



सत्यमेव जयते

Office of the Principal

GOVT. MODEL COLLEGE, BORKHOLA

Estd- 2020

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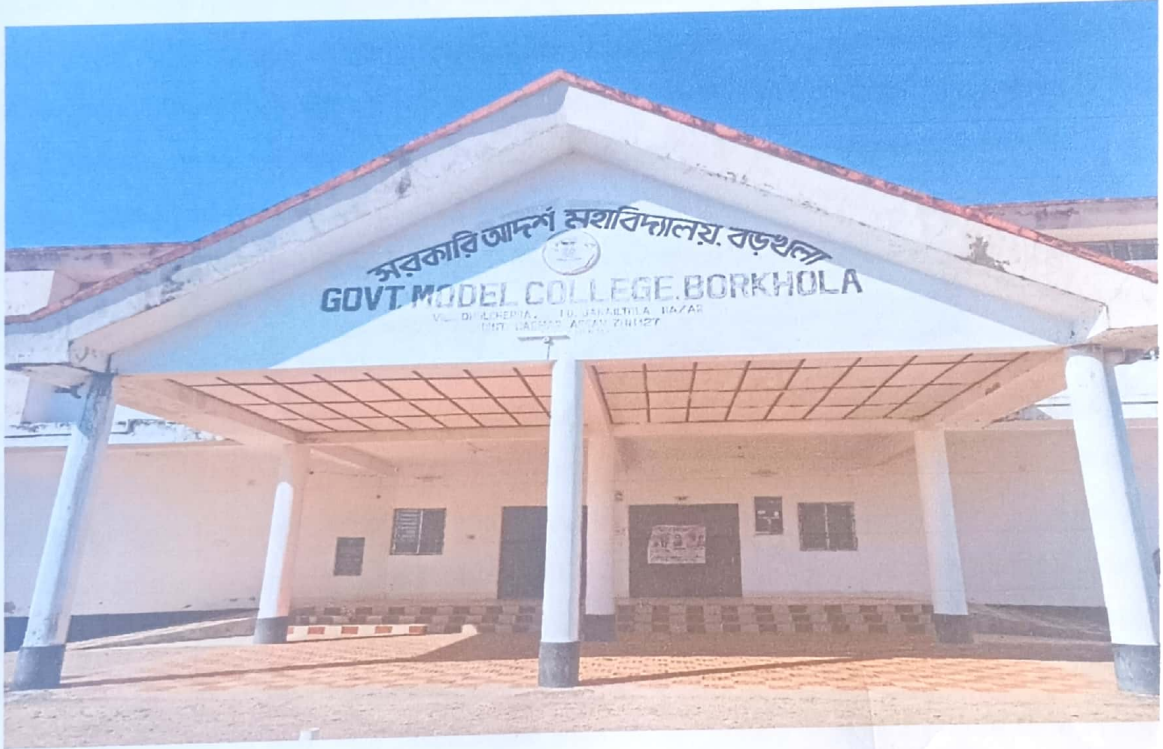
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INSTITUTIONAL DEVELOPMENT PLAN, GOVT. MODEL COLLEGE BORKHOLA

Prepared by IQAC, Govt. Model College Borkhola



Government Model College, Borkhola (GMCB) was set up in the year 2020 in Cachar district under the Assam Government's initiative to set up 15 model colleges in rural areas in the State with financial assistance from Rashtriya Uchchatar Shiksha Abhiyan (RUSA-1.0). The college offers Four Year Undergraduate courses in subjects such as Bengali, Economics, Education, English, Political Science and Sociology following FYUG credit system under the affiliation of Assam University, Silchar (Central University). The Higher Secondary course in Arts Stream is also made available in the college under the Assam Higher Secondary Education Council (AHSEC).



Step 1: Present scenario of the college in terms of Access, Quality and Future readiness:

Access:

One of the major aims of the NEP, 2020 is to increase the Gross Enrolment Ratio (GER) to 50% by 2035 and to give access to quality higher education to all across caste, class, religion etc. At Govt. Model College Borkhola, the enrolment ratio to higher education by various social groups such as SC, ST, OBC, EWS, etc is relatively low due to socio-economic, cultural, and geographical factors. The full seats allotted for various social groups are not filled so far. Out of the total allotted seats in the college around 70% seats were filled in the last academic session.

Quality

The quality of a college is determined by the skilled graduates it produces. In order to provide quality higher education, Higher Educational Institutions need to focus on all-round development of the students. Since Govt. Model College Borkhola is a newly established college, there are still various shortcomings and challenges with regards to the infrastructure, learning resources, human resources, and financial resources. In the library there are a few books related to the syllabi and some for competitive exams along with newspapers, journals. There is also a Digital Classroom to facilitate e-learning for the students. There are various indoor and outdoor sports facilities to improve physical activity of the students. The college has mentorship programmes and an Internal Complaint Committee (as per UGC guideline) for grievance redressal.

However, there is no Wi-Fi connectivity in the campus, no learning management system (LMS), no skill and language development centre available in the college. Besides, there is lack of sufficient financial resources. The college is yet to be covered under 2F and 12B of the UGC which resists the possibility of bigger research endeavours. Out of the total sanctioned post most of the posts are filled up so far. However, the internal financial position of the college is still weak. Amidst all these, the college is attempting to implement National Education Policy (NEP), 2020 effectively. It also follows continuous evaluation system with stress on students' feedback from time to time. The college has a website too.

But due to lack of sufficient subjects the students are getting limited freedom in selecting their subjects from interdisciplinary backgrounds. The college also has a Krishna Kanta Handique State Open University Centre which facilitates all students to have easy access to higher education. The college has also signed MoUs with S.R. College, Kalain and Silchar P.H.E. (for Jal Jivan Mission) for fruitful collective future endeavours.

Future readiness:

- The college will endeavour to provide equitable access to quality higher education to all sections of people and ascertain that the allotted SC, ST, OBC, PWD and OBC seats are filled.



- It will help students avail all the scholarships, financial assistance and other opportunities available for them so as to increase their access to higher education.
- It will discourage dropout of students and encourage maximum students to continue their education through the four-year programme.
- Seamless Wi-Fi facility will be developed shortly in order to give access to various e-resources to all the students and staff.
- New subjects will be introduced in line with NEP, 2020 to give access to different courses.
- Major courses will be introduced in all the departments in phased manner.
- New infrastructure namely boys' hostel, skill development cell, language development cell, training and placement cell will be setup in phased manner.
- Initiative will be taken to provide adequate facilities for Indoor & Outdoor Sports Complex in line with NEP, 2020.
- The college will also take various quality enhancement measures to develop the quality of the students and staff.
- Creativity, public speaking skills, communication skills seminar, conference, debate, quiz, workshops, mock parliament will be organised from time to time to develop critical thinking.
- The college will also provide supplementary education and special coaching for competitive examinations, special English programme and personality development through life skills, art and literature.
- Special focus will be given for the development of entrepreneurship among the students.
- Initiatives for Memorandum of Understanding (MoU) with more colleges, universities, tea gardens, and other local industries will be taken for better academic activities-exchange programme, short visits etc.
- Mandatory yoga class will be arranged to reduce stress and anxiety or to improve self confidence among students meant for their holistic development.
- Field visit and industrial visits will be implemented to provide students an insight regarding various social and environmental issues.

Step 2: Envision for transformation:

- The college will give importance to three important areas such as Academic, Infrastructure and Research.
- High level infrastructure will be set up to transform the institution in order to achieving high quality academic and research output.
- It envisions to launch international students' exchange programme with East and Southeast Asian countries.



- It also aims to create financial resources in order to strengthen the financial position of the college.
- Establishing more computer laboratories and ensuring the availability of electricity with clean and green energy.
- Setting up a highly equipped Language Lab that will help students to improve communication and soft skills in different language subjects that are taught in the college.
- Introducing and adopting innovative approach such as E-Learning in teaching to enhance the levels of teaching. In order to be in line with changing teaching learning environment, our college is aiming to get ICT equipments such as LCD, projector, smart board etc.
- Starting of both Enrichment and Remedial classes to cater to the students' diversity. Enrichment classes in form of extra classes will give advance knowledge to advance learners and will encourage them to do even better in studies.
- Fostering self-learning skills in order to imbibe the culture of self-learning among the students. Initially the most popular self-learning skills will be introduced to the students such as seminars, group discussion, project report etc.
- Recognition of outstanding teaching and leadership through appropriate rewards, promotions, recognitions and movement to institutional leadership positions or best graduates in order to empower teachers and students.
- Introduction of PG programme and skill development courses in line with NEP, 2020.
- Various short term and long term research projects will be undertaken.

Step 3: Mission of the College

- The college shall persistently endeavour to ensure affordable quality education, equip students with knowledge and skills in their chosen stream, inculcate values in them, identify their hidden talents, provide them with opportunities to realize their full potential; thus, shaping them into future leaders, and entrepreneurs and above all good human beings.
- It also aims to provide a safe and secure learning environment in which faculty members, non-teaching staff and students can discover, examine critically, preserve and transmit the knowledge, wisdom and values that will help ensure the survival of this and future generations and improve the quality of life for all.
- It envisions to attract and serve students from diverse social, economic and ethnic backgrounds and to be sensitive and responsive to those groups which have been underserved by higher education.



Step 4: Strength and capacity of human and financial resources:

Human Resources:

An organization needs various resources like human resources, physical resources, and financial resources to achieve the organizational goals and objectives. Among all the resources, human resources are the most valuable ones. To ensure organizational success dedicated, qualified, skilled and self-motivated human resources with accountability to the organization's vision and mission is very essential. So far as the strength and capacity of the human resources of our college still has some shortcomings. Out of the total sanctioned posts, four are yet to be filled up.

Financial Resources:

The strength and capacity of financial resources of the college is very weak. Other than admission fee there is no internal revenue for the college. Other than building grants, the college hasn't received any development grants and contingency from the government. Whatever little bit internal revenue the college has generated through admission fee is not received yet from the government. The government has recently introduced vocational training courses under P.M. Usha and P.M. Viswakarma, which might generate some revenue for the college too.

Process to mitigate the gaps:

- The college will take various initiatives to generate and strengthen internal revenue through rubber cultivation, and planting various trees like fruit trees, and betel nut trees.
- The college will organise various fund raising drives and will seek donations from various stake holders of the college.
- It will seek CSR (Corporate Social Responsibility) contribution from the local tea industries, IOCL, and other local companies.
- By developing the college into tourist attractive place, the college can accumulate financial resources from it during the winter break and holidays.
- The college will develop community partnership so as to strengthen its financial position.
- The college will take initiative to arrange annual local business summit where various art and crafts items produced by the students will be sold out.

Step 5: Long term goals:

- To introduce more vocational education and training programme, skill development programme in line with NEP and to initiate campus recruitment process.
- To introduce Masters Degree courses in line with NEP, 2020.
- To develop sufficient infrastructure to provide quality higher education.
- Bringing Research Projects Sponsored by UGC, ICSSR, ICHR



- Initiation of Departmental Journal, Yearly E-Journal, publication of newsletter by every department.
- Initiation of Certificate, Diploma & P.G Diploma courses in Human Rights, Gender Studies etc.
- Enhance Wi-Fi, ICT facility and lecture Capturing System to be developed by every department
- Development of a Sports Academy in collaboration with Sports Authority of India to prepare students for premier sporting events at the national and international level.
- The Health and Wellness Center of the college will perform a complete check of the physical, emotional and mental health of the students on a half-yearly basis.
- The Training and Placement Cell and Skill Development Cell will be upscaled and will contribute to the establishment of a Career Development Center which will provide guidance and conduct coaching classes for UPSC/APSC, NET/SLET, Defence Services, Banking and other competitive examinations. Faculty will be hired by the college on a contractual basis initially. A Soft Skills non-credit course will be a permanent feature of the CDC.
- Awards named after prominent personalities of Barak Valley will be started by the college. These awards will be for academic brilliance, excellence in sports and cultural activities, leadership qualities, overall participation in the functioning of the college and other areas as the college sees fit.
- Enhance the institution's global and regional stature and ranking as well as NIRF registration.
- The college will start its own annual Youth Meet and encourage participation of HEIs from all over India. In the same spirit, the college will hold an annual Rural Sports Meet, Folk Drama Festival and Folk Music Festival in association with national organisations like SAI, IGNC, India Habitat Center, India International Center, National School of Drama etc.
- Holding technology workshops to empower faculties in a smart way so that they can lead smart classes.
- Implementation of rain water harvesting system, establishments of bio-toilets in order to promote pollution free waste management, setting up of flower, fruits and vegetable garden.
- Establishment of sanitary pad vending machine.
- Establishment of value education cell to live fulfilling life by living in harmony with oneself family society and nature.
- Spoken tutorials to enhance the presentation and speaking skills in group discussions as well as in interviews faced by the students.
- Students rewards system for best performance in various fields such as academics, sports, co-curricular activities to be developed.



- To make the college autonomous.
- Creating world class Open Online/ Digital/ Blended learning Resources for a Global student/ Audience (OCW, MOOCs).
- Facilitating international exchange programs to provide global exposure and learning opportunities.

Short term goals

- To introduce short term courses such as certificate courses and diploma courses in the institution.
- To introduce vernacular language courses such as Manipuri and Assamese.
- To conduct various skill development workshops in order to develop students various skills among the students.
- To develop mechanism for students' wellness (physical and mental health), students' support system.
- Introduction of permanent coaching programmes to help students prepare for various competitive exams such as APSC, UPSC, CDS, NDA etc.
- Various clubs such as eco club, civil services examination club, dance club, singing club, public speaking club etc. to be formed.
- To initiate college magazine, research journals, E- Newsletters.
- Encouraging Faculty members for 1 Research Publication annually in UGC Care/ Scopus indexed journals.
- Short term research projects to be taken up by the faculty members within next 5 years.
- Construction of College Gate and Boundary.
- Facilities for Indoor & Outdoor Sports Complex and extra- curriculum activities; encouragement for Intra-College & Inter-College competition.
- Maintain a strong continuous evaluation programme so as to achieve a strong pass percentage for students through the four-year learning process.
- Discourage dropout of students and encourage maximum students to continue their education through the four-year programme.
- Building committee-wise effective team leaders including both teachers and students.
- Strengthening the discipline committee with a strategic action plan for a smooth management and governance of the college.
- Setting up of eco-friendly dustbin in the college campus, waste management by segregating dry and wet waste.



- Sensitizing the students about burning social and environmental issues.
- Mandatory yoga class for the students to reduce stress and anxiety or to improve self confidence among students.
- Field visit and industrial visit to provide students an insight regarding various social and environmental issues.
- To launch alumni portal to connect with the alumni
- To celebrate “recognised weeks” throughout the year.
- To launch various certificate courses on skill and entrepreneurship development, Indian Art, culture, and language, and professional development courses.

Step 6: Institutional level challenges:

Long term challenges:

- Introduction of new streams and multidisciplinary courses in line with NEP-2020.
- To make the institution financially autonomous.
- Creating financial resources.
- Appointing new teachers in line with NEP-2020 with limited financial resources.
- Providing quality higher education with limited infrastructure.

Short term challenges:

- Training the educators and to change their mindset to adapt with the new curriculum, pedagogy, and assessment.
- Financial and infrastructure shortcoming.
- Lack of sufficient human resources to implement NEP-2020.
- No trainer on Indian art, culture, language, yoga, and sports.
- Enriching the central library of the college.

Step 7: Working hypothesis to overcome the challenges

Self motivated human resources and financial autonomy is paramount to reduce the short term and long term challenges.

Step 8: Strategies to promote leadership

- Job rotation of key posts of the college (below the position of Principal) will be done (as per university/UGC norms) from time to time so that all the faculty members get an opportunity to share the job responsibilities.
- Holding strategic leadership training, professional development training and mentoring programs by inviting prominent academic/administrative leaders in order to nurture the leadership skills of the faculty members.



- Holding Faculty Development programmes, orientation programmes etc for faculty empowerment.
- Holding of leadership exchange programme with prominent organizations.
- Introduction of 'Principal's Service and Leadership Award' for best performing faculties.
- NCC officer and NSS programme officer will be sent for various training programme from time to time.
- The college will take initiative to send one faculty member every year to participate in strategic leadership development certificate course organised by lucrative management institutions like IIMs.
- Various short term camps will be held to get firsthand knowledge on different issues.
- Encouraging women faculties to take up leadership roles thereby bridging the gap between gender and leadership.

Step 9: Mechanism to Ensure Transparency in Governance

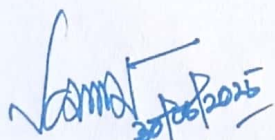
- For promoting transparency the college has established one Right to Information Cell in the college where one faculty member has been appointed as Assistant Public Information Officer (APIO).
- The college will make all the necessary information/reports available in the college website.
- Internal Assessment marks of the students will be displayed in the departmental notice board from time to time.
- Admissions are given purely on merit basis and list of merit students are displayed on Notice Board and the college website.
- Encourage faculties and students to provide feedback on decision-making process.
- Computerisation and Management of processes such as registration, admission, student information, class time table, attendance, library, fund received & expenses, examinations, performance, grades and other reports. All the data will be made available in the college website for greater transparency.
- For bringing long-term high quality standard, the IQAC as a 'planner', 'quality assurance cell' and 'facilitative' unit shall supervise and ensure the quality standard of the college. However, in all the decision making process IQAC shall adopt a 'Bottom up Approach' for greater participation of all the stake holders of the college.
- Encouraging comprehensive stakeholder involvement, especially from alumni, enriches decision-making by integrating diverse perspectives.



- Identifying and prioritizing the existing & additional sources of funding for the development of financial enablers such as government grants, project overheads, research consultancies, patents, alumni donations, private sector partnerships, and fundraising campaigns.

Step 10: Action plan for phase wise implementation of IDP.

- Since the college is an affiliating college many of the issues are associated with the affiliating university guidelines. So, implementation of various courses will be depended upon the university norms.
- Various Certificate courses will be introduced within next 5 years.
- All the short term goals related to curricular aspect, teaching, learning and evaluation, research and innovation, infrastructure, governance and leadership, students' support and progression; innovation and best practices are a continuous process. All these will be implemented phase wise in each semester priority basis starting from next academic session.
- Implementation work of long term goals will be started within next 5-10 years depending upon the availability of funds from Govt.
- PG courses will be introduced within next 10 years.
- Development of the infrastructure depends upon fund sanction from various authorities of the government such as RUSA.
- To strengthen the financial status of the college fund raising drive will be undertaken within next 2-3 years.
- Alumni portal will be launched after successful completion of one UG batch.
- Research projects will be undertaken immediately after getting 12f (b).
- For faculty development programme the college will send one faculty member in each semester.



(Dr. Sahabuddin Ahmed)

Principal

Govt. Model College Borkhola

PRINCIPAL

Govt. Model College

Borkhola, Cachar



(Dr. Mofidur Rahman)

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