

# 1. Institutional Basic Information

## 1.1. Institutional Profile:

Name of the Institution	Ganpat Parsekar College of Education						
Head of the Institution	Mr. Udesb Natekar						
Contact Details	Email ganpatparsekareducation@hotmail.com	Cell No. 9823232629			Office 8459145394		
College Website	ganpatparsekarcollegeofeducation.com				AISHE Code: C - 58207		
Name of the IQAC Coordinator	Ms. Kavitha Nair		Email knair22@gmail.com		Cell No. 9604891923		
Name of the NEP Coordinator	Mr. Khushali Prabhu		Email prabhukhushali@gmail.com		Cell No. 8999152745		
Name of the RDI Coordinator	Dr. Prasad Patil		Email patilprasad31@gmail.com		Cell No. 7620284863		
Name of the TLET Coordinator	Mr. Pandurang Pandit		Email pandit.7148@gmail.com		Cell No. 9764016648		
NAAC Accreditation Status	1 <sup>st</sup> Cycle:		Grade:		2 <sup>nd</sup> Cycle		Grade:
	3 <sup>rd</sup> Cycle		Grade:		4 <sup>th</sup> Cycle		Grade:
NIRF Ranking	2020-21:		2019-20:		2018-19:		2017-18:
UCG Recognition	2(f)		In Process		No		
			12 B		In Process		No
NBA accreditation	Yes		No				
Financial Status	Government /Aided: Aided				Self-Finance:		
Under National Education Policy (NEP 2020), would your institute prefer to be:	i. Constituent college of the State University ii. Autonomous degree granting College. iii. Part of Higher-educational institution (HEIs) cluster.						

Please note that, there is no space limit. Thus, if required, you may expand any of the following sections

## **1.2.Institutional SWOC Analysis**

### ***Strengths:***

1. Committed, well qualified, experienced, and multi-talented faculty members leading the seamless dissemination of knowledge.
2. Though we are at the extreme remote area we get students from all over states.
3. Scenic campus with an area of 21523m<sup>2</sup> enhancing the resourceful nature of the demography of the institution.
4. Excellent physical Infrastructure which aids the academic and allied processes.
5. Variety of Certificate courses for the students indicating value addition along with the regular curricular exchanges. Large number of Institutional Social Responsibilities programs leading to an attitude to serve the nation.

### ***Weaknesses:***

1. There is lack of motivation in the teachers for research.
2. The institute is in extreme rural area.
3. There is transportation/ travelling problem faced by the students and staff those who are going for practice teaching in schools which are in remote areas.
4. There is no proper integration in the courses undertaken under B.Sc.B.Ed and B.A.B.Ed program.
5. Choice based credit system is not yet implemented for the program.
6. Enough opportunities are not provided for job placement of students.

### ***Opportunities:***

1. Upgradation of the existing physical infrastructure.
2. Enhancement in the overall demographics of the institution with the maintenance of the landscaping and gardening Development of resources to enhance the expansion of research and more increase the number of publications.
3. Mobilization of the existing resources to aid research and consultancy. Introducing more skill-based and job-oriented diploma and degree courses.
4. Collaborations with NGOs/Industries at the national and international level in curriculum development/ enrichment/designing of skill-based courses to enhance employability.
5. Setting up an incubation centre to foster entrepreneurship skill development.
6. Increase campus placements to provide apt job opportunity to the graduating students.
7. Being a new college we can easily cope up with the new policies of the NEP
8. As we situated in the rural we can do community based program effectively.
9. We can change the infrastructure as the requirements as we are new institution and not yet set.
10. Being an integrated college we can easily move to integrated teacher education program as suggested by NCTE.

## **2. Institutional Development Plan (*for at-least next 10 years*)**

### **2.1 Vision**

Holistic, innovative and transformative education, for the future educators.

### **2.2 Mission**

At Ganpat Parsekar College of Education we are committed to promote holistic, multidisciplinary, innovative education to the teacher trainees across the state. We engage in development of value system and nation building as core of the training. We aim to create a new generation of “future ready” teachers.

### **2.3 Goals and Objectives**

1. Develop motivated and energized staff.
2. Improve teaching, learning and evaluation process with respect to outcome based education.
3. Develop culture of research and innovations in the institution.
4. Initiate and strengthen Industry-Academic Partnership.
5. Strengthen institution student’s placement mechanism.
6. Encourage incubation and start up among students and faculties.
7. Improve and develop infrastructure for better teaching learning administration.
8. Upgrading skills of non-teaching staff

### **2.4 Executive Summary**

1. Develop motivated and energized staff.  
To start with research cell will be constituted in the college which will consist of faculties having PhD’s, which will guide future researchers of college. College will develop mechanism to collect funds from different industries, government schemes and from the well-wishers of college. Encourage faculties to write research paper and publish them in the reputed UGC care and Scopus index journals. College will encourage interdisciplinary research within the college and outside the college through collaboration with different organization. College will aim to have full-fledged research Centre by next 10 years.
2. Improve teaching, learning and evaluation process with respect to outcome based education.  
Teaching learning and evaluation are very important component of institution. Institution continuously strives to improve its teaching learning process by suing new pedagogies as well as new methods of evaluation.
3. Develop culture of research and innovations in the institution.  
In the short term the institution plans to have Research Discussion Forum (RDF) in the form of research cell/circle wherein various Workshops/Seminars/Trainings/ related to promotion of research activities will be done for staff and students. In mid-term the institution plans to have problem solving methodologies wherein staff and students are encouraged to learn, devise and implement problem-solving strategies as a part of academic journey through tie up with industry–academia research initiative. In the long term, the institution expects to have its own research /central lab.
4. Initiate and strengthen Industry-Academic Partnership.  
In the short term, the institution plans to take initiatives by negotiating with different course related industries for including their experts in BoS/ Academics by organising meetings/activities/seminars and conferences for the faculty and students to make aware about

the need for industry – academic partnership including the experts in BoS and educational industries. Through the different activities the college will recommend the policy/ course content for industry – academic partnership and Industry Internship to BoS. In Mid-term, students and faculty shall also be encouraged to take up internships in industries through linkages with educational industries which will help in understanding and fulfilling industry requirements. To organize various trainings, workshops, seminars and conferences for faculties and students in collaboration with industry to develop their skills and competencies. In the long run, the institution expects tie-ups with different education and other industries to conduct minor and major productive research-based projects of State/National and International Educational organizations and provide platform for career opportunities to the students by organising campus interviews in our institute at the end of the course.

5. Strengthen institution student's placement mechanism.  
Moreover one of the most important aim of education is to provide skilled workforce for the industry connected with the course taken in the college. Institution tries to connect with different school for placement of our student. Furthermore institution has plans to connect with various educational industry such startups, content creator for placing our students.
6. Encourage incubation and start up among students and faculties.  
In the short term, the institution plans to bring out creative ideas from students through competitions and provide basic orientation and training to initiate education based startups. In due course, students shall also be encouraged to take up internships in industries through linkages and come up with ICT based innovations. In the long run, the institution expects tie-ups with govt. bodies to establish tinker labs as well as fund students to aid start-ups.
7. Improve and develop infrastructure for better teaching learning administration.  
Good Infrastructure leads to better teaching learning and administration. Institution already has a good infrastructure but needs to change and upgrade as per need and developing technology. Considering need of changing pedagogies and use of ICT in teaching learning process as well as administration institution plans to upgrade its infrastructure.
8. Upgrading skills of non-teaching staff  
The short-term certificate course committee aims at holistic development of the students, the teaching and non-teaching staff of the college. To develop the skills among the non-teaching staff the committee on the initial phase aims at developing their communication skills by organising a short-term certificate course where in they will be trained to improvise on their communication and the interpersonal skills which will help them develop their personality. Along with that to create and awareness and also to develop the sense of accountability the non-teaching staff will be oriented about their roles and responsibilities in the college also the awareness will be created about their promotions and other benefits.

## 2.5 Action plan for Developing Motivated and Energized Faculty

Time Line	Objectives	Activities
Short Term (2 Years) Goals	(i).To make research popular amongst faculties. (ii).To explores research funding from different avenues.	<ol style="list-style-type: none"> <li>1. Research Cell for college faculties.</li> <li>2. Research paper writing workshops for Arts, Education and Science Faculties.</li> <li>3. Providing Seed money for faculties to conduct research project.</li> <li>4. Installation of research based software's in resource room. e.g. Grammerly, Quillbot, Origin, Mendeley,SPSS etc (Free to use and subscribed software's).</li> <li>5. Research through interdisciplinary approach.</li> <li>6. In house mechanism to get sponsorship from different institutions and Industries.</li> <li>7. Encouragement to write research paper in UGC care listed and Scopus listed journals. Providing funding through RIF (Research Incentive Fund) to faculties.</li> <li>8. Organising State / National Conferences.</li> <li>9. Felicitations of faculties having PhD's and providing certificate for research paper for excellence in research.</li> </ol>
Mid Term (5 Years) Goals	(i). To make research a habit. (ii). To encourage faculties to publish research paper in Scopus index and UGC Care listed journals. (iii). To see college as a research centre of par	<ol style="list-style-type: none"> <li>1. Minor/Major project for faculties.</li> <li>2. College research Journal with ISBN and Impact factor.</li> <li>3. FDP programme by college for college faculties and other college faculties.</li> <li>4. Faculty exchange programme with reputed state and national institutions.</li> <li>5. Organising International Conference.</li> <li>6. Having as many research paper publications in the UGC care listed and Scopus index journals.</li> <li>7. Arrangement for International funding.</li> <li>8. Collaborative research with other reputed national institutions.</li> <li>9. To start Post Graduate courses (PG) in college so that college can get Research centre status. This will help college faculties to become research guide.</li> </ol>

	excellence.	
Long Term (10 Years) Goals	(i). To make research centre of national and international repute. (ii). To make most staff having PhD's.	1. 90% faculties to have PhD's. 2. Faculties to have joint research work with international collaboration.

## 2.6 Action Plan of Teaching, Learning and Education Technology

Time Line / Components	Implementation of Outcome based Education	Enhancement of Student Progress	Multidisciplinary teaching	MOOCs and ODL
Short term ( 2 years)	<ul style="list-style-type: none"> <li>• Restructuring of curriculum as per Outcome-Based Education (OBE) pedagogical model.</li> <li>• Course delivery as OBE</li> <li>• Assessment as Per OBE model.</li> </ul>	<ul style="list-style-type: none"> <li>• Academic mentoring program model.</li> <li>• Performance based assessment by using Rubrics.</li> <li>• Course delivery using OBE model.</li> <li>• Blended learning and Experiential learning.</li> <li>• Cognitive achievement report.</li> <li>• Setting up of virtual classroom and laboratories.</li> </ul>	<ul style="list-style-type: none"> <li>• Restructuring curriculum as per National Education Policy 2020.</li> <li>• Formation of clusters for multidisciplinary Education.</li> <li>• School internship to be interprofessional, value based and including community service.</li> <li>• Student exchange program.</li> <li>• Use of interdisciplinary pedagogy.</li> </ul>	<ul style="list-style-type: none"> <li>• Building a studio and developing videos for few topics and sharing on LMS.</li> <li>• Encouraging teachers to develop MOOCS on SWAYAM platform.</li> <li>• Local chapter for NPTEL.</li> <li>• Study center of IGNOU.</li> </ul>

Mid-term (5 years)	<ul style="list-style-type: none"> <li>• Gap analysis of present structure</li> <li>• Revision of Curriculum based on the gap identified by using OBE.</li> </ul>	<ul style="list-style-type: none"> <li>• Use of Artificial Intelligence in learning and assessment.</li> <li>• Technology based pedagogies.</li> </ul>	<ul style="list-style-type: none"> <li>• Developing infrastructure required for multidisciplinary education.</li> <li>• Introducing new course for multidisciplinary Education.</li> </ul>	<ul style="list-style-type: none"> <li>• Designing courses on teacher Education through open and distance learning.</li> </ul>
Long term (10 years)	<ul style="list-style-type: none"> <li>• Gap analysis of present structure</li> <li>• Revision of Curriculum based on the gap identified by using OBE.</li> </ul>	<ul style="list-style-type: none"> <li>• Personal remedial teaching through AI.</li> <li>• Remote monitoring of students school internship.</li> </ul>	<ul style="list-style-type: none"> <li>• Global citizenship education.</li> <li>• Academic bank of credit</li> </ul>	<ul style="list-style-type: none"> <li>• Designing institutions own platform for MOOC course.</li> </ul>

### 2.7. Action Plan of Research development and Innovation

<i>Time Line/Components</i>	<i>Objectives</i>	<i>Action plan</i>
<b>Short Term ( 2Years)</b>	<ul style="list-style-type: none"> <li>• Attracting research funds (State, National, International, Industry) etc.</li> <li>• Improving quantity and quality of research publications</li> </ul>	<ul style="list-style-type: none"> <li>• Research Discussion Forum (RDF) in the form of research cell/circle should be established, to encourage interdisciplinary research projects and consultancy activities.</li> <li>• Workshops are supposed to be conducted to encourage <u>research proposal writing</u> under research discussion forum(RDF).</li> <li>• The research committee has to formulate policies (Institutional Policy document detailing Scheme of Incentives for Research &amp; Policy and procedure for Seed Money for Research) to promote research culture on the campus.</li> <li>• Organizing various Workshops/Seminars/Trainings/ related to promotion of research activities.</li> </ul>

	<ul style="list-style-type: none"> <li>• Training faculty/students for research</li> <li>• Developing environment conducive for research</li> </ul>	<ul style="list-style-type: none"> <li>• Creating computer laboratory having research based software such as SSP, grammarly, origin, mendeley software and trained them.</li> <li>• To implement research imminent person's photograph in laboratory and libraries in order to promote research environment in college</li> <li>• To organize study tours to research institutes (CSIR, ICAR, Educational institution) in Goa and science laboratories/ university campus departments/ libraries.</li> <li>• To create <u>Special Research Section</u> in library to facilitate research writing and reading for college staff members/students.</li> <li>• Course on "<u>Research Writing</u>" is part of the curriculum for making students understand process of research.</li> </ul>
<p><b>Mid-term (5 Years)</b></p>	<ul style="list-style-type: none"> <li>• Attracting research funds (State, National, International, Industry) etc.</li> <li>• Improving quantity and quality of research publications.</li> <li>• Training faculty/students for research.</li> <li>• Developing environment conducive for research.</li> </ul>	<ul style="list-style-type: none"> <li>• Documents on guide to research funding bodies and various implementation processes to be made available on research portal of the college website.</li> <li>• MoUs/Linkages with state institutions for facilitating research. Encourage industry-academia research initiatives.</li> <li>• Academic/research faculty exchange programme-state wise initiated to give opportunities to faculty for conducting collaborative research.</li> <li>• Promotion of problem solving methodologies wherein students are encouraged to learn, devise and implement problem-solving strategies as a part of academic journey.</li> </ul>

<p><b>Long Term(10 Years)</b></p>	<ul style="list-style-type: none"> <li>• Attracting research funds (State, National, International, Industry) etc.</li> <li>• Improving quantity and quality of research publications.</li> <li>• Training faculty/students for research.</li> <li>• Developing environment conducive for research.</li> </ul>	<ul style="list-style-type: none"> <li>• MoUs/Linkages with National/International institutions for facilitating research. Encourage industry–academia research initiatives.</li> <li>• Academic/research faculty exchange programme– National initiated to give opportunities to faculty for conducting collaborative research.</li> <li>• Establishment of research lab and central research lab for researchers/students.</li> <li>• Compulsory training or internship as (education-research programme) for staff members and students.</li> <li>• Establishment of Industry/Research interfaces.</li> <li>• Establishment of Extension and Outreach programmes (value for social and ecological responsibility need to be inculcated among students).</li> </ul>
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<b>2.8 Action Plan of Industry-Academic Partnership</b>		
<b>Timeline/ Components</b>	<b>Including industry experts in the board of studies/ academics</b>	<b>Industry internship for faculties/ students</b>
<p><b>Short term - 2 years</b></p>	<ul style="list-style-type: none"> <li>➤ Negotiating with different course related industries (educational - govt and private) for including their experts in BoS / Academics.</li> <li>➤ Organising meetings/activities/seminars and conferences for the faculty and students to make aware about the need for industry – academic partnership including the experts in BoS and educational industries.</li> <li>➤ Recommending the policy/ course content for industry – academic partnership to BoS.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Negotiating with different course related (educational) industries for carrying out trainings for faculties and internship for students as per requirements.</li> <li>➤ Recommending a provision for educational industrial internship in syllabus to BoS.</li> <li>➤ Organising activities, seminars and conferences to make awareness about the need of industrial internship for the professional development of students in collaboration with educational industries.</li> </ul>

<b>Mid-term - 5 years</b>	<ul style="list-style-type: none"> <li>➤ Forming strong linkages/MoU with educational industries for their participation in BoS which will help in understanding and fulfilling industry requirements.</li> <li>➤ Taking training and participation in research-oriented work related to the (educational) industry (for students and faculty).</li> <li>➤ Encourage industry-academia research initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Linking the related industries for trainings of faculties and students' internships as per the need.</li> <li>➤ Organising various trainings, workshops, seminars and conferences related to professional development of faculties and students through industry.</li> </ul>
<b>long term- 10 years</b>	<ul style="list-style-type: none"> <li>➤ Establishment of Industry/Research interfaces.</li> <li>➤ Getting different research projects from the industry (funded by industry) for faculty and students to work upon.</li> <li>➤ Attracting funds from industries for innovative research projects.</li> <li>➤ organising campus interviews in our institute at the end of the course</li> </ul>	<ul style="list-style-type: none"> <li>➤ Partnering with different education related industries and other industries to do Industry Internship for faculties/ students.</li> <li>➤ Partnering with different education related industries to conduct minor/major research projects (CSIR, ICAR, NCERT, ICSSR and State/National and International Educational Organizations) for faculties.</li> </ul>

<b>2.9 Action Plan of Institution's Placement Plan for Students</b>	
<b>Time Line/Components</b>	<b>Plan of action</b>
Short term(2 years)	<ul style="list-style-type: none"> <li>• Establishment of Career guidance and development centre.</li> <li>• Awareness and Sensitization of actual placement.</li> <li>• Contact Schools within Goa and Outside Goa for placement</li> <li>• Merge the placement cell website with college website.</li> <li>• Training of students for Interviews</li> <li>• Update students about notifications regarding vacancies through employment news, etc</li> <li>• Contact alumni regarding vacancies and to promote placements for the institution</li> <li>• Invite Experts</li> <li>• Organise competitions (finding courses of different colleges)</li> <li>• Orientation on Competitive exam</li> </ul>

	<ul style="list-style-type: none"> <li>• Training to write CV and to prepare Portfolio</li> <li>• Conduct mock interviews</li> <li>• Conduct workshop on use of Technology in teaching</li> <li>• Pragati Programme for students.</li> </ul>
Mid-term (5 years)	<ul style="list-style-type: none"> <li>• Placement of students and alumni in renowned institutions following different boards.</li> <li>• Follow up of placed students</li> </ul>
Long term (10 years)	<ul style="list-style-type: none"> <li>• Full fledge running of career guidance and development centre.</li> <li>• Taking further it into community</li> <li>• Follow up of placed students</li> </ul>

<b>2.10 Achieving target for Accreditation</b>	
<b>Time Line/Components</b>	<b>Plan of Action</b>
Short term(2 years)	<ol style="list-style-type: none"> <li>1. Getting 12f and 2b recognition</li> <li>2. Application for NAAC 1<sup>st</sup> Cycle</li> <li>3. Preparing self-study reports for submission on NAAC website.</li> <li>4. Gap analysis will be done as per the grade given by NAAC</li> </ol>
Mid-term (5 years)	<ol style="list-style-type: none"> <li>1. Planning and/or reviewing, revising curriculum and adapting it to local context /situation.</li> <li>2. Planning institutional curriculum keeping in focus on the Programme Learning Outcomes (PLOs) and Course Learning Outcomes (CLOs) for all programmes offered by the institution.</li> <li>3. Adding value aided courses.</li> <li>4. Obtaining structured feedback on the curriculum – semester wise from various stakeholders.</li> <li>5. Mentoring / Academic Counselling, Peer Feedback / Tutoring, Remedial Learning Engagement, Learning Enhancement / Enrichment and Collaborative tasks for catering diverse learners.</li> <li>6. Multiple mode approach to teaching-learning will be adopted by teachers which includes experiential learning, participative learning, problem solving methodologies, brain storming, focused group discussion, online mode, etc. for enhancing student learning</li> <li>7. Students will be encouraged to use ICT support (mobile-based learning, online material, podcast, virtual laboratories, learning apps etc.) for their learning including on field practice</li> </ol>

	<ol style="list-style-type: none"> <li>8. In-house support will be provided by the institution to teachers for research purposes.</li> <li>9. Outreach activities in the community in terms of influencing and sensitizing students to social issues and contribute to community development.</li> <li>10. Providing proper infrastructure.</li> <li>11. Application for NIRF</li> <li>12. Timely Submission of Annual Quality Submission Reports. AQAR</li> <li>13. Application for NAAC 2<sup>nd</sup> cycle.</li> </ol>
Long term (10 years)	<ol style="list-style-type: none"> <li>1. Doing gap analysis and preparing for next NAAC Cycle.</li> <li>2. Timely Submission of Annual Quality Submission Reports (AQAR).</li> <li>3. Application for NAAC 3<sup>rd</sup> cycle.</li> </ol>

<b>2.11 Incubation and Start-Up</b>	
<b>Timeline</b>	<b>Activities</b>
Short Term Plan (2 years)	Organize workshops for students to teach repairing of daily household appliances and other life skills
	Organize innovation based competitions and exhibitions for students.
	Organize training programmes on Entrepreneurship and Educational Start-ups
Mid Term Plan (5 years)	Establish institutional creative lab to Foster curiosity, creativity, and imagination in young minds and create workspace where students can learn innovation skills in a flexible environment
	To establish formal linkages through MoUs with industries and obtain funding from external bodies for startup.
	Encouraging students to take up internships in industries as a part of their curriculum
	Encourage students to collaborate with people from technological background to come up with simple ICT based innovations
Long Term Plan (10 years)	Tie up with govt. bodies like Atal Innovation Mission, Start-up India, etc. to establish tinker lab in the college
	Provide seed money for students to encourage start-up activities
	Encourage education based start-ups such as coaching centers

<b>2.12. Alumni Engagement/ Activities plan</b>		
<b>Time Frame</b>	<b>Objectives</b>	<b>Activities</b>
Short term ( 2 years)	Develop and enhance connections between institution, alumni, and present students	Campus Placement for Alumni, Competitive Exam Coaching, Personality Development Program Effort are to be taken to get register the association.
Mid-term (5 years)	Alumni sponsored events	Talk sessions conducted by Alumni on topics like Role model, skill enhancement, motivational talks, coaching, Reunion /social gathering, Blood donation camp, cultural fest by Alumni to develop strong network between Alumni and present students.
Long term (10 years)	Promote Alumni to various fund raising activities	Organizing activities related to fund raising contributing towards the development of college and present Students by Alumni

<b>2.13. Basic Infrastructure Development Plan</b>			
<b>Time line/Components</b>	<b>Infrastructure</b>	<b>ICT</b>	<b>Green Campus</b>
<b>Short Term Years) (2</b>	<ul style="list-style-type: none"> <li>• Extension of college building which includes: 16 new classes, handicap friendly infrastructure like: provision of elevator, ramp and disable friendly toilet; language lab, seminar hall, exhibition hall, additional store room, NCC room, counseling room, additional gents &amp; ladies toilet toilets for students and staff (separate), new gymkhana, education resource room, student</li> </ul>	<ul style="list-style-type: none"> <li>• 2 classes with smart board</li> <li>• 4 classes with smart television</li> <li>• Computer lab with 1:40 ratio.</li> <li>• 5 computers in e-library with required furniture.</li> <li>• 5 computers in language lab and 5 headphones with mic. and with required furniture.</li> </ul>	<ul style="list-style-type: none"> <li>• Start with Self-sustainable power supply to the campus using solar energy.</li> <li>• Start with Water recycle and water harvesting plants wherever and however possible.</li> <li>• Planning to save electricity.</li> <li>• Planting fruit bearing and variety of plants in the campus.</li> </ul>

	<p>care room, IQAC room, recreation room, child care room, robotics and coding lab, extra rooms for library like: research room, discussion room, teachers sitting room, study lounge, technical processing room, library store and Xerox and printing space.</p> <ul style="list-style-type: none"> <li>• Drinking facility on 1<sup>st</sup> and 3<sup>rd</sup> floor</li> <li>• IOT based electrical and water system</li> <li>• EPABX inter com system</li> </ul>	<ul style="list-style-type: none"> <li>• 1 digital tablets</li> <li>• 2 VR glasses</li> <li>• virtual laboratories</li> <li>• Extension of Internet and Wi-Fi facility</li> <li>• Use of AI in TL and administration.</li> <li>• Updating college website</li> <li>• CCTV on every floor</li> </ul>	
<p><b>Mid Term</b> <b>Years)</b> (5</p>	<ul style="list-style-type: none"> <li>• Additional equipment's and enhancement of library, audio visual room, resource room, staff room, laboratories and gymkhana.</li> <li>• Additional furniture's in required rooms, classes and labs.</li> <li>• Art Installations, sculptures and murals related to education in entire campus.</li> <li>• IOT based electrical and water system</li> <li>• EPABX inter com system</li> </ul>	<ul style="list-style-type: none"> <li>• 6 classes with smart board</li> <li>• 7 classes with smart television</li> <li>• Computer lab with 1:20 ratio.</li> <li>• E-library with 7 computers and required furniture.</li> <li>• Language lab with 7 computers in and 7 headphones with mics and with required furniture.</li> <li>• 3 digital tablets for Augmented reality.</li> <li>• 10 VR glasses</li> <li>• virtual laboratories</li> </ul>	<ul style="list-style-type: none"> <li>• Self-sustainable power supply to the campus using solar energy.</li> <li>• Water recycle and water harvesting plants wherever and however possible.</li> <li>• Planting fruit bearing and variety of plants in the campus.</li> <li>• Provide Sufficient electricity power</li> </ul>

		<ul style="list-style-type: none"> <li>• Virtual Classroom</li> <li>• Audio Visual Lab with 4 editing system and basic equipment's &amp; furniture.</li> </ul>	
<b>Long Term Years)</b> (10	<ul style="list-style-type: none"> <li>• Full fledged Additional equipment's and enhancement of library, audio visual room, resource room, staff room, laboratories and gymkhana.</li> <li>• Full fledged Additional furniture's in required rooms, classes and labs.</li> <li>• Completion of Art Installations, sculptures and murals related to education in entire campus.</li> </ul>	<ul style="list-style-type: none"> <li>• 12 classes with smart board</li> <li>• 10 classes with smart television</li> <li>• Full-fledged computer lab with 1:10 ratio.</li> <li>• Full fledged e-library with 10 computers and required furniture.</li> <li>• Full fledged Language lab with 10 computers in and 10 headphones with mics with required furniture.</li> <li>• 5 digital tablets for Augmented reality.</li> <li>• 20 VR glasses</li> <li>• Full fledged Audio Visual Lab with 5 editing system and required equipment's &amp; furniture.</li> </ul>	<ul style="list-style-type: none"> <li>• 100% Self-sustainable power supply to the campus using solar energy.</li> <li>• 100% Water recycle and water harvesting plants wherever and however possible.</li> <li>• 100% green Campus</li> </ul>

### 2.14 SKILL DEVELOPMENT OF NON-TEACHING STAFF

Time line	Objectives	Activities
2 Years	<ul style="list-style-type: none"> <li>- To enhance and improve the communication skills.</li> <li>- To keep the staff updated with the latest technology.</li> </ul>	<ul style="list-style-type: none"> <li>- Orientation on Administrative roles and responsibilities and the benefits to the staff by DHE</li> <li>- Short term certificate course on communication skills.</li> <li>- Workshop on use of application of Microsoft and latest technology in data entry and representation.</li> </ul>
5 Years	<ul style="list-style-type: none"> <li>- Improve the working environment.</li> <li>- Create awareness on healthy diet and importance of physical activity</li> </ul>	<ul style="list-style-type: none"> <li>- Workshop on fire safety</li> <li>- Session on basics of 1<sup>st</sup> Aid and balanced healthy diet.</li> <li>- Orientation on administrative roles and duties</li> </ul>
10 Years	<ul style="list-style-type: none"> <li>- To create a healthy working environment among the staff</li> <li>- Reduce the work pressure and create awareness on healthy diet and physical activity</li> </ul>	<ul style="list-style-type: none"> <li>- Workshops on theatre to develop their skills</li> <li>- Short term training programme on gardening, cleanness and other basic skills</li> <li>- Short term certificate courses on communication skill, data entry and representation.</li> </ul>

### 2.15 Any Other Initiatives for the Student's and Institutional Growth

Objective	Timeline	Activities	Outcome
	Short Term (2years)	1.Preparation of Energy Conservation Policy.  2.Planning for funding of Energy conservation requisites.	1.Policy will provide effective guidelines to conserve energy.  2.Procurement of grants to get solar panels, street light in the campus.

Energy Conservation		<p>3. Awareness and sensitization of all stakeholders (all staff &amp; students) regarding energy conservation.</p> <p>4. Audit to ensure lights, fans are switched off when not required.</p>	<p>3.</p> <p>a) Sending notices to ensure lights are switched off when not in use.</p> <p>b) Well-lit classrooms, laboratories, library with ample natural light.</p> <p>4. Register will be maintained; Strict compliance will reflect in reduction of the electricity bill.</p>
	Mid Term (5 years)	<p>4. Ensuring compliance of Energy conservation.</p> <p>5. Procuring solar street light, solar panel to be fixed in the campus.</p>	<p>4. Taking up surprise audits to check if lights, fans, etc are switched off.</p> <p>5. Solar street light and solar panel will be installed in the campus</p>
	Long Term (10 years)	<p>6. Maintenance of all energy conservation equipment on a regular basis.</p>	<p>6. All equipment for energy conservation will be checked and maintained on a regular basis</p> <p>7. Institution to emerge as a role model for energy conservation.</p>
Waste Management	Short Term (2 years)	<p>1. Preparation of Waste management policy.</p> <p>2. Planning for funding of waste management requisites (waste segregation bins, composting, incinerators).</p> <p>3. Steps to build awareness and sensitize all stakeholders (all staff &amp; students) regarding waste management.</p>	<p>1. Policy will provide effective guidelines to manage waste.</p> <p>2. Procurement of waste segregation bins and installing them at strategic locations in the campus.</p> <p>3.</p> <p>a) Organizing talks by experts on waste management.</p> <p>b) Competitions for students in preparing wealth out of waste.</p> <p>4. Register will be maintained.</p>

		<p>4.Maintaining a register for “Waste Management “audit findings.</p> <p>5 Every Monday to be observed as a “Zero Waste Day “</p>	<p>5.Removal of dustbins every Monday,</p>
	Mid Term (5 years)	<p>4.Ensuring compliance of waste management policy.</p> <p>5.Training students in composting wet waste</p> <p>6.MoU to be signed with a specialized agency for training students in composting, any other waste management related activity.</p>	<p>4.Taking up surprise audits to ensure enforcement of the waste management policy</p> <p>5.Compost pit to be prepared. Students to be trained in preparing compost.</p> <p>6. Agencies specializing in waste management to be identified and shortlisted for signing an MoU.</p>
	Long Term (10 years)	<p>6.Monitoring of waste generation to continue.</p> <p>7.Installation of Biogas</p>	<p>6.Waste generating activities to be curbed by following the four R” s – Reduce, Reuse, Recycle, Refuse.</p> <p>7.Bio gas to be installed in the campus.</p>
	Short Term (2years)	<p>1.Preparation of water management policy.</p> <p>2.Planning for funding of water management requisites (water tank, water recycling, rain water harvesting)</p> <p>3.Steps to build awareness and sensitize all stakeholders (all staff &amp;students) regarding water management.</p> <p>4.Fixing leaking taps immediately.</p>	<p>1.Policy will provide effective guidelines to manage water.</p> <p>2.Funds will be allocated exclusively for the water management purpose (water recycling plant, rain water harvesting).</p> <p>3. Talks on water management to be held by inviting experts, competitions for students to come up with ideas on saving water.</p>

Water Management			4. Leaking taps will be fixed on a priority basis once notified.
	Mid Term (5 years)	5. Ensuring compliance of water management policy. 6. Rainwater harvesting	5. Regular audits to be undertaken to ensure strict compliance of the water management policy. 6. Rainwater harvesting will be implemented.
	Long Term (10 years)	7. Water recycling.	7. Used water from washbasins, etc to be recycled.
Cleanliness, Sanitation, Green cover, and providing a Pollution free environment	Short Term (2 years)	1. Tree plantation to be undertaken. 2. Awareness about the necessity to maintain a balance in nature. 3. Signboards to be displayed for maintaining cleanliness in the campus.	1. Tree plantation will be undertaken on a regular basis 2. Awareness programs to showcase the importance of preserving balance in nature will be conducted with the help of experts. 3. Signboards will be displayed outside restrooms and other strategic locations.
	Mid Term (5 years)	4. Landscaping of the garden. 5. Planning to install wash basins and restrooms on each floor	4. Landscaping of the garden will be undertaken. 5. Wash basins and restrooms will be provided on each floor.
	Long Term (10 years)	6. Development of an eco-friendly Campus	6. Decoration items to be made out of waste materials, campus to be made plastic free, online documentation, car-pooling.
Leveraging local environment locational knowledge and resources, Community practices and challenges	Short Term (2 years)	1. Generate awareness about the local environment and resources. 2. Organizing exhibitions to showcase local crafts.	1. Students will be familiarized with the local environment and the resources through different activities. 2. Local artisans will be invited to exhibit their products.
	Mid Term (5 years)	3. Organizing visits for students to experience the making of local art and crafts	3. Students will get first hand knowledge of local arts and crafts and an opportunity for “Learning by doing”.

	Long Term (10 years)	4.Linkages with local artisans, craftsmen, self-help groups to be established	4.Linkages with local artisans, craftsmen, self-help groups to be established to provide an opportunity for community interaction and also for working with the community.
Institutional Social Responsibility	Short Term (2years)	1.To inculcate social awareness, values among students as well as the community at large.	1.Social awareness and value inculcation to be instilled through activities like organization of health camps , blood donation camps , clean ups of public places , sensitizing people from the community towards various issues of concern – including awareness about different welfare schemes.
	Mid Term (5 years)	2.To nurture students as citizens with moral, ethical, and social values so as to provide service to the society through activities and discharge their obligations towards the society.	2.Training programs and skill enhancement activities will be organized for people for the community through student involvement (e.g skill-based training for unemployed youth)
	Long Term (10 years)	Creation of an Institutional Social Responsibility Cell to execute all the above tasks in a planned and efficient manner.	
Institutional Best Practices	Short Term (2years)	1.Identification of areas needing best practices. 2.Search for existing best practices. 3.Ask students / teachers what they find helpful.	1. Know your goals, know the goals of the institution, get feedback. 2.Collect data and analyse to know what students and teachers find helpful (a suggestion box may be kept for this purpose). 3.Informal conversations may be used to know what works best.
	Mid Term (5 years)	4.Communicate new best practices. 5.Follow up to know the impact of the best practices.	4.Communicate new best practices that are introduced to students and teachers. 5.Get a feedback to know the impact of the best practices.
	Long Term (10 years)	6.Analyse the effect and reinforce / close the gaps as per the need.	6. Find and collect all data pertaining to the best practice and analyse the findings. Continue if findings are positive. Find a solution for anything that might need remedial treatment.