Ref :

Institutional Development Plan

5 Year Strategic Development Plan (SDP)

(2021 - 2026)

1. Effective Teaching-Learning Process

A). Academic Planning & Curriculum Delivery
  i) Development of an annual academic calendar.
  ii) Preparation of teaching plans aligned with Outcome-Based Education (OBE).
  iii) Continuous assessment of CO and PO attainment with proper feedback loops.
  iv) Development of e-learning resources and e-repository
  v) Evolve effective mentoring mechanisms.
  vi) Conduct training programs based on need analysis.

B). Pedagogical Approaches:

  i) Student-centric teaching methodologies:
  ii) Experiential Learning (Field visits, case studies, project-based learning).
  iii) Cooperative Learning (Peer teaching, group activities).
  iv) Participative Learning (Debates, seminars, workshops).
  v) Use of advanced Learning Management Systems (LMS) for blended learning.
  vi) Inclusion of cross-disciplinary courses and skill-based certifications.

C). Mentoring & Continuous Support:
  i) Personalized mentoring for academic and non-academic needs.
  ii) Early identification of slow and advanced learners, and implementation of bridge and enrichment programs.

D). Feedback Mechanism:
  i) Transparent and time-bound student feedback mechanisms.
  ii) Faculty self-assessment aligned with performance appraisals.

2. Student Development & Participation

A). **Empowerment and Involvement**
  i)   Budget allocation for student development activities/programs.
  ii)   Representation of students in committees and clubs.
  iii) Participation in curricular, co-curricular, and extracurricular events. Active participation in Sports, cultural events, hackathons, competitions and also in NSS, NCC, youth Red Cross, Lion's Club etc programs for holistic personality development.
  iv)   Formation of student-driven innovation councils.
  v)   Student support for projects, innovations and startups.

B). **Skill Development Programs:**
  i)   Creation of Skill Development Cell
  ii)   Industry-relevant soft skills, communication, leadership and technical training programs.
  iii) Entrepreneurship and innovation cell for startups and business ideas.

C). **Career Guidance and Placement**
  i)   Pre-placement training programs (CRT classes, mock interviews, resume building, group discussions).
  ii)   Strengthen partnerships with industries for internships and placements.
  iii) Career counseling and career development programs.

D). **Recognition and Rewards:**
  i)   Merit scholarships and awards for academic and extracurricular achievements.
  ii)   Financial support for student research, projects and publications.

3. Use of Technology

A). **ICT-Enabled Infrastructure**

  i)   Smart classrooms equipped with digital tools (projectors, interactive boards).
  ii)   IT support services and cybersecurity infrastructure
  iii) Ensure functional facilities for e-learning.
  iv)   Upgradation of labs with cutting-edge technologies and software.
  v)   Regular workshops on advanced ICT tools for faculty and students.
  vi)   Implementation of e-governance practices for institutional efficiency like digitalization of academic and administrative processes: Online admission, attendance, result processing and grievance redressal.
  vii) Staff and student portals for transparent communication.

4. **Leadership & Participative Management**

    Participative Decision-Making:

    i)   Establish functional and need-based committees with clear roles, responsibilities and accountability.
    ii) Decentralization of leadership with department-level autonomy.
    iii) Foster leadership through delegation of authority and responsibilities.

5). **Good Governance Framework**

    i)   Strategic Goals & Vision Communication: Dissemination of Vision, Mission, and Core Values to all stakeholders.
    ii)   Align all programs and activities with institutional goals.
    iii) Define and follow protocols.
    iv)   Formulate and implement strategic development plans.
    v)   Establish an internal audit committee for academic and administrative audits.
    vi)   Promote fair and transparent performance appraisal systems for staff.
    vii) Implementation of a 5-year Strategic Development Plan (SDP).
    viii) Regular review and monitoring for effective implementation.

6. Staff Development & Welfare

A). Professional Growth

i). Training & Development Programs: Regular orientation, Faculty Development Programs (FDPs) and workshops.
ii). Support for paper publications, patents and research funding.
ii). Recognition & Support: Awards for best teaching, research and innovation.
iii). Financial assistance for qualification improvement (Ph.D., certifications).

B). Welfare Initiatives:

i). ESI, EPF, Health and wellness programs, insurance schemes, Retirement gratuity and recreational facilities.

7. Academia-Industry Interaction

A). Strengthen Industry Collaborations:

i). Sign MoUs with industries and research organizations for curriculum inputs, projects and internship support.
ii). Establish an Industry-Institute Interaction Cell (IIIC).
iii). Guest lectures and mentorship from industry experts.
iv). Identify emerging industry needs and incorporate them into the curriculum.

8. Financial Management

i). **Budget and Policies**: Frame and implement purchase and financial policies.
ii). Department-wise budget planning and approval through the Finance Committee.
iii). Internal revenue generation and audits.

9. Research, Innovation & Entrepreneurship

A).   Research Facilities
   i). Establish R&D centers and upgrade labs for research purposes.
   ii). Apply for government and private-sponsored funds.

B).   Entrepreneurship Development:
   i).Establish an incubation center for startups and business proposals.
   ii). Organize workshops, boot camps, and mentorship programs.

10. Alumni Engagement

A).   **Networking and Contributions:**
   i). Build strong alumni networks through regular interactions and annual meets.
   ii). Leverage alumni support for placements, Lectures, scholarships, mentorship programs and fund generation

B). **Recognition:**
   o   Showcase successful alumni achievements as role models.
   o   Engage alumni as Ambassadors for institutional growth.

11. Community Engagement and Outreach

A).   **Social Responsibility:**
   i). Budget allocation for outreach and rural transformation programs.
   ii). Organize community services under **Unnat Bharat Abhiyan** and neighborhood connect programs.
   iii). Implement rural transformation activities and skill-building
       initiatives.

B). **Sustainability Initiatives**
   i). Conduct awareness campaigns on environmental conservation, health, and sanitation.

12. Infrastructure Development

A).   **Infrastructure Roadmap:**
   i). Develop a long-term infrastructure development and maintenance plan.
   ii). Ensure safety and security through surveillance and monitoring systems.

B).   **Sustainability Infrastructure:**
   i). Implementation of: Renewable energy solutions (solar panels, biogas).
   ii). Water management systems (rainwater harvesting, water recycling).
   iii). Conduct **Green Audits** for accountability and improvement.

13. Sustainable Development

A).   **Project KARTAVYA:**

   i). Focus on SDGs 3 (Health), 5 (Gender Equality), 7 (Clean Energy), 11 (Sustainable Cities), and 12 (Responsible Consumption).

B).   **Sustainability Initiatives:**
   i). Waste management systems.
   ii). Biodiversity conservation projects.
   iii). Carbon footprint reduction initiatives.

14. Institutional Quality Assurance System (IQAS)

i). Continuous enhancement of processes to improve academic, administrative, and governance quality.

ii). Regular NAAC, NIRF, and ISO accreditations to benchmark institutional quality.

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