for course and other activity	All faculty members in department	Principal and HOD Office head keep the record	Syllabus will timely be covered
4	Annual attendance record manually	Register maintained for record keeping 10000	Register maintained for record keeping	Register maintained for record keeping	Register maintained for record keeping	Register maintained for record keeping	Class In-charge	Class teacher and register maintained	Department will keep record safe.
5	Annually PBAS form for all faculty members	Participation in various academic activity and programs 10000	in various academic activity and programs	in various academic activity and programs	in various academic activity and programs	in various academic activity and programs	Office head	IQAC Committee monitored and take initiatives	Establishment section will maintain record
								Total expenditure	**1.0 lakh**

4. EXAMINATION REFORMS

Objectives 1	Examination pattern followed by the institution annual, semester etc.
Objectives 2	Question pattern of examination objective or subjective
Objectives 3	Practical examinations are integrated with the examination system
Objectives 4	Any reforms required in the present examination system
Objectives 5	Examination system is continuous

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	UG/PG exam	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	Exam in-charge	Superintendent Invigilators Exam section	University guidelines UG exam annually PG exam semester wise
2	Unit test/pre-university exam	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	Class in-charge	Superintendent Invigilators Exam section	University guidelines Unit test monthly Pre university annually
3	Practical exam Mid/Annual	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	HOD	HOD Departmentally Conducted in routine	University guidelines Practical exam in UG annually and in PG Semester wise
4	Online pattern	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	All faculty	Exam In-charge	University guidelines
5	Mid semester for PG and annual for UG	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	B.A. B.Sc. B.Com. M.A. M.Sc. M.Com. PGDCA	Exam controller	Superintendent Invigilators Exam section	University guidelines

5. INFRASTRUCTURAL DEVELOPMENT AND MAINTENANCE

Objectives 1	Expansion work is required in existing infrastructure
Objectives 2	Renovation work is required in library, laboratories and smart rooms
Objectives 3	Infrastructural development for hostel, park, gym, sports complex, Toilets and cycle stand
Objectives 4	Development work for differently- abled students
Objectives 5	Monitoring mechanism for maintenance

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	Construction of UG/PG classrooms	02 rooms 10×20 Sqmt 10 lakhs	02 rooms 10×20 sqmt 10 lakhs	02 rooms 10×20 Sqmt 10 lakhs	02 rooms 10×20 Sqmt 10 lakhs	02 rooms 10×20 Sqmt 10 lakhs	Building extension committee	By Institution head. Proposal would be prepared and feedback will be taken	Continuous access of feedback by stakeholders
2	Common rooms for students	01 10×20 Sqmt 5.0 lakhs	01 10×20 Sqmt 5.0 lakhs	01 10×20 Sqmt 5.0 lakhs	01 10×20 Sqmt 5.0 lakhs	01 10×20 Sqmt 5.0 lakhs	Building extension committee	By Institution head. Proposal would be prepared and feedback will be taken	Continuous access of feedback by stakeholders
3	Modernization of laboratory and library	2.0 lakhs	2.0 lakhs	2.0 lakhs	2.0 lakhs	2.0 lakhs	Library committee	Institution head, Prepare Proposal and feedback	Furnish E-library, purchasing software and automation
4	Updation of learning resources	2.0 lakhs	2.0 lakhs	2.0 lakhs	2.0 lakhs	2.0 lakhs	IQAC coordinator	Institution head and Feedback by stakeholders	New software and e-resources
5	Procurement of furniture	3.0 lakhs	3.0 lakhs	3.0 lakhs	3.0 lakhs	3.0 lakhs	Purchase committee	Institution head and Feedback by stakeholders	Raising students in college
								Total expenditure	**110 lakhs**

6. PARTNERING WITH KNOWLEGDE HUBS/COLLABORATION

Objectives 1	Steps taken by the institute to enrich the intellectual capitals
Objectives 2	To acquire best and improved administrative and technical acumen
Objectives 3	Department collaborations, workshop and interdisciplinary exercises
Objectives 4	Faculty exchange program
Objectives 5	Student exchange program

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	Collaboration and MOU	50000	-	-	-	-	Institution head	IQAC coordinator Organized program	Will be conducted annually
2	Faculty enrichment program	-	100000	-	-	-	HOD	HOD Staff training, orientation and refreshers	03 days 07 days Orientation refreshers FDP Seminar Workshop
3	Interaction program for the students, workshop and interdisciplinary exercises	-	-	50000	-	-	HOD IQAC co-ordinator	HOD Personality development Coaching for competition exam	Employment oriented programs Career counseling Workshops Extension Lecture
4	Education tours	-	-	-	100000	-	HOD	Institution head Visit place and industries	Each department will organize this activity annually
5	Spoken English Training	-	-	-	-	40000	HOD English	IQAC coordinator	At least 10 to 15 days program in every six month
								Total expenditure	**3.4 lakhs**

7. AUTOMATION AND INFORMATION TECHNOLOGY

Objectives 1	Office automation
Objectives 2	Library automation
Objectives 3	E-governance and online fee payment
Objectives 4	Financial management and accounting
Objectives 5	Active Website

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	Office automation and updating computer	5.0 lakh	-	-	-	-	Head clerk	Head of the institution	As per university guidelines. Will be updated annually.
2	Library digitalization	-	5.0 lakh	-	-	-	Librarian	Head of the institution	As per UGC Rules. Will be updated annually.
3	E-governance, scholarship, online admission, online exam form and online fee payment system	-	-	-	-	-	State Government, Pt. Ravishankar University, Raipur and Institution head	Principal Ekosh.com, University portal and college provided QR code for online fee payment	According to guidelines of state govt., University and college management (self-finance and janbhagidari)
4	Account training	-	-	50000	-	-	Account officer	Principal or head of the institution	Government instructions Will be conducted once a year
5	Updating website	-	-	-	2.0lakh	-	Committee in- charge	Principal or head of the institution	NAAC guidelines In each three month updated to website www.gnapgcollege.in
								Total expenditure	**12.5 lakhs**

8. STAKEHOLDERSINVOLVMENT

Objectives 1	Mechanism of participatory management system in academic, financial affairs by involving teachers and, staff.
Objectives 2	Involving parents
Objectives 3	Involving Alumni
Objectives 4	Involving college students and school students
Objectives 5	Involving local authorities and High Court

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	Teachers and staff meet	50000	-	-	-	-	Committee in-charge	Principal Six monthly program	Taking feedback, plan and action
2	Alumni meet	-	50000	-	-	50000	Alumni In-charge	Alumni president Annually three meeting	Taking feedback, plan and action
3	Staff and parents meet	-	-	50000	-	-	HODs	Principal Annually two meet	Taking feedback, plan and action
4	Innovative lecture for school students	-	-	-	-	-	HODs	Principal Annually two lecture by each department	Taking feedback, plan and action
5	Staff local authorities and High court	-	-	-	50000	-	Principal	Principal Annually two meet	Taking feedback, plan and action
								Total expenditure	**2.5 lakhs**

9. MANPOWER MANAGEMENT

Objectives 1	Different regulatory committees to conduct annual program and exam
Objectives 2	Watchman for campus safety
Objectives 3	Gardener for green campus
Objectives 4	Guest teacher and Librarian for library management
Objectives 5	Sports officer for games activity and guest teacher

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	Regulatory committee appointed institute	50000	-	-	-	-	Committee in-charge	Institution Head	Feedback, Action and plan
2	Campus safety and garden maintenance	-	5.0 lakh	-	-	-	Committee in-charge	Institution Head Record keeping	Feedback, Action and plan
3	Guest teacher, Librarian and supporting staff	-	-	50.00 lakh	-	-	Committee in-charge	Institution head Office head keeping record	Feedback, Action and plan Guest faculties will be appointed by JB.
4	Sports in charge for games and other activities	-	-	--	25.0 lakh	-	Committee in-charge	Institution head Sports officer/Sports in-charge keeps record	Feedback, Action and plan Organized annual sports program
								Total expenditure	**80.5 lakhs**

10. LEGAL COMPLIANCES

Objectives 1	**Grievance redressal cell** Taking feedback, plan and action
Objectives 2	**Woman Anti-Harassment Cell**
Objectives 3	**Discipline cell**
Objectives 4	**RTI cell and Loksewa guarantee cell**
Objectives 5	**High court for guest lecturers**

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	Mentoring by faculties and rule indicators for the students Complain box, Help desk and online link available for students	10000	10000	10000	10000	10000	Regarding different committees at the college level	Institution head Overall plan executed by the guidance of the UGC/University/State govt./Central govt.	Committees conduct meeting quarterly and record managed by receiving applications Feedback also taken
2	Display the rules in the campus and proper monitoring	50000	20000	20000	20000	20000	Specific committees organized to conduct the related work	Institution head Overall plan executed by the guidance of the UGC/University/State govt./Central govt.	Committees conduct meeting quarterly and record managed by receiving applications Feedback also taken Monthly report prepared
								Total expenditure	**1.8 lakhs**

11. CREATING INSTITUTIONAL BRAND IMAGES/RANKING

Objectives 1	**NAAC accreditation process and guidelines followed by the institution**
Objectives 2	**Best practices adopted by the institute**
Objectives 3	**Any reason for center of excellence**
Objectives 4	**Quality teaching for the students**
Objectives 5	**Multidisciplinary approach for nurture effective brand image**

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	Different committees will be framed for the preparation of NAAC visit, SSR, AQAR and IIQA .	5.0 lakh	-	-	-	-	NAAC in-charge	Institution head IQAC and seven criterion committees will prepare IIQA,AQAR and SSR and roadmap will be prepared to enhance NAAC grading	NAAC and IQAC committees will conduct meeting quarterly and manage feedback. NAAC grading will be improved.
2	Water harvesting	1.25 lakh	-	-	-	-	In-charge professor	by institution head and Committee	Record will be maintained and awareness programs will be organized
3	Green campus	2.5 lakh	-	-	-	-	In-charge professor	Institution Head Committee	Record will be maintained and awareness programs will be organized
4	Student centric policies will be adopted and girl students ratio and pass percentage will be higher.	20000	-	-	-	-	IQAC coordinator	Institution head IQAC cell NSS in-charge YRC in-charge Sports officer/in-charge	NSS, Youth Red Cross, Cultural and Sports activities will be organized for betterment of the students.
5	Competitive view for learning, Slow and advanced learners scheme adopted for quality teaching and internal assessment system	16000	-	-	-	-	HODs	IQAC co-ordinator Observing the weaker students and prepare roadmap for their improvement	Spoken English classes will be conducted. Evaluation based teaching-learning
								Total expenditure	**9.11 lakhs**

12. RESEARCH AND DEVELOPMENT

Objectives 1	Initiatives taken by the institute for research activity
Objectives 2	Thrust areas for research
Objectives 3	Inter- disciplinary project
Objectives 4	To measure the growth of the research by workshop, seminar and conferences
Objectives 5	Participation of the students in the field work and project

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	Organizing workshop/seminar/webinar /Field visit /Project/ Inter-disciplinary lecture. **Identification of thrust areas like soil test, water analysis, Advanced materials, Basic research in current trend, Departmental research on activity based, social responsibility, Data analysis and Finance management**	10.0 lakh	6.0 lakh	4.0 lakh	3.0 lakh	2.0 lakh	Research Cell head/ Research committee	Institution head. Conducting research program. Research paper publication. Attending seminar, workshop, conferences	Collaboration with the research centers will be done. Research center will be established and research activities will be organized. Research projects will be taken.
								Total expenditure	**25 lakhs**

13. SOCIAL OUTREACH PROGRAMS

Objectives 1	NSS camp
Objectives 2	Participation of students in sports activity
Objectives 3	Red Cross activity
Objectives 4	Orienting faculty towards social responsibility
Objectives 5	Yoga and fitness programs

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	**NSS** 07-days/01-day NSS Camp	1.2lakh	1.2lakh	1.2lakh	1.2lakh	1.2lakh	NSS in-charge	Institution head. Will be organized according to academic calendar	Camp will be organized annually. One day activities will be held throughout the year.
2	**Sports-** Cricket Basketball, Kabbadi, Kho-Kho, Judo, Netball, High jump, Long jump, Badminton, Table tennis, Chess	5.0 lakh	5.0 lakh	5.0 lakh	5.0 lakh	5.0 lakh	Sports in-charge	Institution head. Will be organized according to academic calendar	Routine activities will be conducted by the institution according to the time table and sports-day will be organized
3	**Youth Red cross** Organizing blood donation camp, health check-up camps, awareness programs.	20000	20000	20000	20000	20000	Youth Red Cross committee in-charge	Institution head. Annually minimum 05 programs organized	Blood donation camp, health check-up camps, awareness programs for the promotion of health and hygiene will be organized.

4	Yoga and Fitness programs	500000	10000	10000	10000	10000	Sports officer	Institution Head. Weekly activities will be conducted. Experts Lectures will be organized. Open access of gymnasium to all students and staff. International Yoga Day will be celebrated	All programs will be designed by the institution on annual basis in accordance with the academic calendar
5	Orienting faculty towards social responsibility related activities.	-	-	-	-	-	Faculty and NSS in-charge	Institution Head. One day activities will be held throughout the year.	Activities like no plastic, fire-safety training, traffic-safety training, waste- material management training, legal literacy, Voter-awareness, Save energy/water, plantation Programs will be organized.
								Total expenditure	**37.4 lakhs**

14. MONITORING AND EVALUATION

Objectives 1	Administration, academic and financial system in the development of flawless implementation
Objectives 2	IQAC cell designed for proper documentation and major function
Objectives 3	Audit procedure in annual like academic, energy, green, financial and administrative
Objectives 4	Decentralized system
Objectives 5	Janbhagidari and self-finance committee governed for student development

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	Meetings, training program and proper audit	20000	20000	20000	20000	20000	Nodal officers appointed	Institution head Meetings three times annually Staff training once in year Audit annually	Yearly
2	Workshop regarding record keeping, career orientation, NAAC for the preparation of SSR, IIQA and AQAR	20000	20000	20000	40000	50000	IQAC coordinator	NAAC in-charge. Action will be taken on feedback by stakeholders	Yearly
3	Audit committees	20000	20000	20000	20000	20000	Accountant	Account officer. Local and Government audit Preparation, cashbooks, Bills, Vouchers and updating passbook	Will be held yearly and verified by Head of the institution quarterly

4	Organogram designed for maintenance of hierarchy	-	-	-	-	-	Institution head	HEI Commissioner, Principal, NAAC In-charge, IQAC co-coordinator	Annually
5	Janbhagidari and self-finance system	20000	20000	20000	20000	20000	Professor in charge and Coordinator	President of JB and Principal	Yearly at least three meetings will be conducted
								Total expenditure	**4.0 lakhs**

15. EMPLOYMENT

Objectives 1	Important industries in the geographical area
Objectives 2	Trained to the students for various state services and other competition exam
Objectives 3	Administrative field
Objectives 4	Academic, digital services and computer services
Objectives 5	Political and social field

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1.	Visit industry and expert lectures from the industrialist	50000	50000	50000	50000	50000	HOD	Institution head	As per the need, venue for visit will be decided per year
2.	Job oriented lectures and programs	20000	20000	20000	20000	20000	Employment committee in-charge	Institution head	Selection of skill oriented course
3.	Free coaching organized by institute for competitive exam	20000	20000	20000	20000	20000	Professor in-charge	IQAC Co-ordinator	Free coaching is running. More coaching will be started. Feedback will be obtained.
4.	Computer courses	20000	20000	20000	20000	20000	Computer in charge	Institution head	Student and staff training course
5	Lectures of social field for knowledge enhancement	20000	20000	20000	20000	20000	Head of the department	IQAC Co-coordinator	Eminent personalities will be invited to share their experiences
								Total expenditure	**6.5 lakhs**

16. SUPPORTING STUDENTS FROM DISADVANTAGED BACKGROUND

Objectives 1	Orienting students towards subject
Objectives 2	Academic/skill training program for job value
Objectives 3	Employments outcomes for differently abled student

Sn	Activity	2022-23	2023-24	2024-25	2025-26	2026-27	Nodal person	Monitoring & evaluation plan	Sustainability plan
1	Orientation program and training by faculties	10000	10000	10000	10000	10000	Professor in-charge	Admission in charge in UG/PG. Faculty members will deliver the lectures in class	3 days activities annually. Internal assessment procedure will be followed.
2	Computer training, personality development, remedial classes and industry visit	50000	50000	50000	50000	50000	Professor in-charge	Institution head. Department wise programs and Certificate courses will be conducted.	10-15 days in a Year. Internal assessment procedure will be followed.
3	Soft skills training, training on Braille script, Training of audio video support for better learning	50000	10000	10000	10000	10000	Professor in - charge	Institution head Training will be organized with the help of experts. Certificate courses will be conducted.	10-15 days in a Year. Internal assessment procedure will be followed.
								Total expenditure	**3.9 lakhs**

TOTAL EXPENDITURE

SN.	Activity under the plan of content 5 (IDP)	Expenditure Detail	Remark
1	CURRICULUM EXCELLENCE OBJECTIVES	26.2 lakhs	
2	PEDAGOGICAL EXCELLENCE	2.5 lakhs	
3	ACADEMIC ADMINISTRATION	1.0 lakhs	
4	EXAMINATION REFORMS	-	No expenditure
5	INFRASTRUCTURAL DEVELOPMENT AND MAINTENANCE	110 lakhs	
6	PARTNERING WITH KNOWLEGDE HUBS/COLLABORATION	3.4 lakhs	
7	AUTOMATION AND INFORMATION TECHNOLOGY	12.5 lakhs	
8	STAKEHOLDERS INVOLVEMENT	2.5 lakhs	
9	MANPOWER MANAGEMENT	80.5 lakhs	
10	LEGAL COMPLIANCES	1.8 lakhs	
11	CREATING INSTITUTIONAL BRAND IMAGES/RANKING	9.11 lakhs	
12	RESEARCH AND DEVELOPMENT	25 lakhs	
13	SOCIAL OUTREACH PROGRAMS	37.4 lakhs	
14	MONITORING AND EVALUATION	4.0 lakhs	
15	EMPLOYMENT	6.5 lakhs	
16	SUPPORTING STUDENTS FROM DISADVANTAGED BACKGROUND	3.9 lakhs	
	GRAND TOTAL=	**326.31 lakhs**	

6.Action Plan
(Planning and Execution Strategy)

6.1 Action plan to make arrangement for improving academic performance of SC/ST/OBC/ minorities/ EWS 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.

- Identify weak students.
- Design remedial measures to improve the communication skills through group discussions.
- Remedial Coaching for SC/ST / OBC & Minorities.
- Coaching for NET/SET for SC / ST/ OBC & Minorities.
- Coaching Classes for competitive exams to SC/ST / OBC & Minorities.
- Career & Counseling Cell (CCC).
- Personal interview techniques and special coaching.

Innovative methods:

- Identify skill gap, Motivate students, develop industries specific skills, and increase brain storming sessions for self-awareness and self-analysis, continuous appraisals

Action Plan

S. No.	PROGRAMMES	TOTAL TIME REQUIRED IN MONTHS	2023-24	2024-25	2025-26	2026-27	2027-28
1	Remedial class	15 months	3 months	3 months	3 months	3 months	3 months
2	Soft skill training	10 months	2 months	2 months	2 months	2 months	2 months
3	Motivational	10 months	2 months	2 months	2 months	2 months	2 months
4	Training for competitive exams	15 months	3 months	3 months	3 months	3 months	3 months
5	Coaching for NET/SET exam	10 months	2 months	2 months	2 months	2 months	2 months

Budget Allocation for the Programmes

S. No.	PROGRAMMES	2023-24	2024-25	2025-26	2026-27	2027-28
1	Remedial classes	500000	500000	500000	500000	500000
2	Soft skill training	200000	200000	200000	200000	200000
3	Motivational Lecture	100000	100000	100000	100000	100000
4	Training for competitive exams	250000	250000	250000	250000	250000
5	Coaching for NET/SET exam	250000	250000	250000	250000	250000
Total = 65 Lakhs.						

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

The college is already offering – 08 masters degree.

The following measures will be taken to improve the standards of PG programs:-

- Efforts will be made to improve the needs of computational facility.
- Subject experts and trained man power with improved infrastructure to start new PG courses like M.Sc. - Botany, Physics, Zoology, Biotech. M.A. - History, Geography, etc.
- Adequate infrastructure and independent computer and language laboratory will be made.
- Students will be encouraged to deliver seminars and lecturers in consultation with faculty.
- Smart class rooms with installed LCD and Projector will be arranged.
- Facilitate Campus selection for UG and PG students.

S. No.	Key Activities	Time Period	2023-24	2024-25	2025-26	2026-27	2027-28
1	Construction of PG class rooms	12 Months	2000000	1600000	1200000	1000000	800000
2	Modernization and strengthening of laboratories	12 Months	2000000	200000	200000	200000	200000
3	Introduce and strength of PG courses	24 Months	500000	500000	500000	500000	500000
4	Obtain experience and qualified faculty in relevant subject areas	24 Months	500000	500000	500000	500000	500000
Total = 1.44 cr.							

6.3   Summary of Training Needs Analysis Carried Out

Institutional plans to spend at least 10% institutional project outlay on faculty and staff development in these following areas-

- Basic and advanced Pedagogy.
- Up gradation of qualifications.
- Improving competence in teaching and training.
- Development of modern learning resources and teaching aids.
- Training on UGC and University Act
- New techniques in research, improving competence in research and consultancy.
- Deputation to seminars, conferences and presentation of research papers.
- Establishing linkages with academic and research institutions and industry, Student counseling.

<u>Action Plan</u>

S. No.	Nature of Training	No. of Participants	Total Time Required
1	Basic and advanced pedagogy training to all faculty and including nearby institution	100	24 Months
2	Subject and domain knowledge enhancement	100	24 Months
3	Attendance in activities such as workshops and seminars	100	60 Months
4	Improvement in faculty qualification and including nearby institution	100	60 Months
5	Improving research capabilities	100	60 Months

Budget Allocation Chart

S. No.	Name of Training	No. of Faculty	2023-24	2024-25	2025-26	2026-27	2027-28
1	Basic Pedagogy	100	50000	50000	50000	50000	50000
2	Advanced Pedagogy	100	50000	50000	50000	50000	50000
3	Subject/ Domain Knowledge	100	30000	30000	30000	30000	30000
4	ICT Training	100	40000	40000	40000	40000	40000
5	Research Methodology	100	40000	40000	40000	40000	40000
6	Administrative Training	100	30000	30000	30000	30000	30000
Total = 15 lakhs.							

6.4 Provide an action plan for Training and Technical and other staff in functional areas.

- Update new skills and competencies to handle new laboratory instruments and equipment.
- Library digitalization and Developments in library sciences.
- Recent developments in the science of sports.
- Motivate the staff for training and to enhance administrative staff development training programs on Modern office equipment, Software, Office automation, Maintenance of records, Procedures and Friendliness towards faculty and students

Action Plan

S. No.	Nature of Training	Number of participants	Per academic year
1	Library/ Digitalization and automation	10	3 Months
2	Physical Education/ Recent Development in the Science of Sports	3	3 Months
3	All Office Staffs/ Automation And Computer	12	3 Months
4	All Office and Teaching Staffs about Office Procedure	100	3 Months

Budget Allocation

S. No.	Nature of Training	2023-24	2024-25	2025-26	2026-27	2027-28
1	Library/ Digitalization and automation	10000	10000	10000	10000	10000
2	Physical Education/ Recent Development in the Science of Sports	20000	20000	20000	20000	20000
3	All Office Staffs/ Automation And Computer	10000	10000	10000	10000	10000
4	All Office and Teaching Staffs about Office Procedure	10000	10000	10000	10000	10000
	Total = 2.50 lakhs.					

6.5 Describe the relevance and coherence of IDP with States/National industrial Economic Development Plan.

- Need for quality achievement as per science and technology of government of India, providing infrastructural support and modernizing administration as the primary concerns.
- The objective of the proposals is to cater to the requirement of the State so that the inputs of the institution could benefit the region.

- It should confirm to the Government objective of higher education to improve GER and align with the States and Regional economic development plan
- Achieving social justice and social equity through higher education
- Empowering students to become responsible citizens
- Empowering women and the marginalized through higher education

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

Action plan are made for the proper co-ordination with faculties of various departments. A proper integrated and co-ordination mechanism with different committees will be made. The steps involved in arriving at the proposal are as follows.

- Briefing by IDP Co-ordinator.
- A brainstorming session organized by IQAC to conduct the SWOC analysis.
- Student feedback constitutes a crucial component in the SWOC analysis.
- Having identified the key areas, objectives for the Institutional Plan arrived at in discussion with the faculty.
- Inputs from departments of library and physical education sought to prepare the plan.
- Administrative staff support at specific junctures during the preparation of the plan.

6.7 Describe institutional project implementation arrangements with participation of faculty and staff.

Based on the analysis and discussions with the core committee and other members, Institutional level bodies were formed and the project responsibilities assigned to each bodies. The detailed function of the bodies is as below-

Staff council
- Take all policy decisions.
- Forms supervise and guide various committees.
- Ensure proper utilization of project fund.
- Monitor progress with transparency.

Institutional Committees
- This will operate for procurement of Goods, Works and Services.
- Financial Management.
- Implementation of faculty and staff development activities and Programs.
- Achievement of targets and Monitoring audits.

Staff Council

1. Principal
2. Member IQAC coordinator
3. Member – Assistant Professor
4. Member - Assistant Professor
5. Member –Assistant Professor
6. Member – Assistant Professor
7. Member – Assistant Professor
8. Member – Assistant Professor
9. Member – Sports Officer
10. Member - Accountant
11. Member – Technical Staff
12. Member – Student Representative

7. PLAN BUDGET:

(This is meant for existing institutions):

➢ **Provide an Institutional plan budget as per table below:**

S. no	Activities	Project life Allocation Rs. in lakh	Financial year				
			22-23	23-24	24-25	25-26	26-27
1	**Infrastructure(component-7)**						
	1. Construction of UG and PG class Rooms/Lab	504.98	0	252.49	0	252.49	0
	(a) Library building	24.84	0	0	24.84	0	0
	2.(b) Hostel warden/ peon residence	32.18	32.18	0	0	0	0
	2.(c) Auditorium (furniture, fire/ sound system/ false ceiling etc.)	351.23909	0	351.23909	0	0	
	3. Modernization and strengthening of laboratories	98	40	20	18	10	10
	4. Establishment of new laboratories for existing UG programs and for new PG programs	69	30	19	10	05	05
	5. Modernization of classrooms	175	75	40	20	20	20
	6. Updation of Learning Resources	100	40	15	15	15	15
	7. Procurement of furniture	125	50	25	20	15	15
	8. Establishment/Up gradation of Central and Departmental computer centers	96	36	20	15	15	10
	9. Modernization/improvement of supporting departments.	50	20	10	10	05	05
	10. Modernization and strengthening of libraries and increasing access to knowledge resources	60	25	15	10	05	05
	11. Refurbishment (Minor Civil works)	70	35	15	10	05	05

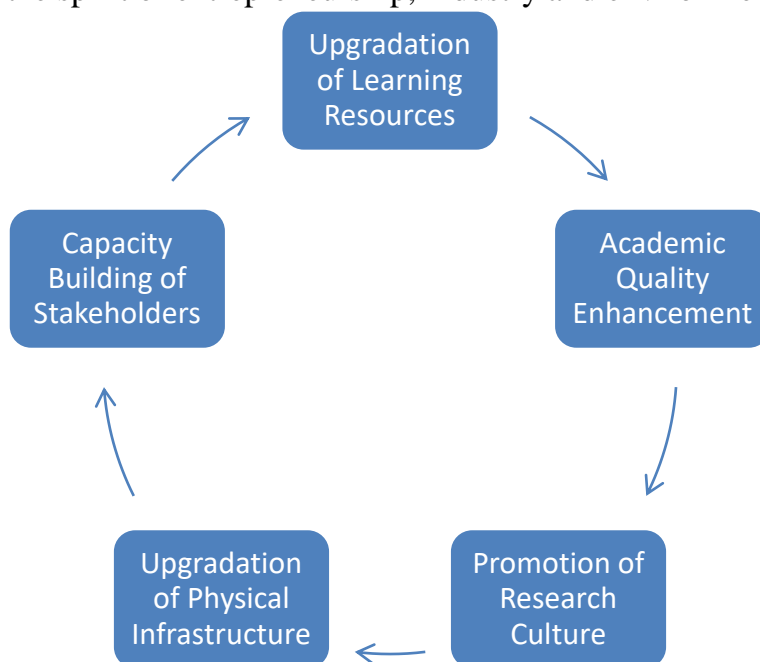|							
2	**Research and development support(Comp-8)**						
	Providing Teaching and Research Assistantship to increase enrolment in existing and new PG / Ph.D. Programs	118	50	20	18	15	15
	Provision of resources for research support	75	25	15	10	12.5	12.5
	Enhancement of R&D and institutional Consultancy activities	38	18	08	04	04	04
3	**Faculty Development Support (Comp-11)**						
	Faculty and staff Development (including faculty Qualification up gradation, Pedagogical training, and organizing/ Participation of faculty in workshop. Seminars and conferences)for improved competence based.	45	15	10	8	7	5
4	**Institutional reforms(Comp-14)**						
	Technical Assistance for procurement and academic activities	100	40	20	15	15	10
	Institutional management capacity enhancement	28	10	5	5	5	3
5	**Academic Support**						
	Creation of new department/Courses	50	20	10	10	5	5
	Enhanced Interaction with Industry	33	15	8	5	2.5	2.5
	Student support Activities	80	30	25	10	10	05
6	**Others-**	0	0	0	0	0	0
	Garden Maintenance	35	5	7.5	7.5	7.5	7.5
	Solar Panel (For Green initiative)	60	30	10	10	5	5
	Blind pathway	20	20	-	-	-	-
	Steel railing for disabled in stairs	10	10	-	-	-	-
	Water drainage system for sports ground	20	20	-	-	-	-
	wifi connectivity	10.068	4.02	1.512	1.512	1.512	1.512
	Total (Rs. in Lakh)	2478.3071	695.20	922.74109	256.8512	437.502	166.0122

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 action plan of our college is centered towards capacity building. We desire to achieve

1- Development of research and innovation.
2- Development of infrastructure.
3- Development of campus facilities.
4- Development of talent and knowledge.
5- Creation of a vibrant and inclusive society.
6- Creation of new departments, programs and courses.

7- Updating and strengthening of library.
8- Promotion of the spirit of entrepreneurship, industry and environmental awareness.

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              Upgradation
              of Learning
               Resources

 Capacity                        Academic
 Building of                     Quality
 Stakeholders                    Enhancement


       Upgradation          Promotion of
       of Physical          Research
       Infrastructure       Culture
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ACTION PLAN: CAPACITY BUILDING

All the above mentioned goals are student centric. The IDP has been designed and planned keeping in view the the stability and requirements of the institution for its multidimensional growth in all respects. In order to sustain and maintain the improved infrastructure and quality enhancement, the institute has made provisions of monitoring strategies. The maintenances of the facilities would be monitored financially and institutionally to seek for the logistic dimension through IQAC. Skill oriented courses may attract participants from outside and will add in financial resource generation for sustenance. In order to manage the process and to develop the sustainability, the college will establish a sustainability committee consisting of faculty, staff and students. The project activities would also be sustained after the completion of the project. The old meritorious students will guide and motivate the new students. The goals established are of permanent nature having the potential for sustainability and feasibility. The plans once executed will yield long term results and the various facilities once started will be for forever. Meeting will be conducted from time to time for the monitoring of project activities.

After the stipulated period of 5 years, the course will be run under the self-finance scheme. The fees paid by the students will be utilized for the continuous run of the courses. The plan would be continuously run with janbhagidari fund. The research facility created would be extended to the external scholars on payment basis. Alumni support can also be taken.

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

The sustainability and feasibility of action plan is highly dependent on the achieving of the goals which will include starting new UG and PG programmes, organizing workshops and presentation, curriculum development and giving the tools and resources to students to create projects and apply for grants. The plan of Govt. G.N.A. P.G. College, Bhatapara is a logical expression of the college's commitment to the needs of society. The focus of the plan is on the strengthening of quality. The proposed activities and plans justify the need of the college. This plan is designed to guide the students for their career orientation. The maximum focus is on the excellence and employability. The college will be increasingly recognized for sustainability. Our plan is perfectly in tune with our vision. The plans, goals and vision established articulate the strategies for achieving sustainability.

Our sustainability strategy includes students' engagement in community awareness. The plan executed will continuously yield powerful results. This action plan will provide economic and social benefits to the college. The college will host lectures of various eminent speakers. The college will plan on using the new student orientation to introduce students to the college's action plan, goals and commitments. Special coaching will be given by senior meritorious students to the junior slow learnes. Each activity and its timely completion will be monitored by the committees framed for this specific purpose. All efforts will be made to justify all parameters of action plan from the point of view of excellence strategy. The procurement standards will be established and reviewed annually and updated as necessary.

9. FINANCIAL AND BUDGETARY SUSTAINABILITY:

1. College needs new building and laboratories because -

b. At present there are about 3800 students studying in the college for which there is shortage of rooms
c. Available Labs are small proportional to students of Science and other lab based subjects.
d. There is a lack of a big hall for seminar and conference too.

2 Ground construction and rainwater drainage system in the ground have been demanded in the budget for the development of sports activities in the college because-
a. Sports like cricket, basketball and lawn tennis needs professional ground 's so that students who are interested in sports practices well and perform well in different levels.
b. Due to lack of water drainage system, every year playground get spoiled because of rain, so for internal water drainage system, fund is demanded

3. In present scenario ICT based classrooms are the need of the hour. The present ICT based classrooms are not enough. High speed broadband connection for every class is also needed for that.
4 The current library is very small in the proportion of the students enrolled in college. So the construction of first floor is needed for creation of reading space.
5. For modernization and strengthening of library and increasing access to knowledge resources we want to subscribe research journals, magazines, E journals And other paid services.
6. As the NAAC peer team has pointed out the lack of reference books in our library, we want to fulfill that lacuna too.
7 Keeping a view on disabled persons and students demand has been made to construct ramps, railing in stairs, special toilet for disable persons in every building. Blind Pathways for visually impaired persons is also included in the demanded budget.
8. The auditorium building has been constructed in the college campus but there is a lack of interior decoration like chairs, ac, false ceiling, fire safety features etc. Therefore to make it usable, the estimate of the necessary cost has been called for this and a budget demand has been made.
9. For decreasing the use of non-renewable energy sources, solar panel is demanded.

10-DOCUMENTS ON STAKE HOLDER'S CONSULTATION:

Govt. G.N.A.P.G. College, Bhatapara has included college students, their parents, alumni, teachers and Janbhagidari committee members in the stakeholders of the college. All the students of college and their parents provide feedback through the google sheet (questionnaire). Alumni, teachers and janbhagidari Samiti members provide feedback in meetings held twice- thrice a year. The process of admission in the college, college infrastructure, sports and cultural activities, NSS activities, examination and results are the points on the basis of which valuable advice of stakeholders is sought. Useful responses of the stakeholders are included in the college development process. According to guidelines of affiliated university objectives are fulfilled.

Students as stakeholders-
Students are active in our Institution. They work and motivate other students to take part in different activities conducted by the institution. They work in various curricular and extra-curricular activities conducted by the institution for the all-round development of students. The institution also includes the student representatives and class representatives in various decision making, academic and administrative committees for acquiring a better academic environment. Sometimes we hold a meeting in our institution for students' opinions and suggestions. Student council members are also involved in several department level committees.
Web link- http://gnapgcollege.in/newsData/Report95.pdf
Parents as stakeholder-
The parents of the students of the college are important stakeholder. Every year a 'Parent-Teacher Meet' is organized in the college in which the parents come and visit the college campus. They are given information about the college's teaching methods, security, infrastructure, basic facilities, library, canteen, playground,

etc. At the same time, in-depth discussion about the teaching-learning process and its outcome is done. Necessary suggestions through feedback forms are obtained for better functioning of the college. Web link- http://gnapgcollege.in/newsData/Report96.pdf

Alumni as stakeholder-

The institution always interacts with their alumni community. The institution keeps complete record of alumni with their details, current position and their achievements in the institution. In institution alumni association meetings are held for betterment. During the interaction alumni have highlighted the importance of current trends in the institution and guided the students about the career opportunities in different fields. Alumni visit campus at regular intervals to support the existing batch of students for their career orientation.

Web link- http://gnapgcollege.in/newsData/Report97.pdf

Some of the alumni have settled in foreign countries and are giving service in the private and government sectors. The alumni of our institution motivate the students and create enthusiasm among students resulting in awareness related to importance of education.

Teachers as stakeholders-

Teachers are a very important stakeholder in every educational institution who work for the betterment of the college as they are directly connected to the students. According to their acceptable capacity, they make necessary improvement in teaching-learning methods, practical work, curriculum preparation and examination system for student welfare by connecting with parents, alumni, IQAC members, Janbhagidari Committee members. In this way teachers play an important role in academic as well as non-academic improvement of the college.

School students as stakeholder-

The students of government and non-government schools situated in the vicinity of the college and in nearby rural areas are also the stakeholders of the college, because in the near future these students will become the students of the college. Induction program, science model exhibition, poster exhibition, sports and many other activities are organized by the college for these school students. Sometimes the students of the nearby schools are made familiar with the specialties of the college by letting them visit the college premises, by making them familiar with the academic and non-academic activities of the college.

Janbhagidari committee members as stakeholders-

Meetings of janbhagidari committee are held every year in the college as per the requirement. In this committee, people representative, business men and Industrialist of the city, distinguished citizens, senior students, Principal and senior professors are included. Decisions are taken by this committee regarding various types of works including infrastructure of the college, building construction, building renovation, electrification, appointment of teachers and staff, maintenance of playgrounds, conducting examinations and organizing annual function and many more. The necessary fund is also made available for the smooth functioning of the college. Janbhagidari committee plays an important role in the development of the college.

Web link- http://gnapgcollege.in/newsData/Report98.pdf

IQAC members as stakeholders-

Internal Quality Assurance Cell meetings are organized twice- thrice a year in the college. In these meetings, the information of the departments, the formation of various committees of the college, the maintenance of quality teaching (ICT based), the necessary equipment in the college, laboratory equipment is updated. Efforts are made to achieve high quality standards in every work of the college.

Thus, it is clear that achieving high quality standards in the rapid development of the college, all these stakeholders of the college, such as students, their parents, alumni, teachers, IQAC members and Janbhagidari Committee members have an important role. The suggestions of the stakeholders are documented and action is taken with their consultation. Without stakeholders, no institution can achieve its goal. We are sure that this college will get an important place in the educational world in the state and the country with the efforts of the stakeholders of the college.

Web link- http://gnapgcollege.in/Reports.aspx?title=IQAC%20Minutes