

4.1.2 **Institutional Development Plan-** GDC Shri Naina Devi Ji, we strive to cultivate an environment of academic excellence, innovation, and holistic development. This development plan presents our aspirations for the future and outlines the path we will take to achieve our objectives over the next decade and beyond.

About the Institution

Govt. Degree College Shri Naina Devi Ji was established in April 2016. It is one of the finest colleges affiliated with Himachal Pradesh University and situated right at the foothill of Shaktipeeth Shri Naina Devi Ji.

This college imparts higher education to students coming from the different parts of district Bilaspur and other states, including Punjab. We all know that education plays a critical role in the development of a nation. It is a fact that education is a dynamic process. It is also a well-known fact that the strength of a nation depends on its education system. A developed country has a strong and deep-rooted education system, which makes a country great, strong and developed.

Vision

Govt. Degree College Shri Naina Devi Ji envisions paying special attention to the educational needs of people, especially rural girl students from surrounding areas of Shri Naina Devi Ji town, to equip and empower them for the all-over development of their personality and to inculcate into young minds a civic sense and social responsibility.

Mission

- To make the best efforts to offer an excellent education to the students of rural areas.
- To educate, engage and empower rural girls and boys so that they may become enlightened individuals, improving the living standard of their families and society and thereby contributing to the development of our nation.
- To manifest perfection by imparting quality and character-building education. To enable students to face the challenges of life and meet the needs of society. To harmonize the traditional values as well as embrace new values to keep pace with the progress of Science and Technology.
- To foster the values of healthy competition, mutual cooperation and social responsibility, students are motivated to participate in different co-curricular activities.



GOVT DEGREE COLLEGE SHRI NAINA DEVI JI
DISTT. BILASPUR H.P.

Institutional Developement Plan

a phased manner and expand the reach of CCTV surveillance to every part of the college campus.

4. Office Digitization:

Office digitization represents a pivotal step towards optimizing our operational efficiency and embracing the digital age. This comprehensive program entails a strategic assessment of our current paper-based processes, consultation with key stakeholders, and the formulation of a tailored digital transformation strategy. By embracing cutting-edge technologies and digitizing our workflows, we aspire to streamline communication, increase collaboration, and expedite decision-making processes. This initiative not only reduces our environmental footprint but also empowers our workforce to adapt to modern work paradigms.

Plan: To do complete digitization of office activities in phased manner.

- Regular submission of AQAR to NAAC every year within the stipulated time – framework.

VIII. Campus Digitization Plan

Smart Classrooms, Computer Labs, Wi-Fi facility:

We envision integrating advanced technologies like interactive whiteboards, projectors, and audio systems into classrooms to foster interactive and engaging learning experiences. The deployment of a reliable Wi-Fi network will provide seamless connectivity, enabling both students and educators to access digital resources and collaborate effectively. Additionally, the computer lab will be equipped with up-to-date hardware and software, enhancing students' digital skills and supporting various educational tasks. This holistic approach to infrastructure development aims to create a technologically enriched environment conducive to innovative teaching and learning methodologies.

1. To convert all the classrooms into smart classrooms in a phased manner, create and expand a robust Wi-Fi network to connect all parts of campus, upgradation of hardware in computer labs, improve student computer ratio in computer labs and e-library, connect all the computer labs and smart classrooms with 25 KVA online UPS.

2. To encourage students and faculty members to join courses of their interest from platforms such as SWAYAM, edX, Coursera etc and to implement and promote blended learning techniques in the teaching-learning process.

3. CCTV surveillance:

To replace existing CCTV cameras with high-quality HD cameras in

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- Feedback from stakeholders will be obtained regularly.
 - More faculty development/ teacher training programs for up-grading and up-dating the knowledge base
 - Internal/external quality audits at regular intervals, viz. Academic Audit, Administrative Audit, Financial Audit, Green Audit, Energy Audit, etc.
 - Undertake qualitative assessment like NIRF ranking,
 - Continue staff welfare schemes and programs
 - Apply for grants from different funding agencies like UGC, DST, CSIR, DBT, etc. and other sources
 - Mechanism for online feedback from stakeholders
 - Preparation and periodic progress review of the Perspective Plan

VII. INSTITUTIONAL VALUES AND BEST PRACTICES

- Green Campus strategy will be adopted by organizing Plantation Drives
 - Establishing and Enhancing the College Charity
 - Single Use Plastic (SUP) Free campus
 - Consumption of Green energy Resources
 - Celebration of significant National days
 - College magazine
 - Green audit
 - Water harvesting
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V. STUDENT SUPPORT AND PROGRESSION

- Special Lectures for the outgoing students to choose the alternatives for their better future
- To ensure access to Scholarships for every eligible student of the college
- Continuing the policy of zero tolerance against ragging and sexual harassment in the college
- Strengthen the student mentoring mechanism
- Knowledge and skill-based and enrichment programs and MOOC Courses to widen the scope of learning for advanced learners
- Remedial classes, tutorial classes, special classes etc., for slow learners
- Improve interaction with the industry by inviting industry experts for workshops.
- Promotion of co-curricular and extracurricular activities among students.
- Invite more companies to conduct campus placement drives.
- Coaching classes for competitions
- Career counselling
- Increase in the number of books in the Library
- Strengthen the relationship of Alumni with the Institution.
- Strengthen the gender sensitization programmes.

VI. GOVERNANCE, LEADERSHIP AND MANAGEMENT

- More decentralized administration by involving the entire stakeholder in decision-making for the betterment of the institution.

- Financial support to staff for attending conferences/seminars/FDPs etc.
- Authoring books, papers and articles
- Field surveys
- Organisation of extension activities and community outreach, environmental and mass awareness programmes through active involvement of volunteers of NSS/R&R and other clubs.
- Visiting surrounding society for awareness campaigns among people regarding Personal Hygiene, Environmental Protection, Public Welfare Schemes etc.
- Community Outreach Cell to collaborate with various NGOs
- Blood donation camp

IV. INFRASTRUCTURE AND LEARNING RESOURCES

It is planned to augment the existing infrastructural resources by carrying out the following additions:

- Construction of Arts Block
- Construction of Commerce Block
- Construction of Sports facilities
- Construction of hostels
- Purchase of all office items/ materials through GEM and maintenance of stock through the computerized procedure
- Apply for NIRF and NAAC
- New books and journals in the library
- Website updating

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- Augment academic infrastructure viz. ICT-enabled classrooms, smart classrooms,
 - Use of computers, e-learning resources, laboratory equipment, etc.
 - Extensive use of online teaching and learning resources.
 - Faculty Development Program
 - Smart classroom sessions and Regular tests for the students
 - Continuous comprehensive assessment
 - Regular institution-level workshops for teaching and non-teaching faculties of the institution

III RESEARCH, INNOVATIONS AND EXTENSION

The research culture will be promoted by providing facilities and opportunities for research-related activities to faculty and students. The college students will continue to be engaged in several extension activities.

- The staff will be motivated and encouraged to undertake the different research projects
- Organization of conference/seminar/workshop
- Preparing research proposals and submitting them to funding agencies under various schemes.
- Research paper presentation in conferences/seminars
- Faculty and student participation in conference/seminar/workshop

PROSPECTIVE PLAN of GC Shri Naina Devi ji

I. CURRICULAR ASPECTS

- The Institution plans to achieve the following goals under CURRICULAR ASPECTS:
- To introduce new UG Programmes i.e., B.Ed., B.Voc., B. THM, B.B.A and B.C.A.
- To introduce new subjects in existing courses: B.A. in Sociology, Geography, Sanskrit, and Physical Education.
- More comprehensive feedback from the stakeholders.

II. TEACHING, LEARNING AND EVALUATION

The institution planned to achieve the following goals in TEACHING, LEARNING AND EVALUATION:

- Efforts to increase the Gross Enrollment Ratio (GER)
- Mechanism to check the number dropouts
- Special classes for advanced and slow learners
- Efforts to achieve the ideal Teacher-Taught Ratio (TTR)
- Formulation and implementation of a more feasible and comprehensive Academic Calendar
- More Guest lectures, Workshops, and Seminars in the larger interests of the stakeholders

Student Enrolment

The college has seen downfall in the total number of students in the recent years due to lack of a proper college building.

Sr. No.	Class	1 st Year	2 nd Year	3 rd Year	Total
1	BA	44	57	43	144
2	B.Com.	4	5	9	18
TOTAL		48	62	52	162

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Non-Teaching posts

The details of sanctioned posts and vacancy position is as follows

Subject	Sanctioned	Functional	Vacant	Local PTA /HEIS If any
Supdt G-I	1	1	0	-
Sr. Asst.	1	1	0	-
JOA-IT	2	1	1	-
Peon cum Chawkidar.	5	5	0	-
Total	9	8	1	-

Establishment report of teaching and non-teaching
Faculty

Teaching posts

The details of sanctioned posts and vacancy position is as
follows

Subject	Sanctioned	No. of Functional Posts	No. of Functional Vacant posts	Local PTA
				Basis If any
Political Science	1	1	0	
English	1	1	0	
Economics	1	1	0	
History	1	1	0	
Music (I)	1	1	0	
Commerce	1	1	0	
Hindi	1	0	1	
Total	7	6	1	

Establishment Details

Date of establishment of the college	August 2016
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University to which the college is affiliated

State	Name of the Affiliating University
Himachal Pradesh	Himachal Pradesh University

Details of UGC recognition Under Section

UGC recognition Under Section	Date
2f of UGC	Applied

Basic information

Name and Address of the College

Name	Govt. Degree College Shri Naina Devi Ji
Address	Govt. Degree College Shri Naina Devi Ji
City	Bilaspur
State	Himachal Pradesh
Pin	174310
Website	https://www.gcnainadevi.ac.in/

Contacts for Communication

Designation	Name	Mobile	Email
Principal	Shyam Lal	+91 6230 558 770	gcshrinainadevi@gmail.com

Status of the Institution: Government

Type of Institution

By Gender	Co-education
By Shift	Regular

as well as international levels.

2. The college has the potential to offer new courses, particularly in Science and Vocational Education.
3. College seeks to strengthen community outreach activities in collaboration with the government and non-government organizations.
4. Utilization of UGC Swayam Portal for MOOC Courses.
5. Use of ICT in the teaching-learning process.
6. Institutional Innovation Council (IIC) facilitates students for innovation and learning entrepreneurial skills.

Institutional Challenge

1. The college requires sustenance of adequate budgetary support from the state government for the up-gradation of infrastructure and implementation of various projects.
2. Adopting technological and pedagogical innovations to impart education to students from rural backgrounds.
3. Lack of industrial area and the absence of multinational companies, which limits industrial exposure for college students.
4. To increase employment opportunities for the students and to track outgoing students.

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- The institution is committed to providing an environment conducive to innovation and team spirit.
 - The institution is dedicated to the cause of learning by imparting education that inculcates a sense of responsibility among the students.

Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strength

1. Govt. Degree College Shri Naina Devi Ji is known for its learning-outcome-based academic programmes, eco-friendly Infrastructure, continuous comprehensive assessment (CCE), and credit-based evaluation system.
2. Highly qualified and trained faculty is the major strength of this college.
3. The college adopts a zero-tolerance approach towards ragging.
4. Active Internal Quality Assurance Cell.
5. Community outreach through NSS, Rover & Rangers and other Student Clubs.
6. Adequate land for further development and expansion.
7. Dedicated students in the field of academic, sports and cultural activities.

Institutional Weakness

1. Shortage of staff in some of the disciplines as per the UGC norms.
2. Infrastructure is not adequate as per requirement for newly started courses.
3. Need for Vocational Programmes in the college.
4. Requirement of new academic blocks to accommodate new programmes and increasing number of students.

Institutional Opportunity

1. To develop the college into a centre of excellence in education, research, training and innovation to such an extent that it may get recognition at national