

## INSTITUTIONAL DEVELOPMENT PLAN

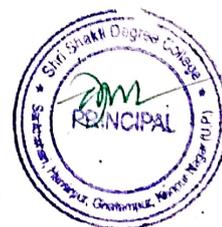
Institution has prepared well thought Institutional Development Plan and policy keeping in view NEP 2020 to achieve the end-result of Vision which may also be termed as institutional plan for five years to ten years. Institution has prepared a process which is the determination of future course of action i.e. why action –what action –how to take action and when to take action. These why, what, how and when are related with various processes of planning. To achieve any long term end result - which is in the shape of Vision, institution is required to have mission or segmentation of short term planning –"why action" here reveals that action has some objectives or the end –result and which is proposed to be received, "what action" determines nature of action and time to be taken and "how and when" suggest time bound procedures determined by the institution enabling to reach the Vision. While vision represents challenging portrait of what the institution would be after five years to ten years, the mission communicates modus operandi to achieve the vision of our institution. The Vision and Mission of the institution are given below -:

### VISION

To contribute for attainment of corporate objectives as envisaged in NEP-2020 and Sustainable Development Goals as promulgated by UNO ensuring accessibility, equity and quality for holistic development of students through Choice Based Credit Courses, barrier free, integrated approach and multidisciplinary educational system.

### MISSION

1. To provide congenial teaching-learning environment ensuring the availability of appropriate physical, academic, intellectual, emotional and financial infrastructure as per norms and Standard fixed by statutory bodies ensuring that whole building and all facilities are Persons with Disability (PWD) friendly.
2. To provide flexible curriculum not confined only to syllabus but to cover holistic development of every student under multidisciplinary education system and to integrate with STEM, vocational, co-curricular courses and affection for nature.



3. To identify and to bring out hidden academic and non-academic talents of students and to develop technical and non-technical competencies and skills to acquire adequate strength to achieve all learning outcomes.
4. To encourage the teachers to understand the real spirit of National Educational Policy 2020 and to transform their mind-set to meet its objectives particularly to generate entrepreneurship, employability, research element, scientific temper, critical thinking and creativity.
5. To develop the collaboration with reputed NGOs and Government organizations, educational institutions like Vidya Bharti and industry for students exposure about technical and non-technical skills for providing job orientation and need based knowledge exposure through internship.
6. To develop the quality of teaching-learning by optimum use of innovative methods creating awareness about ground realities, e-technology and removing of rote learning.
7. To sensitize the students about self-discipline, self-confidence, self-dependency, ethical values, constitutional obligations problem solving, ancient Indian educational system, culture, guru-shisya parmpara , customs, art, social responsibilities, social behavior and concept and impact of joint families through field work and community engagement.
8. To introduce and encourage the feelings of being in " Mahavidyalaya Pariwar" through the concept of Participative Management seeking emotional and not only professional co-operation from various stakeholders like alumni and community.
9. To introduce and encourage the sense of mutual-trust, mutual-respect and mutual co- operation within and outside the institution through competent and effective human relationship and governance.



## VALUE

1. To achieve all Course Learning Outcomes which would lead to Programme Learning Outcome moving satisfactorily to the VISION of the institution.
2. To develop awareness among the students about the ground realities of life, society and nation marching ahead towards "One Earth, One Family and One Future", "Aatma Nirbhar Bharat" and "Vasudhaiva Kutumbakam".
3. To prepare excellent citizens with effective and developed personality through value- added education by encouraging the feelings of affection for BHARAT not only in words but in thoughts and action.
4. To make students competent to face the global problems like unemployment, poverty, illiteracy, terrorism and also to gain the success in global competition particularly in the field of education through excellent multi disciplinary educational system.
5. To create awareness about ecology, mental and nature based environment and such activities which may be an example for others like our "Best Practices".

There was a time when our country Bharat was regarded as Vishwaguru because of its culture, ethics and epics like Vedas, Puran, Geeta and Ramayan, value, spiritual science, sensitivity for whole humanity and intellectual power. But now, those graceful days have become the text of past which is to be regained now only but should go much beyond that to meet actual objectives of education as envisaged in NEP 2020 to ensure the achievement of Viksit Bharat by 2047. To provide comprehensive and deep rooted knowledge about all subject contents, availability of necessary infrastructural facilities including competent teachers is inevitable with integrative approach for holistic development of students through multi- disciplinary educational system.

Here, it would be in order to quote the views of Swami Vivekananda as under :-

“By education I do not mean the present system, but something in the line of positive teaching. Mere book learning won't do. We want that education by which character is formed, strength of mind is increased, the intellect is expanded and by which one can stand on one's own feet.



Mahatama Gandhi articulates his vision of education as, "By education, I mean an all-round drawing out of the best in the child and man-body, mind and spirit".

Institution will have to ensure the participation of staff by entrusting full trust in them. Allocation of responsibilities looking to the need and efficiency of staff, would be the best way to encourage them. Institution is of the opinion that by paying the salary, one can purchase the labour and time of the staff but not the commitment for the loyalty to the institution. In case, this loyalty is to be ensured then institution representatives particularly management must deal with the staff, students, and all stakeholders with full affection and regard coming from inner part of the heart. "Inclusiveness" is the need of the time. UGC is also suggesting introducing and encouraging the concept of "inclusiveness" When everybody is talking about "Vasudhaive Kutumbkum"(Whole world a family) then poor girls belonging to downtrodden society must be given every opportunity to avail higher education as these girls are unable to go to cities due to certain obvious reasons including their poverty. Institution must contribute in every type of village cultural activities and should invite community persons in functions organized by it. In short, institution should create an environment wherein let people feel that this institution is the only institution where everybody feels nearest and dearest to everybody as in family. This would be very important step towards the achievement of end-result of institution.

Unless different stakeholders show mutual-respect, mutual-trust, and mutual-cooperation, it is very difficult to touch targeted milestone conveniently. If student coming from distant places or from disadvantaged category does not feel comfortable in the institution, neither he would take admission nor he would suggest others to come to this institution for admission. If guardians or other community members do not get due respect, in that situation, a feeling of hatred would generate in their mind. Same way, if guardian or student has to wait for hours together for the solution of his problem or complaints, that situation would also not be appreciable.

Institution is a part of the society and it should not be forgotten that more and more attachment not only with staff and students but also with society representatives and alumnie would attract more and more community attention for quality relationship with the institution.

Institution should have structured system to assess and evaluate the level of achievement of vision. To meet this object, clear and specific program learning outcome and course learning outcome should be decided because CLO leads to PLO and PLO leads towards vision. Assessment and Evaluation of academic aspect, moral and spiritual aspect and social sensitization would tell whether teaching- learning and



other activities are moving towards vision or not but if not, then remedial measures should be decided.

Institution is of considered view that if it is not in a position to produce the students who can get the employment or self-employment of their choice and who cannot meet the expectations of national and international challenges, including employment market, such institutions would not survive for a long period. An element of commercialization is not going to be tolerated by the community and nation any longer. Very soon, a situation will come when institutions with no quality or with poor quality will have to go from the scene and ultimately, survival of the fittest would win over commercialization. Therefore, let us pledge unitedly to work together to achieve the vision of the institution within a prescribed period to be evaluated by all stakeholders every year.

The Institution, in view of above, has gone through the UGC guidelines and discussed the matter with sub-committees and thereafter, put up the matter in the meeting of IQAC. On the basis of suggestions in the meeting, following categories of Institutional Development Plan has been prepared and uploaded on the website of Institution :-

1. Infrastructural Facilities
2. Digital Needs
3. Academic Facilities
4. Community Engagement
5. Students Supports
6. Governance
7. Ancient Bharat Educational system cultural and other relevant matters leading to the status of Vishwa Guru.

### 1. INFRASTRUCTURAL FACILITIES

Institution must provide adequate number of class-rooms out of which at least 40% to 50% classes should be 'Smart' equipped with the latest technology (within five years). Institution also should make the campus very attractive by trees, flowers and plantation.

1. There should be signs at necessary points so that any Stack-holder may have easy access with is one years.
2. There should be paperless office by developing academic and administrative software with a separate inquiry cell where students and any stack-holder may get information relating to his any grievance including admission process within two years.
3. The campus with wi-fi facility and high quality motorways and bicycle.



- paths should be provided so that students can commute by bicycle or battery-powered vehicles within two years.
4. Accessibility for PWD must be ensured in a comfortable manner. Management may think to provide lift on need basis within three years.
  5. Institution should ensure Green Audit regularly after every three years by a reputed audit agency recognized by NAAC.
  6. It should be ensured that consumption of electricity is kept at lower level.
  7. Sewwage system, rain harvesting, drinking water, discharge of harmful gases, clean air should be properly regulated.
  8. Students should have access to lecture complexes, classrooms, tutorial rooms, discussion rooms of different sizes with comfortable seating arrangements and teaching-learning facilities within five years.
  9. Parking and canteen should be strengthened and be made comfortable for the students, within two years.
  10. Institution has been authorized to use the hostel made by State Government but necessary facilities require a second look within two years.
  11. Proper room with minimum two beds and necessary facilities for dispensary should be provided within five years. Common rooms for male and female with suitable facilities should be provided where boy and girl student may go for rest and recuperation in case of needs.
  12. Collection of living plants that may be used for the purpose of basic scientific research.
  13. Remaining Part of the building should be brought under Solar System within two years.
  14. Important boards like Vision and Mission, Anti-Ragging, Anti-Women Harassment and Student-Charter etc be placed in the Campus.
  15. Facilities for need based certificate courses and vocational courses, are essential to be conducted properly and with purpose oriented. For the purpose, necessary facilities like machine, equipments and expert must be provided.
  16. A separate room for blended teaching facilities, yoga room and Ancient



Bharat Collection should be provided along with need based facilities for online teaching, You-Tube, AI, and platform Like Swayam, Deeksha and NPTEL within two year.

17. Every teacher should be provided a separate computer with internet facility, almira and sitting facility.
18. Institution must encourage for outdoor games and sport facilities.
19. Step should be taken to encourage student not only to participate in tournament organized by recognized organizations but to avail medals /certificates that would help in holistic development.
20. Playground for boys and girls need to be developed as safe and comfortable.
21. Safety and security of individual and their belonging must be ensured by installing CCTV at various places. An arm guard in day and night should be appointed.
22. Institution should feel it as a moral duty to see that facilities for good mental health and well-being like clinics and counselors are available.

### LIBRARY

1. Though library is having Soul system at present, but it should be replaced by latest version as soon as possible.
2. Number of computer should be increased looking to the strength of students, alumni and other stakeholders.
3. Every stakeholder may be provided the facility of registration for using 'N-List'.
4. Library should be Disabled Person friendly.
5. Reading room and stock areas for books and Journal's (with in a period of five years) should be developed as per requirement.
6. Journals and magazine relating to rural benefits should be easily available for the study of students and villagers.
7. IKS related study material should be collected from reputed sources.
8. It is also praise worthy to provide books like Ramayan, Geeta, and Vedas



which are not only spiritual but useful for developing life management, scientific aptitude and life long-learning.

9. Departmental libraries with reference books and online digital information resources should be ensured.
10. Institution should provide some books of Sanskrit learning and other regional languages.
11. It is appreciable that institution has provided Village Library for the benefit of farmers and other needy village residents.
12. It is suggested to provide a software facility for the benefit of farmers as any farmer may get any information relating to agriculture and allied service easily.
13. Some citizens are not coming to the place of Library because of hesitation, and therefore, but that should be handled by the institution properly.
14. Any stake holder may use library facility sitting in remote place through N-list.
15. Library Advisory Committee must be responsible and accountable for any damage.
16. Rules for the use of services should be revised to make more student-friendly as that would encourage for life-long learning. Institution should provide dictionary for all three languages and necessary material assistance to learn 2-3 state languages.

### LABORATORY

1. Institution has Language lab and Anveshika (A Lab related to Physics Department for experiments at "Low Cost No Cost"). This Lab has been established by Padmashri Professor H. C. Verma of IIT Kanpur. Anveshika lab requires to be provided some more new equipments. However, students of nearby schools should be encouraged to come and to learn conducting of various experiments from waste materials. This will encourage element of research at the beginning level.
2. Institution though is having a lab for psycho, zoology, botany, physics and chemistry but should be improved with latest technology and should be made research prone. Proper records of material purchased and consumed



along with attendance record is very much essential. Computer labs are having sufficient computers but student ratio is necessary to maintain as per standard norms.

## DISTANCE EDUCATION

1. Being study center of IGNOU, there is need to provide separate room, with counseling facilities.
2. IGNOU should have a separate library with reading room facilities within two years.
3. Looking to the standard of teaching-learning of IGNOU, quality technological arrangement must be ensured.
4. Institution has also introduced the relationship with reputed educational organization for Distance education.

## 2.DIGITAL NEED

1. Website with full information, arrangement for online messaging for all stakeholders, progress report of every student to the interested stakeholders, and wi-Fi campus should be improved.
2. Proper arrangement should be made for mobile learning and on-line study material in addition to classroom teaching and learning. Institution also should arrange during five years period for PDF-Books to be stored in smartphone to encourage teaching-learning through technology.
3. Digital publication of news letter, magazine, journals and books should be encouraged.
4. Institution must provide necessary infrastructural facilities for online teaching; YouTube, AI and Educational platform Swayam, Diksha and NPTEL video recording etc with in a period of two year.
5. Multimedia-studio for creation of digital contents with optimum sound control & recording facilities should be provided within five years.



### 3. ACADEMIC FACILITIES

1. Students should be made aware that now students' centred and outcome-based education is inevitable. They should be given proper orientation about learning outcome (CLO and PLO) at least for two times in every semester.
2. Institution should arrange Induction Program so that new students may know each other and may develop good relationship with them. They should also be made aware about culture, working system and campus environment during Induction Period.
3. Flexibility for curriculum selection is a must under NEP-2020 and should strengthen multidisciplinary concept and relevancy of program as per guidelines of affiliating university.
4. Curriculum must be integrated with different subjects like STEM, IKS, vocational courses, entrepreneurship. A national call for "Atm Nirbhar Bharat" and "Vocal for local".
5. Knowledge about cyber security, drone flying and artificial intelligence is also necessary (within two years).
6. Three language formula(Hindi, English and Sanskrit) should be strengthened.
7. Effective faculty with Ph.D. and all necessary qualification as required by UGC and experience should be engaged. Faculty should be encouraged for professional training may be online/ offline. Writing of books and journals particularly when institution has provided incentive schemes must be taken on priority. However, faculty not performing well should be discouraged and dealt as per Staff Service Conditions. It would be better if new teacher is appointed initially for a period of one year and he should be confirmed only if work and conduct is found satisfactory.
8. Faculty should not over think that they know everything and they are perfect in knowledge of every field. They should be enthusiastic for their knowledge and competency development.
9. In every session, Action Plan, Unit Plan and schedule for Assessment and Evaluation should be prepared and every student should be informed well in advance about such schedule if possible during Induction Period.
10. Action Plan, Unit plan and semester plan should be implemented for ensuring the smooth teaching-learning and activities to be conducted for holistic development of the Students with integrated approach. Curriculum Implementation Committee should be more effective as there is still much



scope for improvement in its functioning, monitoring and evaluation system.

11. Insistence must be given by every faculty for practising assignment and experiential learning study material.
12. Value-added education like soft skill, character building, ethical education, social and national sensitivity, awareness about ancient Bharat, ancient educational system, culture, scientific temper, tradition, art etc should be taken up seriously by faculty to promote the concept of "One Earth One Family One Future". In every student, competency and self- confidence will have to be developed.
13. Student- teacher ratio should be as per rules of UGC.
14. Institution should develop knowledge about Constitutional pre-ambule, fundamental rights, fundamental duties and words like scientific temper.
15. Institution must develop knowledge about Sustainable Development Goals as promulgated by UNO and also degree of contribution by institution for the attainment of these goals.
16. Staff- Service Conditions must be very clear about salary, welfare schemes, leave rules, incentive schemes and disciplinary rules.
17. Students and teachers are normally confused about the use of word scientific temper which must be clarified. Activities like inter-face-session quiz and debates give opportunities to think, to analyze, to interpret and to make own decision rather than believe blindly on old views or traditional sayings.
18. Bridge courses should be started where-ever is required as a compulsory for teaching-learning development.
19. Where ever is required, necessary support should be given to the students may be financial, academic or otherwise.
20. At a fixed interval, seminar, workshop, goshies should be organized through recognized agencies, industries, and reputed organizations. Persuasion should be made with such agencies to get financial assistance and sponsorship.
21. Self-Appraisal form should be made mandatory for all staff members after every two years and its assessment and evaluation should be got done by outside experts impartially. During teaching-learning period, "Earn while



- Learn" and Cascade model should be experienced for implementation.
22. Seminar, Workshop, Gosthies should be organized as a second source of teaching learning and for developing knowledge about latest information.
  23. Institution should get the membership of important organizations for not only academic field, but also for agriculture and other relevant field.
  24. Feedback from students, teachers, alumni, and community\* should be obtained and impartial analysis and action taken report should be got approved in meeting of IQAC and governing bodies.
  25. Human values should be developed through morality, ethics, group work creativity, scientific aptitude, and soft skill which include character, respect, and responsibility, excitement for social services, confidence and competency.
  26. Vision and Mission should be made known to all staff members, students, teachers and community. Vision and Mission should be measurable and should not be impossible to achieve. Vision mission should not be just for record building but should attach with emotional and professional commitment to achieve.

#### 4. COMMUNITY ENGAGEMENT

1. Institution must realize that it is a part of society and has been established for the benefit of society.
2. Any commitment given or promises made by institution to community must be honoured.
3. Institution must give full respect and trust to the stakeholders.
4. Institution should see that stakeholder is actually willing to contribute for the institutional development emotionally and professionally both.
5. Institution must depute students in nearby schools, colleges and villages authorities to find out ground realities of life in rural areas.

#### 4. STUDENT SUPPORT

Institution must form various committees and cells as per directives of statutory bodies. Some of the important committees are:- anti-raging committee, anty-women harassment cell, student's grievance redressal committee, committee of SC/ST, OBC (below creamy layer) to look after



the interest of students. Knowledge about Students Charter and Library Advisory Committee should be given.

For students of first year, Induction Program should be organized where in knowledge, skill and needs are to be assessed so that hidden talents can be brought out. Appropriate measures may be taken to meet the needs and deficiencies may be removed so that all students may be brought under one umbrella.

1. Remedial teaching, guidance and counseling for placement and employability should be organized regularly. Skill Development courses and entrepreneurship should be conducted to prepare the students as job providers and not as job seekers.
2. Students must be made aware about Agniveer Yojana removing all confusions about their employment and also about reservation policies in different organization.
3. Institution must ensure that New Education Policy 2020 insists for outcome based education through integrated approach for holistic development of student.
4. Institution also should work for well-being, medical facilities mainly Ayushman to promote medical services. Campus should be made beneficial through medicine plants.
5. At every cost, gender parity issue must be promoted as it is a call of UNO.
6. Institution must enforce strictly no-discrimination and anti-harassment rules for women.

## 6.GOVERNANCE

It must be ensured that registration of Shri Shakti Shikshan Sanshthan and Sri Shakti Degree College is renewed with in stipulated period, and periodical meetings of both committees are to be conducted regularly. The participants of both committees should express their views without any favour and fear.

ATR must be transparent, informative and be approved in the next meeting of IQAC. Any correspondence with any member or stakeholder should be kept on record. AQAR is mandatory to submit to the office of NAAC regularly and honestly.



Management should ensure that its five functions i.e. planning, organizing, staffing, directing and controlling are discharged properly.

- a. Vision and Mission should be prepared looking to the SWOC analysis of last year and also targeting NEP 2020.
2. Orientation to students and teachers including to new teachers should be given about vision and mission. Evaluation of vision and mission should be done at the end of every year.
3. Preparation and implementation of IDP should be done properly and Annual Action Plan should be based on it.
4. There should be no commercialization. Financial resources should be made strong and sufficient in legitimate manner. Provision of 80-G of IT Act should be used for the purpose.
5. Financial and administrative powers and duties should be specific and clear.
6. Management must attend any national call may be relating to nation, world or society.
7. Management must contribute to SDGs as promulgated by UNO.
8. Reputation of institution in the eyes of all stakeholders must be kept on increasing trend.
9. Concept of MAHAVIDYALAYA PARIWAR based on Mutual Trust, Mutual Respect and Mutual Co-operation should be given full respect.
10. Staff Grievance Redressal cell should be formed as per decisions/guidelines of UGC and other authorities. Management should visit every department to ensure that teaching learning and functions of sub. committees are going on properly.
  - a. Management should invest in augmentation of infrastructure including new technology, its maintenance and repairing at the proper time and regularly.
11. Formation, registration and regular meetings of Alumni Association should be ensured. Alumni should be encouraged to contribute as ambassador not only for marketing purpose but also for participation in teaching- learning and in other institutional activities.
12. Management should always be ready to face any eventuality and should



make proper risk arrangement.

13. Training facilities should be provided for teaching and non-teaching staff both in-place /outside and online/offline.
14. Media relationship should be made strong.
15. Management should try to get status of Autonomy through highest grading by NAAC.
16. Internal Audit, External Audit, Academic Audit and Green Audit should be conducted in time and reports should be uploaded on website after approval of Governing Body and IQAC.
17. Institution should participate and encourage the students to participate in any guideline of government in the election movement.
18. More and more, MOU should be signed with organizations for the skill development, research element, training and internship.
19. Looking to the present situation, institution should develop the spirit for mainly JOB PROVIDERS AND NOT JOB-SEEKERS.

#### **7 ANCIENT BHARAT EDUCATIONAL SYSTEM CULTURE AND OTHER RELEVANT MATTER**

Institution must develop the knowledge of students about Ancient Bharat not only in words but in true spirit. Knowledge about ancient educational system, culture, tradition, sensitization for society and nation etc. should be promoted. Efforts should be made to restore the status of Vishaw Guru and highest respect for our nation at global level.

Institution must provide awareness amongst students about educational system in the university of Patiliputra and Nalanda. As far as possible, collection of old memories about nearby local area and spiritual science should be kept in the institution.

Students must visit to the locality of under privileged section of the society to study the ground reality of their life and real world including tradition, culture, and medicinal culture.



## IDP AT A GLANCE

Institution has prepared this development plan keeping in view NEP 2020, SDGs and also the Vision and Mission of the institution. The Action Plan of every year would be based on this plan to be implemented by and by looking to the financial and human resources. This plan has been approved in IQAC meeting on 28/02/2025 and also in the Managing Committee on the same day itself.

Date:-28/02/2025



PRINCIPAL

(Dr. Pranay Kumar Shukla)