



## INSTITUTIONAL DEVELOPMENT PLAN (IDP)

w.e.f. Session 2024-25

**Govt. College Bawal**

**Pin:123501, Rewari, Haryana**

**Submitted to the**

**HARYANA STATE HIGHER EDUCATION COUNCIL**

## INSTITUTIONAL BASIC INFORMATION

Name of the College:	Govt. College Bawal (Rewari)
Type:	Co-Education
Stream:	Arts, Science and Commerce
Date of Establishment:	1974
Name of the Present Principal:	Mrs. Archana Soota
Contact No.	9999335544
College Email:	<a href="mailto:gc.bawal@gmail.com">gc.bawal@gmail.com</a>
Website:	
www.gcbawal.ac.in	
Affiliated to:	Indira Gandhi University, Meerpur
UGC Recognition:	2(f) and 12 (B) of UGC
Area of Campus:	9.5 Acre
Accreditation Status:	C Grade by NAAC in 2014 in Cycle 2
RUSA Grant:	Received RUSA grant 2.0

## MEMBERS OF IDP PREPARATION COMMITTEE

1. Mrs. Archana Soota  
Principal, Govt. College Bawal
2. Dr. Inderjeet Singh, Co-ordinator, NAAC  
Assistant Prof. & HOD, Physics
3. Dr. Namita, Member, I.Q.A.C.  
Associate Prof. & HOD, Pol. Science
4. Dr. Joginder Singh, Member, I.Q.A.C.  
Assistant Prof. & HOD, Commerce
5. Dr. Rekha, NSS Programme Officer  
Extension Lecturer & HOD, Sanskrit

### MESSAGE OF THE PRINCIPAL

Education is the process of learning or acquisition of knowledge, skills, values, morals, and beliefs for full human potential. It is considered to be the single greatest tool for social and individual development, which leads towards achieving social justice and equity in society.

The National Education Policy-2020 is a landmark document and a revolutionary step of the Government of India to bring transformational changes in the entire education system through advancements in pedagogies, knowledge creation, innovative delivery mechanism and integrated management of education system. It envisions greater access, equity, excellence, inclusion and affordability to help India emerge as the knowledge super power.

The Institutional Development Plan (IDP) of Govt. College Bawal is the first step forward to chart out the modalities for phased implementation of the NEP 2020 at various levels, and broadly earmarks the short-term and long-term goals which may be assessed and reviewed periodically.

We feel that the Institutional Development Plan as the Comprehensive Roadmap for Implementation prepared by IDP committee shall facilitate the college fraternity in putting the vital components of the Policy in place in a time bound manner. The IDP primarily focuses on all the important aspects of NEP-2020 under eight major heads, with the provision of incorporating the left out components of NEP in future in a phased-manner. We are hopeful that reforms envisaged through the Policy shall see the light of the day with the active engagement and cohesive efforts of all the stakeholders.



Mrs. Archana Soota

Principal, Govt. College Bawal

### Step 1

Analysis of the present scenario in terms of access, quality, and future readiness

#### Access:

- Our college students have access to well furnished and spacious classrooms which makes their learning experiences comfortable.
- There is access to a diverse, rich and organized library with more than 10000 books which ensures access to students to any kind of information within and outside their syllabi. Various news papers and magazines are periodicals available in the library.
- There is an excellent teaching faculty always present to help and provide guidance to the students and who are always accessible to the students.
- Sound student support mechanism with the provisions of close Students Mentoring, Career Counseling and Placement, different Cells for Grievance Redressal, Prohibition of Ragging, Communal Harmony, Internal Complaint, Sexual Harassment and Student Welfare Scheme such as financial assistance for needy students and Free Passport facility
- National Cadet Corps (NCC), National Service Scheme (NSS) and Youth Red Cross (YRC) Society.
- There is access to various sports facilities (Kho-Kho Ground, Gymnasium Hall, and Volleyball Court).

- ICT enabled classrooms, seminar hall for holding extension lectures, seminar, workshop, training programs and cultural festivals for the students.

#### Quality:

- Infrastructure (enriched with updated facility, ICT enabled and well-equipped)
- Curriculum (Value-based, skill-based, updated and of global standard)
- Faculty (Energetic, Experienced, Dedicated, Well-trained and Research oriented)
- Student (Holistic development, Progression & Placement)
- Administration (Decentralized, Transparent, Good Governance and Dynamic)
- Social contribution (community Service, School Adoption, Village Survey)
- Quality assurance mechanism (Regular Feedback from students).

#### Future Readiness:

- Growing Infrastructure with increasing ICT facility and digital resource.
- Dynamic and Visionary leadership & Administrative Set up.
- Updated and Ready-to-be Upgraded Faculty.
- Value based education to instill Indian traditional and cultural values.
- Innovative pedagogy and Skill based / vocational education for self-employment.
- Introduction of multidisciplinary courses.
- Student enrolment from diverse background.
- Initiative for innovative measures like e – depository and Credit bank.
- Exploration of team spirit: Building effective teams, Exploring individual skills and total teamwork.

#### Step 2

## 15 Years plan of action

- Aims at achieving excellence in higher and globalised education.
- Women empowerment through knowledge and value based education.
- Overall growth for socio-economic and sustainable development, particularly at regional level and at national level in general.
- To achieve innovations and excellence in teaching – learning maxima / pedagogy, training, research and extension activities to realize regional needs from the prospective of national goals.
- To facilitate optimum use of human and natural resources for sustainable development.
- To entangle all the stakeholders of the institution in the development of the college and the region.
- To ensure inclusive growth and ensure the knowledge output for human development.
- To create awareness on some radical aspects like women empowerment, human rights, value system, culture, heritage, environment and sustainable development, scientific temper and environment.
- To disseminate knowledge about literacy, technology and other such knowledge to the society through outreach programmes.

### Step 3

#### Mission, Strength and Opportunities of the Institution

##### Mission:

- The mission of our institute is to provide the best of knowledge and skills to the students. Some key areas have been identified so as to achieve our mission.
- Instill in the students a thirst for knowledge, a scientific temper and the appreciation and inculcation of human values.
- Instilling in the students moral and ethical values by arranging popular talk, programmes on moral responsibilities, social responsibilities, showcase of motivational speech and motivational videos, showcase of documentaries of

important personalities in Indian history, literature, politics, philosophy, science, business, space etc.

- Along with a standard academic environment, setting up and creating a green environment is also a priority and a mission to be achieved.
- Making career counseling programmes a regular feature so that the students can get an opportunity to choose their careers once they complete their graduation.
- Instil a spirit of entrepreneurship amongst the students of the institution by making them familiar with entrepreneurship skills through holding of entrepreneurship counseling sessions by different agencies.
- Take initiatives to introduce skill based courses to acquaint students with various skills and make them fit to survive in the futuristic world of survival of the fittest.
- Above all, assuring mental health and personality development through psychological counseling sessions.

Strength:

Established in 1974, Govt. College is one of the oldest college of Rewari district in Southern part of Haryana and our students who are the future of tomorrow are our underlying strength.

- Well, efficient and visionary management.
- Young, dynamic academically oriented faculty.
- Facilitates self-employability skills for students after passing out through training programmer under Placement Cell.
- Good academic performance by our students in university examinations on regular basis.
- Undertaking of community linkage programmes cum social responsibility programmes by active and continuous involvement of students in health, sensitization and awareness of various burning issues, adoption of organic farming practices etc. especially in our adopted villages under NCC and NSS units.
- Eco-friendly campuses with lush green lawns.



- Vigorous mentoring system.
- Decentralized administration with active participative management.
- Only one college in Rewari district for M.A. Sanskrit Course.

#### Opportunities:

- To introduce more academic programmes.
- MoU with Local industries under CSR Schemes for infrastructure development, internship programme and placement.
- Promote research activities in the college.
- Utilizing and involving our alumni towards development of institutional goals by giving them scope to reconnect with the institution.
- To introduce more vocational courses in order to institutionalize the implementation of NEP 2020.

#### Step 4

##### Strengths and Capacity of the Institution (Human and Financial)

As an organization, the Govt. College Bawal identifies the following strengths:-

##### Academic

√UG Programme (B.A., B.Sc. & B.Com)

√PG Programme (M.A. Sanskrit)

##### Faculty

√Teaching

- Arts ( 7 Department, 13 faculty)
- Science (3 Department, 5 faculty)
- Commerce (3 faculty)

√Non-Teaching

- Group C (7 Employees)

- Group D (8 Employees)

Students  
Enrolled

√UG Level: 1114 Students

√PG Level: 59 Students

Sports Facility

√ Kho-Kho Playground

√ Volleyball Playground

√ Gymnasium Room

Financial  
Source

√ Admission Fees

√ Govt. Fund (Central and State Govt.)

√ Scholarship (National, State, Post Metric and Meritorious)

√ Donations (Civil, Alumni & Staff)

Existing Weakness:

- There is acute shortage of teaching staff in each department.
- Inadequate non-teaching staff.

- Low enrollment in science stream.
- The affiliating university does not have diverse traditional & professional courses under UG programme, it is therefore a constraint in the introducing of new UG courses.

### Step 5

Identify institutional goals - Long term and Short term

#### Long term goals:

- To develop the College into a Centre of excellence, which shall provide desired scope and opportunity for the young learners in an inclusive way to pursue their dreams of acquiring in depth knowledge and essential skill of global standard.
- Instilling in the students moral and ethical values by arranging popular talk, programmes on moral responsibilities, social responsibilities, showcase of motivational speech and motivational videos, showcase of documentaries of important personalities in Indian history, literature, politics, philosophy, science, business, space etc.
- Making career counseling programmes a regular feature so that the students can get an opportunity to choose their careers once they complete their graduation.
- Instil a spirit of entrepreneurship amongst the students of the institution by making them familiar with entrepreneurship skills through holding of entrepreneurship counseling sessions by different agencies.
- Take initiatives to introduce skill based courses to acquaint students with various skills and make them fit to survive for future.
- To continually assess the institutional risk and provide a safe and secured environment to the all stakeholders.
- Alongwith a standard academic environment, setting up and creating a green environment is also a priority and a mission to be achieved.
- Above all, assuring mental health and personality development through psychological counselling sessions at least once a month.

#### Short term goals:

Under Short Term Goal, the college keeps in its list of priority some urgent needs which are to be fulfilled at the earliest possible. These can be shortlisted as-

- Readiness to implement NEP 2020.
- NAAC Accreditation for cycle 3.
- Construction of new teaching block and seminar Hall.
- Curriculum up-gradation as per requirement so as to make the students ready to fulfill global demand.
- Initiative for changing the institutional status as a traditional degree college in to a centre of Excellence, enriched by diversity and multiplicity of course and programme.
- Drive for increasing enrolment to contribute to GER increase.
- Initiative for insisting research culture among the students.

#### Step 6

##### Institutional level challenges

- Implementation of NEP-2020 and its ramification is a major challenge.
- To increase number of students.
- To overcome problem of shortage of teaching and non-teaching staff.
- Lack of proper communication skills amongst a section of the student community.
- Implementation of Outcome Based Education (OBE).
- Multidisciplinary teaching.
- Developing environment conducive for research.
- Full potential of alumni is yet to be tapped.

#### Step 7

##### Workable Hypothesis to mitigate and overcome the challenges

- NEP-2020 will be implemented in the session 2024-25 as per Department of Higher Education Haryana guidelines. Faculty members already attended NEP-2020 faculty development programme and ready for implementation of the same.
- To increase the student enrolment ratio, faculty members are guided to interact all nearby schools officials to brief out the course available in the college and course outcomes.
- Letters regarding shortage of teaching and non-teaching staff can be written to Department of Higher Education Haryana.
- More workshops/other programmes to acquaint students and develop their communication skills and build up their confidence building skills.
- Teachers to be encouraged to undertake MOOC courses to enhance knowledge and create their own MOOC's course have specific outcome for the students. In addition, they will be encouraged for interdisciplinary research ideas and innovations.
- Research and innovation play an essential role in triggering smart and sustainable growth that might result into job creation. The College will plumb ways and means to develop and hone the research competencies of its faculty and students. This will be essential in opening up opportunities in entrepreneurship to create and nurture among students a spirit of independence and risk-taking to initiate, incubate and sustain start-ups.
- Steps are being initiated to involve alumni in the various activities of the college through regular alumni contact by organizing alumni meets frequently and motivate them to re-connect with the college not only through donations etc. but also convince them to guide and counsel our students from various perspectives.

### Step 8

#### Strategies to promote Leadership

The effective leadership is visible in various institutional practices such as decentralization and participative management.

Ever since the inception of the college, the administration is carried out effectively through a centralized mechanism. This inclusive and participatory approach promotes an environment of solidarity and mutual respect which ensures the smooth function and growth of the institution.

In fact the success of an institution is the result of the combined efforts of all who work towards attaining the vision and mission of the institution. Right from the Principal of the college to the entire staff and students, all the stakeholders have a role to play in the building of a college. Their involvement and co-operation in devising and implementing decision making policies for academic and administrative affairs through various bodies and committees have contributed to the growth of the college.

The college focuses on decentralization

The Principal:

He is Chairmen of College Council Committee (CCC) and Internal Quality Assurance Cell (IQAC). All strategic plans relating to infrastructural development, enhancement of quality in teaching-learning process, promotion of research and healthy practices are approved by the CCC which are so much essential to reach the set goals or bench-marks of the institution. It also extends all the amenities for the teaching faculty and non teaching staff and students.

The Principal in consultation with members of CCC implements different academic, office and student related policies. There are several committees which work hand in hand with the authorities as well as with the IQAC.

Teaching staff: Faculty members are given representation in various committees/cells nominated by the Principal or according to unanimous decisions in Staff Meetings.

Non-teaching staff: Non teaching staff members are also represented in various committees/cells and their suggestions are considered while framing policies or in the decision-making process.

Participative Management: The college promotes the culture of participative management at all levels. The principal, college council committee, the IQAC and faculty members are involved in defining policies and decision making, framing guidelines and rules and regulations pertaining to admission, examinations, code of conduct, discipline, grievances, finance, construction, renovation etc.

The Principal and the faculty members interact with government and other external agencies. Students and office staff support and lend a helping hand with the Principal and the faculty for the execution of different academic, administrative, extension

related, co-curricular and extracurricular activities.

### Step 9

#### Transparency in governance

Transparency is widely recognized as core principles of Good Governance. It implies openness, communication and accountability. The governance of this college is reflective of and in tune with the vision and mission of the institution.

Nature of governance: The College follows a democratic and participatory mode of governance with all the stakeholders participating in the administration. The Principal delegates authority to the College Council Committee, which in turn share it with the different levels of the functionaries in the college. The heads of the departments, the Coordinators / Conveners of various committees and cells along with CCC and IQAC members play an important role in determining the institutional policies and implementing the same.

#### Strategic Plan:

- The extension of possible space in order to accommodate more classrooms, laboratories, departmental rooms etc.
- Renovations to revive the agency infrastructure of the institution.
- Improvement of the scope and profile of the Teaching – Learning experience through greater use of ICT.
- Signing of Memorandum of understanding with other institutions and industries.
- Online admission system.
- Biometric attendance system of staff members.
- Academic and Administrative Audit.
- Green Audit.
- Energy audit at regular intervals.
- Financial audit.
- Re-connect with alumnae for furthering the cause of the institution.
- Implementation of value added and skill enhancement courses.

## Step 10

### Action Plan

- In next two years complete a new teaching block with ICT enabled classrooms.
- NAAC re-accreditation for cycle 3 in next one year.
- All the staff (regular/extension) including the supporting administrative staff to be trained in ICT.
- Following introduction of NEP the Outcome Based Education (OBE) will be implemented in a phased manner.
- Faculty members will be encouraged to participate conferences, workshop, seminars and faculty development programs to enrich their knowledge and teaching methodology.
- Conduct workshops on Intellectual Property Rights (IPR).
- MoUs to be signed with Block/District/State/National level Enterprises and Business Houses under the NEP in order to facilitate Industry internship for students.
- Actively participate in all Placement Programmes organized by the I.G. University, State Government departments in order to provide placement opportunities to at least 5-10% of the students.
- A robust mentor-mentee system for constant guidance, counseling and grievance redressal.
- Apart from the academic development there will be congenial environment for co-curricular and extra-curricular development of the students.
- Community participation of the students will be encouraged. The students will be motivated to take part in various social service/ NSS camp and other activities organized by the college.
- Provision for training and development on practical skills and human resource skills through vocational courses leading to global competencies.



Conclusion: The IDP of our institution has been prepared as per the criteria laid down with the envisioning of the institutions future in sync core ideals of NEP 2020 and monitoring mechanisms regarding its implementation.

But, the IDP will need to be reviewed, revised and resubmitted according to the evolving needs and emerging challenges of the college. The IDP formulated is just an attempt to create a road map and changes may be permitted as and when required.

Warm Regards,



Mrs. Archana Soota