



Harmal Panchakroshi Shikshan Mandal's  
**Ganpat Parsekar College Of Education**

(Affiliated to Goa University, Recognised by NCTE)  
Recognised under Section 2(f) of the UGC Act, 1956

### Preamble-

The SWOC (Strengths, Weaknesses, Opportunities, and Challenges) analysis is an essential self-assessment exercise that enables an institution to reflect critically on its functioning, progress, and future direction. At HPSM's Ganpat Parsekar College of Education, Harmal, this analysis is carried out with the objective of identifying our core strengths, acknowledging areas that need improvement, exploring new opportunities in the field of teacher education, and preparing to meet emerging challenges in a rapidly evolving educational landscape.

As a premier teacher education institution affiliated to Goa University and recognised by NCTE, we are committed to providing **holistic, innovative, and transformative education** in line with the vision and mission of the College and the guiding principles of the **National Education Policy (NEP) 2020**. Through this SWOC analysis, we aim to build on our multidisciplinary approach, enhance academic quality, strengthen inclusive practices, and ensure that our graduates are equipped to become future-ready educators.

SWOC forms the basis for informed decision-making, strategic planning, and continuous institutional development.



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

## STRENGTHS:

- 1. Dedicated and Qualified Faculty:** A team of experienced and multi-talented educators committed to quality teacher education. Faculty members actively participate in Faculty Development Programmes (FDPs), complete SWAYAM/NPTEL courses, and contribute to institutional innovation through the creation of in-house MOOCs and blended learning resources.
- 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 m<sup>2</sup> campus situated in a serene environment, contributing to a sustainable learning atmosphere.
- 5. Digital Integration in Teaching and Administration:** The College uses ICT tools for teaching-learning, conducts online certificate courses, and leverages digital platforms for communication, student engagement, and institutional visibility.
- 6. Emphasis on Arts Integration:** The inclusion of Performing Arts and Fine Arts as curricular components enriches the teacher education programme, fosters creativity, and aligns with NEP 2020's focus on holistic and experiential learning.
- 7. Value-Added Programs and ISR Activities:** A diverse range of certificate courses and extension programs complement the curriculum, while Institutional Social Responsibility (ISR) initiatives promote civic engagement, environmental awareness, and community service among student-teachers.
- 8. Placement and Career Guidance:** The institution has active school and community linkages for internships and placements. The placement cell offers career guidance, soft skills training, and supports student-teachers in securing employment and pursuing higher education within and outside the state.
- 9. Student Support Systems:** The college has an effective mentoring system, grievance redressal mechanism, psychological counselling support, and



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

academic monitoring processes that ensure holistic student development and well-being.

10. **Strong Governance and Participatory Management:** Institutional decisions are guided by transparency and involvement of faculty in academic and administrative bodies.

### WEAKNESSES:

1. **Scope for Research Culture Development:** 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 & its natural surroundings.



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

- 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. Career Advancement and Entrepreneurship Cell:** There is potential to strengthen campus recruitment, promote industry tie-ups, and introduce career readiness programs. The institution can also establish an incubation centre to nurture innovation, entrepreneurial skills, and a start-up culture among student-teachers.
- 7. Faculty Research Grants:** Opportunities to apply for seed funding through ICSSR, UGC, RUSA, and state-level grants.
- 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. 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.



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

14. **Academic Exchange and Knowledge Sharing:** Opportunity to build ties with state and national institutions for faculty development, collaborative research, and exchange programs.

15. **Digital Outreach:** Use digital platforms to increase visibility, highlight achievements, and attract students and collaborators.

## 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.

5. **Digital Divide:** Ensuring digital equity for all students in a rural setting poses technological and economic challenges.

6. **Rapid Policy Shifts and ITEP Transition:** Frequent changes in education policy require institutional agility and readiness. The upcoming transition to the Integrated Teacher Education Programme (ITEP) demands curriculum restructuring, faculty training, and infrastructural adaptation, posing both a challenge and an opportunity.



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