



Harmal Panchakroshi Shikshan Mandal's
Ganpat Parsekar College Of Education

Vidya Sankul, Bhom Plateau, Harmal - Goa

(Affiliated to Goa University, Recognised by NCTE)

Recognised under Section 2(f) of the UGC Act, 1956

**STATUS REPORT OF Institutional Development Plan
2022-23**

January 2025

PRINCIPAL

Harmal Panchakroshi Shikshan Mandal's
Ganpat Parsekar College of Education
Vidya Sankul, Bhom Plateau,
Harmal, Pernem-Goa. 403524

1. Institutional Basic Information

1.1. Institutional Profile:

Name of the Institution	Harmal Panchakroshi Shikshan Mandal's Ganpat Parsekar College of Education, Vidya Sankul, Bhom Plateau, Harmal – Goa 403524			
Head of the Institution	Dr Pandurang Pandit			
Contact Details	Email ganpatparsekareducation@gpcoe.edu.in	Cell No. 9764016648	Office 8459145394	
College Website	www.gpcoe.edu.in		AISHE Code: C - 58207	
Name of the IQAC Coordinator	Ms. Kavitha Nair	kavitha.nair@gpcoe.edu.in	Cell No. 9604891923	
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Name of the RDI Coordinator	Mr. Khushali Prabhu	khushaliprabhu@gpcoe.edu.in	Cell No. 8999152745	
Name of the TLET Coordinator	Mr. Vishwesh Fatrekar	vishwesh.fatrekar@gpcoe.edu.in	Cell No. 9764372995	
NAAC Accreditation Status	1 st Cycle:	Grade:	2 nd Cycle	Grade:
	3 rd Cycle	Grade:	4 th Cycle	Grade:
NIRF Ranking	2020-21:	2019-20:	2018-19:	2017-18:
UCG Recognition	2(f)	yes	12 B	No
NBA accreditation		No		
Financial Status	Government /Aided: Aided		Self-Finance:NA	
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. **Dedicated and Qualified Faculty:** A team of experienced, multi-talented educators committed to the seamless dissemination of knowledge.
2. **Focused Curriculum:** Well-structured programs tailored specifically for education and teacher training.
3. **Consistent Student Intake:** Despite the remote location, the college attracts students from various states, benefiting from limited alternatives in interior regions.
4. **Scenic and Expansive Campus:** A 21,523 m² campus situated in a serene environment, contributing to a conducive learning atmosphere.
5. **Robust Physical Infrastructure:** Well-developed facilities that support both academic and co-curricular activities.
6. **Value-Added Programs:** A wide range of certificate courses and active Institutional Social Responsibility (ISR) initiatives that foster civic consciousness and national service.

Weaknesses:

1. **Emerging Research Culture:** While faculty are highly experienced, a structured framework to encourage and support research is yet to be fully developed.
2. **Remote Location:** Being in a rural setting poses challenges, but also offers opportunities for unique community-based educational models.
3. **Logistical Constraints:** Practice teaching in remote schools brings transportation difficulties, highlighting the need for coordinated travel solutions and local school tie-ups.
4. **Scope for Better Curriculum Integration:** Greater coherence and cross-disciplinary linkages within the B.Sc.B.Ed. and B.A.B.Ed. programs can enhance the learning experience.
5. **Need for CBCS Implementation:** Adoption of the Choice-Based Credit System (CBCS) would offer more flexibility and alignment with national academic frameworks.
6. **Expanding Career Services:** Strengthening placement support and career guidance systems will help bridge the gap between training and employment.

Opportunities:

1. **Infrastructure Development:** Scope for upgrading and expanding physical infrastructure to meet evolving academic and technological needs.
2. **Enhanced Campus Aesthetics:** Opportunities to enrich campus landscaping and create eco-friendly learning spaces that reflect the institution's natural surroundings.
3. **Promotion of Research and Publication:** Potential to mobilize internal and external resources to strengthen research output, establish research cells, and increase scholarly publications.
4. **Introduction of Skill-Based Programs:** Room to launch job-oriented and interdisciplinary diploma/degree courses in alignment with national education priorities.
5. **Collaborations and Partnerships:** Opportunity to establish national and international linkages with NGOs, industries, and academic institutions for curriculum enrichment, internships, and skill training.
6. **Entrepreneurship Development:** Scope to establish an incubation center that nurtures innovation, startup culture, and entrepreneurial skills among students.
7. **Strengthening Placement Initiatives:** Potential to enhance campus recruitment through industry tie-ups and career readiness programs.
8. **Alignment with NEP 2020:** As a young institution, there is flexibility to quickly implement reforms suggested in NEP 2020, such as multidisciplinary learning and integrated teacher education.



9. **Community-Based Programs:** The rural setting offers meaningful avenues to implement impactful, need-based community outreach and education initiatives.
10. **Customizable Infrastructure:** As a relatively new institution, infrastructure can be designed and adapted dynamically to support emerging academic and administrative needs.
11. **Transition to Integrated Teacher Education Program (ITEP):** Being a B.Sc.B.Ed. and B.A.B.Ed. college, the institution is well-positioned to adopt ITEP as envisioned by NCTE.
12. **On-Campus Practicum Facility:** The presence of a high school within the campus provides immediate access for practicum, mentoring, and school-based action research.
13. **Rural Education Hub Potential:** The college can evolve into a training and resource center focused on improving teacher education and schooling in rural areas.
14. **Academic Exchange and Knowledge Sharing:** Opportunity to build ties with state and national institutions for faculty development, collaborative research, and exchange programs.

Challenges:

1. **Geographical Remoteness:** The college's location in the northernmost part of Goa presents accessibility issues for both students and guest faculty. However, it also positions the institution to serve underserved regions.
2. **Curricular Rigidity:** The current curriculum structure offers limited flexibility to incorporate skill-based or multidisciplinary components, requiring creative strategies to enhance student exposure within the existing framework.
3. **Competition from Urban Institutions:** Urban colleges with greater visibility and access to resources pose challenges in attracting students. Strategic branding, community outreach, and highlighting unique rural strengths can help mitigate this.
4. **Retention of Talent:** Recruiting and retaining talented faculty and high-performing students is a challenge due to the allure of urban opportunities. Building a strong institutional identity and offering professional development and research opportunities can help address this.



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 HPSM's 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 using 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. **Strengthening Student Progression and Placement Mechanisms**

One of the fundamental goals of education is to equip students with the skills and opportunities needed for both career readiness and academic advancement. The institution is committed to supporting students' progression by actively facilitating placements through collaborations with schools and exploring partnerships with educational startups, content creators, and other education-focused enterprises.

Simultaneously, the college encourages and guides students to pursue higher education, including postgraduate programs and research opportunities. Dedicated mentoring, information sessions, and academic support are planned to help students navigate diverse academic and career pathways aligned with their interests and potential.

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 improve on their communication and the interpersonal skills which will help them develop their personality. Along with that to create awareness and also to develop the sense



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	Status as on Jan 2025
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"> 1. Research Cell for college faculties. 2. Research paper writing workshops for Arts, Education and Science Faculties. 3. Providing Seed money for faculties to conduct research project. 4. Installation of research based software's in resource room. e.g. Grammarly, Quillbot, Origin, Mendeley, SPSS etc (Free to use and subscripted software's). 5. Research through interdisciplinary approach. 6. In house mechanism to get sponsorship from different institutions and Industries. 7. Encouragement to write research paper in UGC care listed and Scopus listed journals. Providing funding through RIF (Research Incentive Fund) to faculties. 8. Organising State / National Conferences. 9. Felicitations of faculties having PhD's and providing certificate for research paper for excellence in research. 	<ul style="list-style-type: none"> • Established • Conducted annually by RDC https://gpcoe.edu.in/research-and-extension • Not initiated • Completed • Initiated • In progress with major and minor funded projects sanctioned (03) • Workshops conducted in college by RDC. Faculty are also encouraged attending the workshops at other colleges/ agencies for the same. • Organized state level (5) national level (4) and 01 International conferences in varying field of subjects. • Felicitated 5 faculties who received Ph.D in the year 2023



Mid Term (5 Years) Goals	<p>(i). To make research a habit.</p> <p>(ii). To encourage faculties to publish research paper in Scopus index and UGC Care listed journals.</p> <p>(iii). To see college as a research centre of par excellence.</p>	<ol style="list-style-type: none"> 1. Minor/Major project for faculties. 2. FDP programme by college for college faculties and other college faculties. 3. Faculty exchange programme with reputed state and national institutions. 4. Organising more International Conference. 5. Having as many research paper publications in the Scopus index journals. 6. Arrangement for International funding. 7. Collaborative research with other reputed national institutions. 8. 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. 	
Long Term (10 Years) Goals	<p>(i). To make research centre of national and international repute. (ii). To make most staff having PhD's.</p>	<ol style="list-style-type: none"> 1. 90% faculties to have PhD's. 2. Faculties to have joint research work with national and international collaboration. 	



Time Line / Components	Teaching and learning	Status as on Jan 2025
Short term (2 years)	<p>Implementation of :</p> <p>Outcome based Education</p> <ul style="list-style-type: none"> • Restructuring of curriculum as per Outcome- Based Education (OBE) pedagogical model. • Course delivery as OBE • Assessment as Per OBE model. <p>Enhancement of Student Progress</p> <ul style="list-style-type: none"> • Academic mentoring program model. • Performance based assessment by using Rubrics. • Course delivery using OBE model. • Blended learning and Experiential learning. • Cognitive achievement report. • Setting up of virtual classroom and laboratories. <p>Multidisciplinary teaching</p> <ul style="list-style-type: none"> • Restructuring curriculum as per National Education Policy 2020. • Formation of clusters for multidisciplinary Education. • School internship to be inter-professional, value based and including community service. • Student exchange program. • Use of interdisciplinary pedagogy. <p>MOOCs and ODL</p> <ul style="list-style-type: none"> • Building a studio and developing videos for few topics and sharing on LMS. • Encouraging teachers to develop MOOCs on SWAYAM platform. • Local chapter for NPTEL. <p>Study center of IGNOU.</p>	<p>Implementation of :</p> <p>Outcome based Education</p> <ul style="list-style-type: none"> • Implemented • Faculty is advised to follow college OBE manual and manual on evaluation reforms. TLET conducts training sessions to enhance the implementation of OBE. • https://gpcoe.edu.in/wp-content/uploads/2024/09/Outcome-Based-Education_compressed.pdf <p>Enhancement of Student Progress</p> <ul style="list-style-type: none"> • Implemented • Implemented • In progress • Implemented • No • Implemented <p>https://gpcoe.edu.in/wp-content/uploads/2025/02/Result-Attainment-2024-25-Odd_compressed.pdf</p> <p>Rubrics - https://gpcoe.edu.in/wp-content/uploads/2025/04/Evaluation-Reforms.pdf</p> <p>Multidisciplinary teaching</p> <ul style="list-style-type: none"> • Implementation of ITEP from AY 2025 -26 • College is a part of cluster • Implemented in-house MOOC • No initiated • Implemented





		MOOCs and ODL <ul style="list-style-type: none">• Studio and equipments available in college. The facility is used by students for making podcast, documentaries as/ not as part of their curriculum. https://www.youtube.com/watch?v=MBzqktbSc0I&list=PLRC1MvZluQ5Pk9Z0hpw7ksx_7G_cimhQU• 12 in House MOOCs were developed and students were encouraged to register and complete the same. https://youtu.be/CwXYhREWSR8?si=17KZDDDLiYRot2IA• Not initiated
Mid-term (5 years)	Implementation of OBE <ul style="list-style-type: none">• Gap analysis of present structure• Revision of Curriculum based on the gap identified by using OBE. Enhancement of Student Progress <ul style="list-style-type: none">• Use of Artificial Intelligence in learning and assessment.• Technology based pedagogies. Multidisciplinary teaching <ul style="list-style-type: none">• Developing infrastructure required for multidisciplinary education.• Introducing new course for multidisciplinary Education. MOOCs and ODL <ul style="list-style-type: none">• Designing courses on teacher Education through open and distance learning.• Designing institutions own platform for MOOC course.	

Long term
(10 years)

- Gap analysis of present structure
- Revision of Curriculum based on the gap identified by using OBE.
- Personal remedial teaching through AI.
- Remote monitoring of students school internship.
- Global citizenship education.
- Academic bank of credit



2.7. Action Plan of Research development and Innovation

Time Line/Components	Objectives	Action plan	Status as on Jan 2025
Short Term (2Years)	<ul style="list-style-type: none"> • Attracting research funds (State, National, International, Industry) etc. • Improving quantity and quality of research publications Training faculty/students for research • Developing environment conducive for research • Attracting research funds (State, National, International). 	<ul style="list-style-type: none"> • Research Discussion Forum (RDF) in the form of research cell/circle should be established, to encourage interdisciplinary research projects and consultancy activities. • Workshops are supposed to be conducted to encourage <u>research proposal writing</u> under research discussion forum(RDF). • The research committee has to formulate policies (Institutional Policy document detailing Scheme of Incentives for Research & Policy and procedure for Seed Money for Research) to promote research culture on the campus. • Organizing various Workshops/Seminars/Trainings/ related to promotion of research activities. • Creating computer laboratory having research based software such as SSP, grammarly, origin, 	<p>1. Research and development cell established and it conducts various activities to uplift the ecosystem of research and scientific aptitude among students and faculty alike.</p> <p>2. Research circle for faculty (Shodh mantan established)</p> <p>3. Workshops are conducted on annual basis.</p> <p>4. Organised multiple seminars/ workshops related to R & D.</p> <p>https://gpcoe.edu.in/research-and-extension/</p> <p>https://gpcoe.edu.in/collaboration-and-linkage/</p> <p>Innovation cell organizes monthly " problem solving" for students and faculty under the title AVINYA</p>



		<p>mendeley software and trained them.</p> <ul style="list-style-type: none"> • To implement research imminent person's photograph in laboratory and libraries in order to promote research environment in college • To organize study tours to research institutes (CSIR, ICAR, Educational institution) in Goa and science laboratories/ university campus departments/ libraries. • To create <u>Special Research Section</u> in library to facilitate research writing and reading for college staff members/students. • Course on "<u>Research Writing</u>" is part of the curriculum for making students understand process of research. 	
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<p>Mid-term (5 Years)</p>	<ul style="list-style-type: none"> • Attracting research funds (State, National, International, Industry) etc. • Improving quantity and quality of research publications. • Training faculty/students for research. • Developing environment conducive for research. 	<ul style="list-style-type: none"> • Documents on guide to research funding bodies and various implementation processes to be made available on research portal of the college website. • MoUs/Linkages with state institutions for facilitating research. Encourage industry-academia research initiatives. • Academic/research faculty exchange programme-state wise initiated to give opportunities to faculty for conducting collaborative research. • Promotion of problem solving methodologies wherein students are encouraged to learn, devise and implement problem-solving strategies as a part of academic journey. 	
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<p>Long Term (10 Years)</p>	<ul style="list-style-type: none"> • Attracting research funds (State, National, International, Industry) etc. • Improving quantity and quality of research publications. • Training faculty/students for research. • Developing environment conducive for research. 	<ul style="list-style-type: none"> • MoUs/Linkages with National/International institutions for facilitating research. Encourage industry-academia research initiatives. • Academic/research faculty exchange programme- National initiated to give opportunities to faculty for conducting collaborative research. • Establishment of research lab and central research lab for researchers/students. • Compulsory training or internship as (education-research programme) for staff members and students. • Establishment of Industry/Research interfaces. • Establishment of Extension and Outreach programmes (value for social and ecological responsibility need to be inculcated among students).
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2.8 Action Plan of Industry-Academic Partnership

Timeline/ Components	Including industry experts in the board of studies/ academics	Industry internship for faculties/ students
Short term - 2 years	<ul style="list-style-type: none"> Negotiating with different course related industries (educational - govt and private) for including their experts in BoS / Academics. 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. Recommending the policy/ course content for industry academic linkage to BOS. 	<ul style="list-style-type: none"> Negotiating with different course related industries for carrying out trainings for faculties and internship for students as per requirements. Recommending a provision for educational industry internship in syllabus to BoS 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.
Mid-term - 5 years	<ul style="list-style-type: none"> Forming strong linkages/MoU with educational industries for their participation in BoS which will help in understanding and fulfilling industry requirements. Taking training and participation in research-oriented work related to the (educational) industry (for students and faculty). Encourage industry-academia research initiatives. 	<ul style="list-style-type: none"> Linking the related industries for trainings of faculties and students' internships as per the need. Organising various trainings, workshops, seminars and conferences related to professional development of faculties and students through industry.
Long term- 10 years	<ul style="list-style-type: none"> Establishment of Industry/Research interfaces. Getting different research projects from the industry (funded by industry) for faculty and students to work upon. Attracting funds from industries for innovative research projects. organising campus interviews in our institute at the end of the course 	<ul style="list-style-type: none"> Partnering with different education related industries and other industries to do Industry Internship for faculties/ students. 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.



2.9 Action Plan of Institution's Placement Plan for Students

Time Line/Components	Plan of action	Status as on Jan 2024
Short term (2 years)	<ul style="list-style-type: none"> Establishment of Career guidance and development centre. Awareness and Sensitization of actual placement Contact Schools within Goa and Outside Goa for placement Merge the placement cell website with college website. Training of students for Interviews Update students about notifications regarding vacancies through employment news, etc Contact alumni regarding vacancies and to promote placements for the institution Invite Experts Organise competitions (finding courses of different colleges) Orientation on Competitive exam Training to write CV and to prepare Portfolio Conduct mock interviews Conduct workshop on use of Technology in teaching Pragati Programme for students. 	<ul style="list-style-type: none"> Established Workshops conducted annually on resume writing, interview skills, mock interviews etc. Campus placement by international schools Implemented https://gpcoe.edu.in/placement_and_internship/ Conducted annually Updated through student career development whatsapp group The sessions are conducted with experts in Goa and outside (Through MOU with Pillar college - Mumbai) Orientation and coaching on GUART and GTET is given on regular basis. Hands on training on CV writing is given annually



Mid-term (5 years)	<ul style="list-style-type: none"> • Placement of students and alumni in renowned institutions following different boards. • Follow up of placed students 	
Long term (10 years)	<ul style="list-style-type: none"> • Full fledged running of career guidance and development centre. • Taking further it into community • Follow up of placed students. 	

2.10 Achieving target for Accreditation

Time Line/ Components	Plan of Action	
Short term(2 years)	<ol style="list-style-type: none"> 1. Getting 12f and 2b recognition 2. Application for NAAC 1st Cycle 3. Preparing self-study reports for submission on NAAC website. 4. Gap analysis will be done as per the grade given by NAAC 	<ul style="list-style-type: none"> • College possesses 2(f) recognition of UGC. • NIRF data submitted https://gpcoe.edu.in/nirf/ <ul style="list-style-type: none"> • VAC conducted annually <p>Value Added Courses Ganpat Parsekar College of Education</p> <ul style="list-style-type: none"> • Feedback collected and action taken from stakeholders <p>IQAC Ganpat Parsekar College of Education</p> <ul style="list-style-type: none"> • PO-CO in place and assessment as per it leading to result attainment and PO CO mapping <p>Result-Attainment-2024-25-Odd_compressed.pdf</p>
Mid-term (5 years)	<ol style="list-style-type: none"> 1. Planning and/or reviewing, revising curriculum and adapting it to local context /situation. 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. 3. Adding value aided courses. 4. Obtaining structured feedback on the curriculum – semester wise from various stakeholders. 5. Mentoring / Academic Counselling, Peer Feedback / Tutoring, Remedial Learning Engagement, Learning Enhancement / Enrichment and Collaborative tasks for catering diverse learners. 6. Multiple mode approach to teaching-learning will 	<ul style="list-style-type: none"> • Routinely conducted through In house curriculum development committee • Dissemination of curriculum is based on CO • Implemented • Implemented • Implemented • Implemented • Implemented • Support provided • Activities conducted accordingly • A new floor with rooms added to the college building. • NIRF



	<p>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</p> <p>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</p> <p>8. In-house support will be provided by the institution to teachers for research purposes.</p> <p>9. Outreach activities in the community in terms of influencing and sensitizing students to social issues and contribute to community development.</p> <p>10. Providing proper infrastructure.</p> <p>11. Application for NIRF</p> <p>12. Timely Submission of Annual Quality Submission Reports. AQAR</p> <p>13. Application for NAAC 2nd cycle.</p>	
Long term (10 years)	<p>1. Doing gap analysis and preparing for next NAAC Cycle.</p> <p>2. Timely Submission of Annual Quality Submission Reports (AQAR).</p> <p>3. Application for NAAC 3rd cycle.</p>	



2.11 Incubation and Start-Up

Timeline	Activities	Status as on Jan 2025
Short Term Plan (2 years)	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Conducted a STCC in collaboration with DHE- Govt of Goa on repairing daily household items. Conducts multiple other VAC added courses annually. https://gpcoe.edu.in/value-added-courses/ AVINYA https://gpcoe.edu.in/innovation-cell/ EDC established, and workshop will be conducted the MOU with BNI
Mid Term Plan (5 years)	<ul style="list-style-type: none"> 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)	<ul style="list-style-type: none"> 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 	



2.12. Alumni Engagement/ Activities plan		
Time Frame	Objectives	Activities
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. <u>Alumni Ganpat Parsekar College of Education</u>
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

Time line/Components	Infrastructure/ ICT/ Green campus	STATUS 2025
Short Term Years) (2	Infrastructure <ul style="list-style-type: none"> 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 & ladies toilet toilets for students and staff (separate), new gymkhana, education resource room, student care room, IQAC room, recreation room, child care room, robotics and coding lab, extra rooms for library like: research room, discussion room, 	Infrastructure <ul style="list-style-type: none"> A new floor is added with a hall, drawing room, toilets, and additional classrooms, gymkhana IQAC room is added Drinking water facility at 1st floor was installed ICT <ul style="list-style-type: none"> 3 smart room classrooms 11 classrooms with smart Televisions Computer ratio 1: 16 5 computers in e- library 1 digital tablets and 1 laptop 1 VR glasses Wifi with 20mbps bandwidth Use of AI in TL and administration



	<p>teachers sitting room, study lounge, technical processing room, library store and Xerox and printing space.</p> <ul style="list-style-type: none"> • Drinking facility on 1st and 3rd floor • IOT based electrical and water system • EPABX inter com system <p>ICT</p> <ul style="list-style-type: none"> • 2 classes with smart board • 4 classes with smart television • Computer lab with 1:40 ratio. • 5 computers in e-library with required furniture. <p>5 computers in language lab and 5 headphones with mic. and with required furniture.</p> <p>GREEN CAMPUS</p> <ul style="list-style-type: none"> • Start with Self-sustainable power supply to the campus using solar energy. • Start with Water recycle and water harvesting plants wherever and however possible. • Planning to save electricity. Planting fruit bearing and variety of plants 	<ul style="list-style-type: none"> • The college website is upgraded https://gpcoe.edu.in/ • Total CCTV installed is 80 • <u>e-Resources Ganpat Parsekar College of Education</u> <p>GREEN CAMPUS</p> <ul style="list-style-type: none"> • Solar not installed • Aquifer recharge constructed • Tree bearing trees planted and also distributed during Van mahotsav.
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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.

- Drinking facility on 1st and 3rd floor
- IOT based electrical and water system
- EPABX inter com system

ICT

- 2 classes with smart board
- 4 classes with smart television
- Computer lab with 1:40 ratio.
- 5 computers in e-library with required furniture.

5 computers in language lab and 5 headphones with mic. and with required furniture.

GREEN CAMPUS

- Start with Self-sustainable power supply to the campus using solar energy.
 - Start with Water recycle and water harvesting plants wherever and however possible.
 - Planning to save electricity.
- Planting fruit bearing and variety of plants



	in the campus			
Mid Term Years)	(5	<ul style="list-style-type: none">• Additional equipment and enhancements to the library, audio-visual room, resource room, staff room, laboratories, and gymkhana.• Additional furniture's in required rooms, classes and labs.• Art Installations, sculptures and murals related to education in entire campus.• IOT based electrical and water system• EPABX inter com system	<ul style="list-style-type: none">• 6 classes with smart board• 7 classes with smart television• Computer lab with 1:20 ratio.• E-library with 7 computers and required furniture.• Language lab with 7 computers in and 7 headphones with mics and with required furniture.• 3 digital tablets for Augmented reality.• 10 VR glasses• virtual laboratories	<ul style="list-style-type: none">• Self-sustainable power supply to the campus using solar energy.• Water recycle and water harvesting plants wherever and however possible.• Planting fruit bearing and variety of plants in the campus.• Provide Sufficient electricity power



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



2.14 SKILL DEVELOPMENT OF NON-TEACHING STAFF

Time line	Objectives	Activities	STATUS 2025
2 Years	<ul style="list-style-type: none"> - To enhance and improve the communication skills. - To keep the staff updated with the latest technology. 	<ul style="list-style-type: none"> - Orientation on Administrative roles and responsibilities and the benefits to the staff - Short term certificate course on communication skills. - Workshop on use of application of Microsoft and latest technology in data entry and representation. 	<ul style="list-style-type: none"> - Administrative enrichment program conduct over 5 sessions <p><u>Ganpat Parsekar College of Education</u> <u>((@gpcoe_official) • Instagram photos and videos</u></p>
5 Years	<ul style="list-style-type: none"> - Improve the working environment. - Create awareness on healthy diet and importance of physical activity 	<ul style="list-style-type: none"> - Workshop on fire safety - Session on basics of 1st Aid and balanced healthy diet. - Orientation on administrative roles and duties 	-
10 Years	<ul style="list-style-type: none"> - To create a healthy working environment among the staff - Reduce the work pressure and create awareness on healthy diet and physical activity 	<ul style="list-style-type: none"> - Workshops on theatre to develop their skills - Short term training programme on gardening, cleanness and other basic skills - Short term certificate courses on communication skill, data entry and representation. 	-

2.15 Any Other Initiatives for the Student's and Institutional Growth				STATUS 2025
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.	1. <u>policy on green campus, environment and energy usage</u> 2. Not initiated 3. Maintance register kept 4.



Energy Conservation		<p>3. Awareness and sensitization of all stakeholders (all staff & 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 (2years)	<ol style="list-style-type: none"> 1. Preparation of Waste management policy. 2. Planning for funding of waste management requisites (waste segregation bins, composting, incinerators). 3. Steps to build awareness and sensitize all stakeholders (all staff & students) regarding waste management. 	<ol style="list-style-type: none"> 1. Policy will provide effective guidelines to manage waste. 2. Procurement of waste segregation bins and installing them at strategic locations in the campus. 3. <ol style="list-style-type: none"> a) Organizing talks by experts on waste management. b) Competitions for students in preparing wealth out of waste. 4. Register will be maintained. 	<p>STATUS ON 2025</p> <ol style="list-style-type: none"> 1. Waste segregation practiced 2. <u>A talk on 'Waste Management', Ganpat Parsekar College of Education</u> 3. <u>Swatchhata Abhiyan, Ganpat Parsekar College of Education</u> 4. <u>Vermiculture and organic farming Ganpat Parsekar College of Education</u> 5. <u>Bio gas unit installed</u> 6. <u>Wealth Out of Waste Competition Ganpat Parsekar College of Education</u> 7. <u>Value Added Course on Principles of Organic Farming Ganpat Parsekar College of Education</u>
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		4. Maintaining a register for "Waste Management" audit findings.	5. Removal of dustbins every Monday,	
		5 Every Monday to be observed as a "Zero Waste Day"		
	Mid Term (5 years)	4. Ensuring compliance of waste management policy. 5. Training students in composting wet waste 6. MoU to be signed with a specialized agency for training students in composting, any other waste management related activity.	4. Taking up surprise audits to ensure enforcement of the waste management policy 5. Compost pit to be prepared. Students to be trained in preparing compost. 6. Agencies specializing in waste management to be identified and shortlisted for signing an MoU.	
	Long Term (10 years)	6. Monitoring of waste generation to continue. 7. Installation of Biogas	6. Waste generating activities to be curbed by following the four R's - Reduce, Reuse, Recycle, Refuse. 7. Bio gas to be installed in the campus.	



	Short Term (2years)	<ol style="list-style-type: none"> 1. Preparation of water management policy. 2. Planning for funding of water management requisites (water tank, water recycling, rain water harvesting) 3. Steps to build awareness and sensitize all stakeholders (all staff & students) regarding water management. 4. Fixing leaking taps immediately. 	<ol style="list-style-type: none"> 1. Policy will provide effective guidelines to manage water. 2. Funds will be allocated exclusively for the water management purpose (water recycling plant, rain water harvesting). 3. Talks on water management to be held by inviting experts, competitions for students to come up with ideas on saving water. 	4.
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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.	7.
	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.	4. <u>Vanamohatsav</u> (#ek ped maa ke naam) <u>Ganpat Parsekar</u> <u>College of Education</u>
	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.	6.
	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	





Leveraging local environment locational knowledge and resources, Community practices and challenges	Short Term (2years)	<ol style="list-style-type: none">1. Generate awareness about the local environment and resources.2. Organizing exhibitions to showcase local crafts.	documentation, car-pooling.	<p>STATUS ON 2025</p> <ol style="list-style-type: none">1. <u>Plateau walk on Bhom Plateau Ganpat Parsekar College of Education</u>2. <u>TALK ON NATURAL HERITAGE OF GOA: SACRED GROVES AND FLORA Ganpat Parsekar College of Education</u>3. <u>3 Days Mask Making Workshop Ganpat Parsekar College of Education</u>4. <u>गोमंतकीय लोकनाट्य महोत्सव Ganpat Parsekar</u>
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				<u>College of Education</u> 5. <u>"Chote Scientist"</u> <u>Internship</u> <u>Ganpat Parsekar</u> <u>College of Education</u>
	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.	<p>STATUS 2025</p> <ol style="list-style-type: none"> 1. <u>Student Volunteers at 10 days camp at Pissurlem, Goa Ganpat Parsekar College of Education</u> 2. <u>Field visit of S.Y.B.A.B.Ed. And Fo.Y.B.A.B.Ed. Ganpat Parsekar College of Education</u> 3. <u>Awareness Campaign of Archaeological Remains in Paliem Village Ganpat Parsekar College of Education</u> 4. <u>Capacity Building Program for Fisheries Department Ganpat Parsekar College of Education</u> 5. <u>Distribution of paper bags at Harnal local market Ganpat Parsekar College of Education</u> 6. <u>Beach Cleaning</u>



				<u>Activity and Paper Bag Distribution</u> <u>Ganpat Parsekar College of Education</u> 7. <u>Super Speciality Health Camp 2021</u> <u>Ganpat Parsekar College of Education</u> 8. <u>POLICE FITNESS CAMP 2021 Ganpat Parsekar College of Education</u> 9. <u>Field trip to Shiroda Fish Market Ganpat Parsekar College of Education</u>
	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	4.



			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.	6.
	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.	




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