



S.K. GOVERNMENT COLLEGE KANWALI
Institutional Development Plan
(2024-25)
For the Implementation of NEP 2020
Submitted to
Haryana State Higher Education Council



Submitted by-
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PROFILE OF THE COLLEGE

The college has traversed a long journey of more than 45 years. The college was established in 1975 to cater the higher education needs of rural area students specially girl's students. The college was taken over by government in 1992. Where in it has been making consistent efforts to provide quality education to both boys and girls students belonging to rural area of Kanwali-Dahina of Rewari district. The College provides following support services to the students—Library, Computer Labs, Sports facilities, Grievance Redressal Cell, NSS, Women Cell, Red Ribbon, etc. There are various welfare schemes available to the students like 'Earn While You Learn' Placement Cell, Tutorial Groups, Red Cross, etc. The college has a wellqualified and dedicated teaching staff which consistently seeks to provide quality education to the students in an ambience of safety and care.

S.K.GOVERNMENT COLLEGE

KANWALI

VISION

“ Goods Seeds Grow in Strong Cultures”.

Our college envisages the fostering of the spirit Of innovation in both learning and teaching Skills for effective dissemination of knowledge Through zealous striving for excellence with a meaningful involvement of the student community In evolving a wise,self-reliant and purposeful citizenry.

MISSION

“Every person – child, youth and adult – shall be able to benefit from educational opportunities designed to meet their basic learning needs”.

-UNESCO, 1996

Our prestigious premiere degree college in Kanwali is inspired by the mission of honing the life skills of the youth through setting up of cutting edge standards built on the sound value system of social responsibility attentive to the twin objectives of curricular and extra- curricular competence contextualizing both learning and teaching aspects in the extension of local tenets to a global milieu.

Institutional Development Proposal (IDP)

Give the Executive Summary of the IDP.

The vision of the institution is to enlighten, empower and ennoble the learners and ensure that the students are properly facilitated for qualitative improvement. The institution is keen

to see that the students studying in the institution have sufficient facilities to learn, read and play. So the first priority is to build sufficient infrastructure like well-equipped ICT class rooms, Computer Centre, playground, an auditorium, spacious library and state of the art laboratories, separate hostels for girls and boys, college canteen, differently-abled friendly campus, proper sanitation and drinking water facility. In our college innovative teaching methodologies are practised in every stage to empower students. An assortment of committees and cells are functioning to empower the students like Placement cell, Women Empowerment and Harassment prevention cell, NSS, Red Cross, Scouts and Guides, Sports committee, Cultural committee, Red Ribbon and Students welfare committee. The alumni of the institution have been instrumental in launching various programmes in the campus. All these cells community oriented and provide opportunities for students to serve the society at large. Another important initiative of the institution is to set up e-library so that both students and teachers are provided with e-books and ejournals. The library also wishes to increase the number of journals and renew subscriptions of previously subscribed journals. The institution has plans to create functional subject-wise forums in each of its departments, wherein every department is asked to conduct outreach programs like seminars, workshops, conferences at all levels and use the resources of both students and its faculty to benefit society at large. Students are directed to collect data in government institutions and organisations. The students act as resource persons in their respective villages in implementing various Government projects for example, Eco-club, Life-skills club and Health Camps. They are started by the students in their respective villages to use opportunities to interact with and assist the needy ones. This will encourage their research capabilities. Since the learning outcome/ success ratio of the students is average, the institution has plans to improve their examination results through Remedial classes. Coaching classes for

Competitive exams will be conducted to increase their employability. To increase their self-employment, Certificate courses on Computer Applications, Secretarial practises, Apparel designing and Beautician course will be introduced. The institution also has plans to impart computer skills to its faculty, administrative staff and students and make them techno-savvy so that they can learn more and they can be reachable. The goal is to see that all the teaching faculty get registered for PhD and all of them publish articles in peer-reviewed journals. To improve the pedagogical practises and subject specific knowledge of the faculty, certain training programmes will be arranged. To upgrade the management skills of administrative staff and faculty, training on Soft skills, KFC, KCSR, UGC acts and University acts will be arranged.

Provide the SWOT analysis carried out

Methodology

All the stakeholders of the institution [constituting the teaching and non-teaching staff along with student class representatives and some parents] over a period of time have discussed various issues pertaining to the college. The core committee headed by IQAC committee and the stakeholders have arrived at the following SWOT analysis. The present methodology included and analysed the following components

- Information and data –Academic and Administrative
- Student opinions in the form of feed back
- Parents-Teachers Meeting feedback
- Brainstorming by faculty
- Non-teaching staffs feedback
- All other stakeholders' opinion

Strengths:

Kanwali, a village about 35 kms from Rewari District of Haryana, is easily accessible to the nearby rural areas. It provides an ideal location to fulfill the college's mission of empowering students from rural areas. The strengths include:

S1. Healthy enrolment of Students [GER].

S2. Motivated Principal and Committed Staff.

S3. Sufficient Own land for further infrastructural development.

S4. A Library that has reserved books for SC and ST students.

S5. NSS, Scout & Guides and Red Cross which promote social responsibility among the students.

S6. Sports ground for student.

S7. Faculty in all subjects

S8. A supportive system encouraging participation in seminars, research activities and publications.

S9. Student counselling and Student Grievance cell to address the needs of students

S10. EDUSAT based learning.

Weaknesses:

W1. Less internet facility

W2. shortage of smart classrooms

W3. Inadequate financial assistance for library books and automation,

W4. Lack of sports Trainer

W5. Insufficient Training programmes for faculty to upgrade themselves for the latest developments within the subject area.

W6. Soft skills of students.

W7. No Institution- Industry interaction

W8. Limited Resources and facilities of laboratories and lack of modernization of existing laboratories.

W9. No Hostel accommodation (For Boys and Girls).

W10. No provision for Department wise staff rooms.

W11. Insufficient Library Space/furniture, Reference section and Reading Room

W12. No e-library facility.

W13. No Subscription to reputed e-Journals.

W14. No smart/ technology enabled classrooms.

W15. Inadequate exposure of students to 'real world' situations before/during graduation.

W16. Adverse effects of globalization, media & technology on the younger generation.

Opportunities:

O1. Increasing enrolment of Girl students.

O2. More scope to provide quality higher education to rural students

O3. Possibility to Increase the innovation and research in rural areas and strap up local talents.

O4. Increasing enrolment of students belonging to the marginalized sections including SC, ST and Minority groups.

O5. Tie-up opportunities with various Governmental organisations and NGOs

O6. Establishing a Finishing school in vocational courses, add-on courses and selfemployment training.

Threats:

T1. Shortage of faculty and difficulty in motivating students

T2. No availability transportation and hostel facilities the students are likely move to neighbouring district.

T3. Lack of demand for Commerce Courses

T4. Unwillingness among the parents and alumni to participate in college developmental activities

T5. Ever growing Competitiveness in various Examinations and demanding eligibility criteria for recruitment in various services.

Strategic Plan for institutional development based on SWOT analysis

- Building up on our strengths, to introduce new courses to make education accessible to more women students from rural areas and less privileged sections of the society.
- To enhance the quality of courses currently offered by making them more relevant, skill focused and responsive to the demands of the employment industry and to introduce Add on courses to improve employability of the students.
- To improve the old building poor infrastructure.

- To make teaching learning process more effective by introducing smart classrooms, ICT integrated teaching and trained faculty in innovative teaching methodology.
- Improve social responsibility and awareness in the students by pushing for more collaborative interaction between agencies working with a social concern

Specific objectives and expected result of the proposal.

1. Strengthen the Institution by enhancing the existing capacity.
2. To develop dynamic demand driven, quality conscious environment in the college Campus to increase employability.
3. To establish centralized computer facility / Language lab with UPS and printers. 5. To develop infrastructure for conducting research activities.
4. To develop Smart class Rooms.
5. To improve the results.
6. To strengthen library, e-Recourse and Reading room facility
7. Inclusion of ICT in teaching and learning process to Create modern teaching environment
8. Provide internet access to all students
9. To strengthen automation of administration and examination process.

Provide an action plan for:

Improving employability of graduates: The institution has plans to train students in various employable skills like learning

- Basic English grammar and Communication skills in English.
- Certificate courses in Computer application , hardware, web programming.
- Soft skills and personality development.

- Basic ICT ,Entrepreneurial skills and interpersonal skills.
- Skills in traditional handicrafts and self-employment.
- Beautician course.

There are also plans to develop capacity development projects to students so that their employability is increased through add on courses, certificate courses, workshops, seminar etc., Teacher and Students are encouraged to take up research projects and innovative projects.

Increased learning outcomes of the students: In order to increase the learning outcomes of the students the institution has directed all the departments to adapt all measures to improve the results like taking remedial classes for slow learners and taking the help of advanced learners to assist the slow learners.

- Motivational classes are conducted to increase an urge to complete their courses. Attempts are made to increase transition rate and pass percentage of weak students.
- Courses and training to develop life skills and learning abilities.
- Life skills will be organized through various cells.
- Academic skills through tutorial and other means.
- Promotes cultural skills through extracurricular activities
- Field surveys, Industrial visits and study tours will be conducted regularly.
- Project works, periodical seminars, workshops, special lectures, group discussions will be arranged.
- The modern pedagogical tools are effective learning. Modern ICT be used more and more to make the learning experience more effective.

Enhancement of research and consultancy activities: A functioning

research cell will be set up in the institution to

- Plans and organize seminars and workshops to provide information about research methods and techniques to both students and teachers.
- Upgrade library and lab to meet research requirement.
- To develop network with other universities for faculty and student exchange program.
- Promotion of research and entrepreneurial activities.
- To provide consultancy services in teaching spoken English, grammar and basic computer courses.
- Promote industry academia partnerships
- Focus R&D on improving present technologies, developing indigenous one and enhancing production and productivity.

Action plan for organizing a finishing college and for improving academic performance of SC/ST/OBC academically weak students through innovative methods, such as remedial and skill development classes for increasing the transition rate and pass rate with the objective of improving their employability.

- Identify weak students

- Design remedial measures like improve the communication skills through group discussions
- Remedial Coaching for SC/ST / OBC & Minorities.
- Free Classis for NET/SET for SC / ST/ OBC & Minorities.
- Coaching Classes for competitive exams to SC/ST / OBC & Minorities.
- Career & Counselling Cell (CCC).
- Personal interview techniques and special coaching. Innovative methods:
- Identify skill gap, Motivate students, develop industries specific skills, and increase brain storming sessions for self-awareness and self-analysis, continuous appraisals.

Summary of Training Needs Analysis Carried out (TNA) Institutional plans to spend at least 10% institutional project outlay on faculty and staff development in these following areas.

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

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

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

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

- Need for quality achievement, providing infrastructural support and modernizing administration as the primary concerns
- The objective of the proposals should cater to the requirement of the State so that the inputs of the institution could benefit the region.
- It should confirm to the Government objective of higher education to improve GER and align with the States and Regional economic development plan.
- Achieving social justice and social equity through higher education
- Empowering students to become responsible citizens
- Empowering women and the marginalized through higher education

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

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

Describe institutional project implementation arrangements with participation of faculty and staff. Based on the analysis and discussions with the core committee and other members, Institutional level bodies were formed and the project responsibilities assigned to each bodies. The detailed function of each bodies are as below.

- Take all policy decisions,
- Forms supervise and Guide various committees, ➤ Ensure proper utilization of project fund.
- Monitor progress with transparency. Institutional

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