



Government College, Nahar (Rewari)

Institutional Development Plan (IDP)-(2024-2028)

As part of the Implementation of National Education Policy-2020

CONTENTS		
1.	Institutional Basic Information	
1.(i)	Institutional Profile	
1.(ii)	Institutional SWOC Analysis	
2.	Institutional Development Plan (IDP)	
2.(i)	Vision	
2.(ii)	Mission	
2.(iii)	Goals and Objectives	
2.(iv)	Executive Summary	
2.(v)	Developing Motivated and Energized Faculty	
2.(vi)	Teaching, Learning and Education Technology	
2.(vii)	Research, Development and Innovation	
2.(viii)	Institution's Placement Plan for Students	
2.(ix)	Achieving the Target for Accreditation	
2.(x)	Alumni Engagement/ Activities plan	
2.(xi)	Basic Infrastructure Development plan	
2.(xii)	Skill Development of Non-teaching Staff	
2.(xiii)	Industry and Academic Partnership	
2.(xiv)	Any Other Initiatives for the Student's and Institutional Growth	

1. Institutional Basic Information

1(i). Institutional Profile:

Name of the Institution	Government College, Nahar Rewari Haryana India	
Head of the Institution	Dr. Sushma Yadav	
Contact details	Email: gcnahar80@gmail.com , Phone No.01259-271627	
College Website	gcnahar.ac.in	
AISHE Code	C-28322	
Name of the IQAC Coordinator	Dr. Ashok Kumar, Sh. Jitender Arya	
Name of the NEP Coordinator	Sh Pankaj Khanna	
Name of Health and Sanitizations	Smt. Deepika	
Name of the NSS POs	Sh. Bijender Kumar, Smt. Deepika	
Name of the Librarian		
Name of the Bursar	Sh. Pankaj Khanna	
Name of the Women Cell	Smt. Priyanka Kumari	
Name of the NCC	Sh. Amit Kumar	

Name of Registrar	Smt. Priyanka Kumari	
NAAC Accreditation Status	Under Process	
NIRF Status	None	
UGC Recognition	Yes	
Financial Status	Government/Aided: Yes	
Under National Education Policy (NEP 2020), would your institute prefer to be	As per affiliated University Guidelines	
Name of Sports Coordinator	Sh. Narender Singh	

1(ii).Institutional SWOC Analysis:

Strengths:

- Resourceful and dedicated teaching faculty with varied specialization and outstanding skills
- Excellent Infrastructure
- Only Institution of Higher Education in this locality and has a strong brand presence
- Students' exposure to Industry through field-trips, study tours, Industry based projects
- Consistently good results at University Examinations
- Good Library Facilities
- Scholarship provides for SC/OBC students
- The selection of students strictly based on merit
- Transparency and Accountability in Administration

Weaknesses:

- Students from villages with weak socio-economic background, with inadequate base knowledge
- Being a Government Institution, recruitment procedures are tedious and time Consuming
- Most of the students are first generation Learners
- Utilisation of funds is difficult due to stringent procedures
- The Alumni participation are limited
- The ageing technology and equipment policy
- The lack of Value-added courses
- Availability of Funds are limited in certain cases

Opportunities:

- Possibility of enhancing courses and seats
- The well qualified faculty members
- Can help the growth of backward sectors students
- Starting new generation courses

Challenges:

- Procedural formalities hinder innovations
- Not able to respond and change quickly to the changing scenario
- Updating of the curriculum or the courses are limited
- Funding availability in certain cases are not much adequate
- New advance courses are limited
- Lack of Post Graduates courses
- Approach area
- Lack of Bus facility

2. Institutional Development Plan (for next five year)

2(i).	Vision: Empowerment for Social Transformation Through Holistic Education with a Humane Approach
2(ii).	Mission: To Initiate Positive Social Change Through Equal Opportunity and Diverse Approaches, in a Healthy, Responsive and Inclusive Environment
2(iii)	Goals and Objectives Goals: Short-term <ol style="list-style-type: none"> 1. Minimum two field visits by each department 2. At least two short term job oriented/value-based add-on certificate courses to be offered by the learner 3. Involvement of society in continuous learning 4. Periodic visits by faculty to surrounding villages and higher secondary schools to identify the underprivileged for necessary interventions 5. Organising awareness programmes on various social issues as part of the Student Induction Programme especially for the First Year Students 6. At least one session per semester on morals and values 7. At least one interactive session by an Alumnus in a week 8. Conduct of Conferences, Seminars, Workshops, Symposiums by the Departments Job oriented certificate courses to be offered to the citizens Mid-term: <ol style="list-style-type: none"> 1. Adoption of a village/villages 2. At least six short term job oriented/value based add-on certificate courses to be offered by the learner 3. Introduction of Diploma Courses 4. Provision of hostel facilities to the students (non locals, National and International students) 5. Internship programmes to be extended to the learners 6. Skill based training programmes for teachers in the industry 7. Coaching classes for enabling learners to excel in competitive examinations and for admissions in Institutions of repute 8. To add additional departments having PG and Research Centres 9. To have peer reviewed research journal under UGC Care List 10. Enhancement of research activity in the College 11. To create a pool of leaders 12. Nurturing outstanding sportspersons/NCC cadets/NSS volunteers and cultural ambassadors. 13. Developing a green/eco-friendly campus. 14. Formal transparency and accountability in finances, academics,

	<p>administration</p> <p>Long-term:</p> <ol style="list-style-type: none"> 1. To offer Honours Programmes in all the subjects 2. To offer Integrated M. Voc. Programmes 3. To offer Inter-disciplinary Programmes 4. Full digitalisation of the administrative processes and records 5. Separate PG and Research Centre Block <p>Objectives:</p> <ol style="list-style-type: none"> 1. To continually enhance the quality of teaching-learning and evaluation through the optimum use of latest and rapidly evolving technology 2. To equip the learners with the required skills in interpersonal interactions, knowledge and global outlook for gainful employment and entrepreneurship through the adoption of the National Education Policy 2020 3. To mould our learners into worthy citizens of the country and the world with strong moral and ethical values 4. To continuously strive towards an inclusive and plural society through positive discrimination 5. To facilitate capacity building of local communities
2(iv)	<p>Executive Summary</p>
	<p>Strategic Plans</p> <ol style="list-style-type: none"> 1. Incorporation of field visits in the teaching plans 2. Devising the syllabi and identifying the resource persons for short term job oriented/value based add-on certificate courses 3. Networking with the neighbouring Village Panchayats, Higher Secondary Schools as well as with potential employers 4. Scheme of library membership to all the local citizens is already in place. Special drives to be undertaken in this regard through mobile library services 5. Tap resources from Companies, firms through their CSR activities 6. Floating of syllabi for Diploma Courses by Departments and submitting the same to the respective Boards of Studies 7. Signing of MoUs with Firms for in-house training of teachers and learners 8. Work closely with the parties identified by the Government for coaching of learners 9. To start with the procedural formalities with regard to getting recognition for peer reviewed research journal under UGC Care List 10. Submission of research proposals by the Departments to the funding agencies 11. Timely filling up of the vacant positions in both teaching and administrative department. 12. Structured leadership programmes for both faculty as well as students 13. Discipline specific coaching facilities in sports. 14. Use of solar energy, adoption of water harvesting and scientific treatment of waste. 15. Undertaking financial, academic, administrative and green audits 16. Tie up with institutions of repute namely IIT, Mumbai; TISS, Mumbai; IIT, Madras; IISc, Bengaluru and others through the Directorate of Higher Education 17. Customization of existing software and development of a comprehensive software package including development of apps

	<p>18. Training of all personnel in digitalisation 19. To create adequate physical infra-structure 20. Tap resources from Companies, firms through their CSR activities 21. Identification and acquisition of additional land</p> <p>Action Plan:</p> <p>1. The Internal Quality Assurance Cell will be taking initiatives in this regard with due consultation with the faculty, students, parents, higher authorities and other stakeholders 2. A review of the progress of the initiatives will be taken in every meeting of the IQAC 3. The college will work closely with the controlling office, i.e. the Directorate of Higher Education in implementing the decisions in a time bound manner 4. ATRs will be scrutinized periodically 5. Course correction will be taken up wherever necessary 6. Use of social media to reach out to all the stakeholders and to promote the legacy of the Institution</p>
2(v)	<p>Developing Motivated and Energized Faculty</p> <p>Strategic Plan:</p> <p>Shot-term 1) Conduct of FDPs 2) Internships for Teachers</p> <p>Mid-term 1) Providing incentives to the teachers for conducting research 2) Maximum number of teachers to apply for Research Projects. 3) Emerging as a Hub for consultancy and extension activities based on research output of the Institution</p> <p>Long-term: 1) Structured leadership programmes for faculty 2) Training in digitalization 3) Maximum number of teachers to complete their doctoral studies and be continuously involved in research activities</p>
2(vi)	<p>Teaching, Learning and Education Technology</p> <p>Action Plan:</p> <p>Short-term 1) Implementation of Outcome Based Education (OBE) : OBE is already implemented in the College from the academic year 2021-2022. Efforts will be put in for the continuation and enhancement of the same. 2) Enhancement of Students progress: Internships will be planned for the students</p> <p>Mid-term: 1) Multidisciplinary teaching: Starting of new programmes (Diploma, Integrated, M.Voc Programmes) and introduction of additional P.G. Programmes and Research Centres</p>

	<p>Long-term: 1) MOOCs and ODL: Some teachers have submitted proposals and are working on developing MOOCs under the pilot project of Directorate of Higher Education, Government of Goa. Many more will be motivated to work in the same direction</p>
2(vii)	<p>Research, Development and Innovation</p> <p>Action Plan:</p> <p>Short-term:</p> <p>1) Attracting research funds (State, National, International, Industry etc.):</p> <ul style="list-style-type: none"> • Motivating teachers to visit the websites of the concerned Institutes • Sharing the information received by the College in this regard <p>2) Training faculty/ students for research:</p> <ul style="list-style-type: none"> • Conduct of training programmes <p>3) Developing environment conducive for research:</p> <ul style="list-style-type: none"> • Availability of required facilities till late hours in the evening for the researchers. <p>Mid-term:</p> <p>1) Improving quantity and quality of research publications:</p> <ul style="list-style-type: none"> • Providing incentives to the teachers • Giving due recognition for the research work done • Maximum number of teachers to apply for Research Projects. • Organising sessions, training programmes on the conduct of qualitative research. <p>2) Preparing faculties for 4th year research programme</p> <p>Long-term: 1) Emerging as a Hub for consultancy and extension activities based on research output of the Institution</p>
2(viii)	<p>Institution's Placement Plan for Students</p> <p>Action Plan:</p> <p>Short-term</p> <p>1) Preparing database of Industries 2) Contacting the Industries to conduct Placement Drives</p> <p>Mid-term:</p> <p>1) Preparing the database of students' skill sets and sharing the same with the industries</p> <p>Long-term: 1) Making placement programme a part and parcel of College System</p>

2(ix)	Achieving the Target for Accreditation
	<p>Action-Plan</p> <p>Short-term</p> <ol style="list-style-type: none"> 1) Maintenance of proper records on day-to-day basis at all levels 2) Meeting requirements of NAAC and NIRF <p>Mid term</p> <ol style="list-style-type: none"> 1) Planning out each and every activity based on NAAC and NIRF guidelines <p>Long term</p> <ol style="list-style-type: none"> 1) Quality enhancement at all levels
2(x)	Alumni Engagement/ Activities plan
	<p>Action Plan</p> <p>Short term</p> <ol style="list-style-type: none"> 1) To prepare exhaustive database of the Alumni 2) To invite the Alumni for interactive sessions more frequently <p>Mid term</p> <ol style="list-style-type: none"> 1) To utilize the services of the Alumni for the placements of the students 2) To involve Alumni in development of the College <p>Long term</p> <ol style="list-style-type: none"> 1) To extend all the facilities to the Alumni Association to make it a vibrant part of the College.
2(xi)	Basic Infrastructure Development plan
	<p>Action Plan</p> <p>Short term</p> <ol style="list-style-type: none"> 1) Investment in manpower development across all levels through continuous in-service training, workshops, seminars etc. <p>Mid term</p> <ol style="list-style-type: none"> 1) Early completion of the development of the playground and of the hostel <p>Long term</p> <ol style="list-style-type: none"> 1) Acquisition of additional land and construction of additional buildings in the present premises.
2(xii)	Skill Development of Non-teaching Staff
	<p>Action Plan</p> <p>Short term</p> <ol style="list-style-type: none"> 1) Conduct of training programmes 2) Rewarding the Staff based on work output <p>Mid term</p>

	<p>1) Conduct of Internships for non-teaching staff 2) Conduct of work-related tours to different organisations</p> <p>Long term 1) A sense of responsibility and accountability among the non-teaching staff for effective and timely delivery of services at all times</p>
2.(xiii)	<p>Industry-Academic Partnership</p> <p>Action Plan</p> <p>Short-term</p> <p>1) Including industry experts in the Board of Studies (BoS)/ academics: The College has included Industry Experts in academics specially in B.Voc. Programme.</p> <p>2) Industry Internship for Faculties/ Students: The College has plans to conduct Industry Internships for Faculties as well as students on a large scale.</p> <p>Mid-term: 1) Signing MoUs with the Industries for collaboration in specific areas</p> <p>Long-term: 1) To tailor all the programmes offered in the College to the changing needs and requirements of the industry.</p>
2.(xiv)	<p>Any Other Initiatives for the Student's and Institutional Growth</p>