Institutional Development Plan (IDP)

Moirabari College

Introduction:

Education is the process or act of learning and teaching ie. acquiring or imparting knowledge, skills, values, morals, beliefs for full human potential. It brings holistic growth, on several parameters, to an individual, society as well as the nation. Education leads towards achieving social justice and equity in society. Education is a mission and its success depends on the involvement of all its stakeholders. NEP-2020 lays particular emphasis on the development of the creative potential of each individual and thus holistic education is the need of the hour.

Recognizing, identifying and fostering the unique capabilities of each student, by sensitizing teachers as well as parents to promote each student's holistic development in both academic and non-academic spheres are the priorities of Higher Education Institutions. HEIs play a catalytic role in transforming the students into potential human capital thus working towards their holistic development.

General profile

1. Name and Address of the college : Moirabari College

    P.O: Moirabari

    Dist. Morigaon Pin: 782126, Assam

2. Mail id : principalmoirabaricollege@gmail.com
3. College website : www.moirabaricollege.ac.in
4. Year of Establishment : 1981
5. Institutional Status : Provincialized
6. Accreditation : Accredited with B^{++} grade by NAAC (2016)
7. Number of Programme offered : BA & B.COM
8. No. of sanctioned post (teaching) : 28

Introduction to IDP

The assignment of designing an Institutional Development Plan has been taken up by the NEP Taskforce of the college for a period of fifteen years commencing from the academic Year 2022-2023 to Academic Year 2037-2038 for balanced growth of the college. The Quality Indicators of different criteria determined by National Accreditation and Assessment Council (NAAC) have been taken into consideration as the base to formulate the IDP and to mark out milestones for the future.

Guiding Principles of IDP, Moirabari College

The NEP Task Force has considered the following main objectives for preparing the Institutional Development Plan:

Vision Statement of the College

The vision of Moirabari College is to provide quality higher education with an attempt to inculcate in the students the spirit of enquiry, scientific temperament and enthusiasm for learning, thereby preparing them to face the challenges of ever changing world with confidence and resilience.

Core values of NAAC - the observer of quality bench marking in higher education

The Core values of NAAC are:
- Contributing to National Development
- Fostering Global Competencies among Students
- Inculcating a Value System among Students
- Promoting the Use of Technology
- Quest for Excellence

Guidelines of National Education Policy-2020

According to NEP-2020, the underlying principle of the education system is to develop good human

beings capable of rational thought and action, possessing empathy and compassion, courage and pliability, scientific temper and creative imagination, with sound ethics and values. The policy aims at producing engaged, productive, and contributing citizens for building an equitable, inclusive, and pluralistic society as envisaged by our Constitution.

Aims and Objectives of the Institutional Development Plan

The basic objective of the Institutional Development Plan is to improve the quality and infrastructure of educational institutions for making the students successful citizen. Based on the Institutional Development Plan, the college will formulate initiatives, evaluate the progress and reach the goals set therein for the holistic development of the students as envisaged in NEP-2020.

In view of the background of the college as an institution imparting quality education in arts and commerce, the following objectives of IDP have been identified by the task force.

➢ To create a supportive academic environment for students embedded with sincerity, discipline and commitment.

➢ To build skilled manpower through effective use of emerging technological tools and to bridge the gap between social needs and higher education.

➢ To bring the three 'H' together in an incorporated manner, namely, Hand (to develop skills), Head (to gain advanced knowledge), and Heart (to inculcate human values) as envisaged in NEP-2020.

ROAD MAP FOR IMPLEMENTATION OF NEP-2020

Step 1: Analysis of the present scenario in terms of 'Access', 'Quality' and 'Future Readiness

Access

➢ The students of Moirabari college have access to well furnished and spacious classrooms which makes their learning experiences comfortable.

➢ There is access as well as e-access to a diverse, rich and organised library which caters to the needs of the students for any kind of information within and outside their syllabi. Various journals (State, Regional and National) news papers and periodicals are subscribed 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.

➢ There is access to various sports facilities. ICT enabled classrooms, Seminar hall etc.

➢ Canteen facilities are available in the college.

Quality

The aim of Moirabari college is to generate intellectual resources and assets by imparting conventional as well as innovative programmes and short term applications programmes. The development of intellectual capital and assets is meant to be in tune with the social and scientific challenges. To develop their potential intellect, students are encouraged to participate in various extra-curricular activities organised by the college, at inter-collegiate level as well as regional and national level

Future readiness

➢ The college resolves to impart knowledge, skills and wisdom to its students

➢ The college will try to contribute to national development through dissemination of specialized knowledge and skill enhancement of the students.

➢ The college will attempt to inculcate democratic idealism among the learners.

➢ The college will try to provide students with an opportunity to reflect on the critical social , economic , cultural , moral and spiritual issues facing humanity

➢ The college will try to develop human values in the students..

➢ The college aims at preparing the students for leadership in the professional and public life through training programmes, various workshops and seminars. This will help to identify the talents among youths and bring out their potential to the fullest, Physical fitness, right attitude are other priorities which will be kept in mind

Step 2: Visualize transformation of the institution for next 15 years in lines of NEP-2020 and draw a strategic plan of action

The college will frame the initiatives on the basis of the Institutional Development Plan, assess the progress   and try to reach the goals set therein. In view of this Moirabari college envisages the following initiatives.

➢ Offering new programmes like integrated B.A, B.ED, B.COM, B.ED and BVOC, PG in some subjects.

➢ Make provisions for more financial assistance and scholarships to socio-economically disadvantaged students

➢ Strictly administer all no-discrimination and anti-harassment rules

➢ Strengthening the existing Grievance Redressal system

➢ Continuous Professional Development (CPD) for faculty and non-teaching staff, and leadership training for Principal and others

➢ Encouraging and empowering the faculty to carry out innovative teaching and pedagogy, research and service which would motivate them to accomplish outstanding and resourceful work.

➢ To Strengthen the existing student support system.

➢ Develop bridge courses for students of disadvantaged educational backgrounds.

➢ Provide regular counselling and mentoring programmes for social, emotional and academicsupport.

➢ More accountable, decentralized and transparent internal governance.

➢ Budget allocation for establishing students' clubs and organize activities by students under the supervision of faculty. Such activities will be included into the curriculum as and when the students feel the necessity.

➢ Expand and use supportive technology tools for improved learning outcomes.

➢ Importance to boost the employability potential of the students

➢ Augmentation of basic infrastructure facilities, viz, clean drinking water, clean toilets,sports facilities, and pleasant classroom spaces and campus.

➢ Increasing hostel facilities as per need.

➢ Providing medical facilities for all students

➢ Establishment of MoUs with institutions of regional and national importance to undertake collaborative work in research and teaching and to facilitate faculty/student exchanges.

 ➢ Conduct outreach programmes on higher education opportunities, scholarships, skills and

entrepreneurship.

➤ Undertake programme/add on course/activities to sensitise faculty, staff and students on issues of gender-identity.

➤ Framing a mechanism for regular communication with all the stakeholders, to make them aware of new information in teaching-learning, research and community service; collection of feedback on various aspects of the college, its scientific analysis and action taken on that.

➤ Improving alumni engagement in various fields of activities of the college.

➤ Encouraging greater engagement with the local community

➤ Identify various source of funding and apply for various grants to Central and State Govt.

➤ Undergo regular accreditation of the institution by the appropriate body with the aim to attain the highest level of accreditation over the next 15 years

Step 3: Define the mission statement of the institution to identify the goals, strengths,opportunities, priorities and commitments

Mission statement of the college:

Moirabari College strives to achieve its vision by

➤ Creating a pleasant atmosphere to create and propagate knowledge of human experience, thought and creativity to advance human welfare in all its dimensions,

➤ Promotion of emerging disciplines and the creation of new knowledge base for the students to make them suitable in response to a rapidly changing world,

➤ Committing itself to intellectual exercises based on effective teaching, interaction programme and exchanges in order to uplift the diverse communities from stagnation to development,

➤ Making effective use of the emerging technological tools to create skilled manpower and to bridge the gap between social needs and higher education.

➤ Efforts are to be put in with the objective of developing students into independent-minded, responsible citizens.

Step 4: Identify the strengths and capacity (human and financial) in regard to organizational gaps and develop the process to mitigate these gaps

Established in 1981, Moirabari College is one of the premier institutions in the northern part of Morigaon district of Assam. It has been offering yeoman service in this flood and erosion affected area since inception.

- Well, efficient and visionary management.
- Encouraging enrolment ratio.
- Young , dynamic academically oriented faculty.
- Taking up of community linkage programmes by active and continuous involvement of students and teachers in gender sensitization and awareness on various social issues.
- Well placed alumni .
- Eco-friendly campus.
- Memorandum of undertaking with various institutions.
- Vigorous mentoring system.
- Decentralized administration with active participative management .

Step 5: Identify institutional goals -Long term and Short term

SHORT TERM STRATEGIC PLANS

CURRICULAR ASPECTS

TARGET

- Proposing the incorporation of more supplementary courses to enhance students' proficiency in diverse disciplines in order to promote multidisciplinary and holistic education
- Arranging educational excursions for students to significant locations to gain insights into historical narratives, scientific advancements, cultural traditions, and indigenous literature and knowledge system.
- Promoting Indian languages by encouraging students to participate in creative writing, drama, recitations, etc., in their own language.
- Taking education out of the current rigid structure and encouraging flexible and holistic learning.
- Augmenting placements by establishing a center for career guidance, which will remain connected with the different departments of the college.

STRATEGY

- Engaging with local artists, writers, and cultural organizations to create a platform for students to showcase their linguistic talents.
- Initiating outcome-based education (OBE)
- Identifying nearby locations of importance and engaging with local experts or guides to enhance the learning experience during the excursions.
- Conducting regular workshops on resume building, interview skills, and career development to prepare students for the job market.

TEACHING, LEARNING AND EVALUATION

TARGET

- Improving the Learning Management System (LMS) for online teaching-learning.
- Strengthening the mentoring system to support students effectively.
- Incorporating more student-centric teaching-learning processes with emphasis on technology.
- Encouraging students to be socially committed citizens by increasing their awareness of current socio-political and environmental scenarios.
- Using more ICT in the teaching and learning process.
- Establishing a networking team consisting of all stakeholders to gather feedback for the curriculum and its implementation.
- Holistically uplifting weaker students by making special provisions based on their unique needs and learning style.
- Ensuring high-quality output consistently to position itself as the primary choice of institute for higher education.

STRATEGY

- Encouraging students and teachers to pursue online courses.
- Compulsory 'Diagnostic test' for beginners to evaluate their learning level and track progress throughout the course.
- Remedial classes/bridge courses for slow learners.
- Encouraging teachers to incorporate new methods of teaching and learning by attending Faculty Development Programs.

- Organizing programmes on innovative teaching, pedagogy, classroom delivery techniques, etc.
- Arranging collaborative learning activities like group projects and group discussions to improve teamwork among students.
- Systematic collection and analysis of feedback from all stakeholders and taking appropriate actions.
- Development of smart classrooms to enhance the learning experience.
- Establishment of MoUs with Academic Institutions for Student Exchange and other Collaborative Programmes.

RESEARCH, INNOVATION AND EXTENSION

TARGET

- Encouraging research on local issues.
- Adopting villages.
- Fostering a research culture in the institution.
- Establishing educational linkages by forming more MoUs with nearby Higher Educational Institutions

STRATEGY

- Promoting innovative research relevant to the location and society among both teachers and students.
- Organizing awareness programs about various Government schemes for the community.
- Conducting proactive research programs that contribute to local development in the context of emerging global changes.
- Emphasizing inter-disciplinary research within the college.
- Motivating students to collaborate with their teacher-guides and publish project work.
- Facilitating programs and competitions for students to explore and incorporate their ideas.
- Sustaining collaborative activities with neighboring schools.

INFRASTRUCTURE AND LEARNING RESOURCES

TARGET

➢ Enhancing the use of technology in teaching, learning, and administration.

➢ Upgrading the campus infrastructure regularly according to the changing needs.

➢ Revamping existing academic and other common facilities.

STRATEGY

➢ Upgrading the college canteen facilities.

➢ Establishing facilities like a guest house, language lab, playground, health club, auditorium and teachers'common room.

➢ Pooling funds together to buy sophisticated scientific equipment accessible to all departments.

➢ Technological upgradation of the campus with centralized WiFi, ICT-enabled classrooms, modernization of computer lab and library.

STUDENT SUPPORT AND PROGRESSION

TARGET

➢ Offering quality-based education and facilitating student exchange programs.

➢ Providing more scholarships for students.

➢ Engaging students in research studies and motivating them to optimize publication and design based projects

➢ Improving placement activities.

➢ Establishing a fully functional counseling cell to cater to the needs of students.

➢ Enhancing the employability skills of the students.

STRATEGY

➢ Reviving students' clubs to nurture their creativity.

➢ Offering specialized counseling and mentoring for students with slower learning progress.

➢ Providing extended scholarship facilities to eligible and financially needy students.

➢ Partnering with other institutes to conduct job fairs.

➢ Organizing programs to develop leadership skills among students, with a particular focus on empowering girl students.

- ➢ Planning capacity enhancement programs.
- ➢ Seeking support from NGOs and philanthropic individuals/groups to assist students from socio-economic deprived groups (SEDGs) financially.

GOVERNANCE, LEADERSHIP AND MANAGEMENT

TARGET

- ➢ Integrating the Indian knowledge system into the curriculum as an initiative.
- ➢ Supporting the faculty/staff for capacity building and development.
- ➢ Ensuring transparency in Financial Audit.
- ➢ Undergoing regular accreditation of the institution by the appropriate body.
- ➢ Promoting a decentralized administrative mechanism with accountability.
- ➢ Applying for various grants from Central and State Govt.
- ➢ Providing Continuous Professional Development training for faculty and staff, including leadership training.

STRATEGY

- ➢ Facilitating participation in online and face-to-face training programs organized by UGC/IGNOU on leadership training.
- ➢ Upholding efficient Grievance Redressal Committee, Anti-ragging Committee, and Anti-Sexual Harassment Committee with the participation of staff and students.
- ➢ Organizing faculty and staff development programs, including pedagogical training, workshops, seminars, and conferences, to enhance competence.
- ➢ Promoting staff members' participation in FDPs such as refreshers, orientation programs, and short-term courses.

INNOVATIONS AND BEST PRACTICES

TARGET

- ➢ Implementing the green protocol.
- ➢ Ensuring gender equity and parity.

- ➢ Formulating a gender sensitization action plan.
- ➢ Encouraging sustainable development through eco-friendly practices.
- ➢ Establishing proper waste management and water management systems.
- ➢ Raising awareness and promoting sensitivity about environmental issues.

STRATEGY

- ➢ Improving energy management through the installation of solar panels, use of LED bulbs, and implementing a sensor-based energy conservation system.
- ➢ Conserving various varieties and species of trees in the ecosystem.
- ➢ Reducing the use of paper in office administration.
- ➢ Strengthening the Eco club of the college.
- ➢ Commemorating environmentally important days with students, staff, and the community.
- ➢ Organizing regular Gender sensitization programs.

Step 7: How to overcome the challenges

- ➢ Regular counseling sessions and organizing motivational speeches to meet the students concern for their careers and devising ways and means to overcome their financial burdens.
- ➢ More workshops/other programmes to acquaint students and develop their communication skills and build up their confidence building skills.
- ➢ More resource generating measures to be initiated for creating financial means in order to carry on development works.
- ➢ Steps are being initiated to involve alumni in the various activities of the college through regular alumni contact by organizing alumni meets frequently (departmental wise and centrally) 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: Develop strategies to promote leadership

Effective governance and leadership helps in creation of culture of innovation and excellencein higher education institutions. It is expected that the Leaders of an HEI will exhibit strong association to Constitutional values and the vision of the institution, along with attributes like, teamwork,

ability to work with diverse people, strong social commitment, pluralism a n d a positive outlook.

Keeping these in view, the following initiatives will be undertaken to promote leadership skillamong the faculty members, Identification of excellent faculty with high academic and service credentials as well asdemonstrated leadership and management skills and using their potentials.

➢ Engaging faculty at all levels with strategic direction and decision-making capacity which will help to encourage them to pursue leadership roles

➢ Organise leadership training for all faculty.

Step 9: Develop mechanism to ensure 'transparency' in governance

The following initiatives will be helpful to ensure 'transparency' in governance -

➢ Constituting Governing body of the college with highly competent, experienced and responsible persons.

➢ Availability of information about college in the college website

➢ Admission of students by following the Govt rule, strictly on merit basis

➢ Disclosure under section 4(1) (b) of The RTI ACT, 2005

➢ Strong Grievance redressal system

➢ Undertaking regular Financial Audit by CA and Govt. Auditor

Step 10: Action plan for phase-wise implementation of the perspective IDP with specific timelines

Proposed plans	Action plans	Timeline (years)		
		5	10	15
Offering new programmes like integrated B.A.B.Ed, BCom, B.Ed, BVOC, PG in some subjects.	• Apply to proper bodies for permission tointroduce the programme • Apply to Govt. for recruitment of faculties for the programmes		√	

A few more diploma and certificate courses will be introduced by different departments and cells.	• Preparation of syllabus of the courses • Procurement of study materials	√		
Undertake courses (diploma/ certificate) on gender related issues	• Preparation of syllabus of the courses • Procurement of study materials	√		
Offering more Add On Courses on various cross-cutting issues, like, Value Education, Human Rights, Web Designing, Folk and Performing Arts etc. to encourage multidisciplinary and holistic Education	• Preparation of syllabus of the courses • Procurement of study materials • Improvement of computer lab.	√		
Provision of bridge courses for students of disadvantaged educationally backgrounds.	• Identifying the students. • Identification of the gap where bridge courses will be necessary • Assign teachers • Preparation of Teaching plan and Lesson	√		
Arranging educational tours or excursions to make the students aware of the history, scientific contributions, traditions, indigenous literature and knowledge as a part of holistic education.	• Budget allocation for the students' visit • Application for Financial grant from concerned authority • Application for permission from respective competent authorities • Incorporating the visit schedule in the academic calendar	√		

Introducing new pedagogy for promotng student-centric learning.	- Organise faculty development programme - Organise in-house interaction session for discussing and sharing the idea and knowledge of the faculties	√		
Creating online educational resources for students.	- Improving the existing Learning Management System - Continuation of subscription of N-list	√		
Establishment of MoUs with industries for better industry-academia relationship	- Explore the industries available in local, regional and national level - Communicate them for information - Organise seminar/workshop and invite the resource persons from industry		√	
Exploring opportunities for internship with local industry, artists, craftspersons etc., and research internship with other higher education institutions or research institutions.	- Budget allocation to organise the programme - Organise seminar/workshop and lecture programe. - Organising students' visit - Establish MoU with other HEIs/research center and establish correspondence with them for information - Exploring the industries, artists and crafts persons available in local area.	√		
Arranging student exchange programmes	Establish linkages with HEIs of repute for student exchange	√		

Providing counselling and mentoring to all students	• Incorporating mentoring as an integral part of academic structure of the college • Assigning mentor to each student • Organising regular session with mentors-mentees	√		
Providing sufficient basic infrastructure and facilities, including clean drinking water, clean toilets, Chalk boards and smartboards, supplies, well equipped library and labs, and pleasant classroom spaces.	• Apply to competent authorities for infrastructure grant • Preparation and submission of proper plan and estimate along with DPR to the concerned authority • Budget allocation for proper maintenance of the infrastructure and other facilities.	√		
Establishment of more Students Clubs to nurture the creativity and skills of the students and organise various activities under these clubs.	• Explore the possibility and opportunity to establish the students clubs • Assign in-charges from staff to look after the activities of each club • Assign student leader of each club which may help to develop leadership quality in them	√		
Regular upgradation of the campus infrastructure according to the changing needs and frequent maintenance of the same.	• Apply to concerned authorities for infrastructure grant • Preparation and submission of proper plan and estimate along with DPR to the concerned authority			√

Providing 100% ICT enabled classrooms for teaching-learning.	• Apply to concerned authorities for infrastructure grant • Budget allocation for expansion of the same • Organsing orientation programme for faculty on use of various tools of ICT in teaching-learning		√	
Provision of financial assistance and scholarships for the students of socio-economically deprived group.	• Identification of the students of socio-economicallydeprived group • Apply to concerned authorities for grants • Appeal to philanthropic person/groups fordonation	√		
Encourage start-ups and entrepreneurship	• Establish MoU with Govt/NGOs toundertake related activities • Strengthening Institutional Innovation • Exploring the possibilities of local start-up avenues • Apply to concerned authorities for funding		√	
Framing of Gender sensitisation action plan and its implementation	• Assign a committee for finding the gap and prepare the gender sensitisation action plan • Organise workshops/activities on gender sensitization.	√		
Framing transparent and objective mechanisms for evaluation of self appraisal documents of faculty members	• Framing of questionaries on various aspects like, Teaching-learning and evaluation related activities; co-curricular, extension and professional development related activities; research, publication andacademic contribution of the faculty. • On the basis of self appraisal, Annual	√		

	Confidential Report of each faculty will be prepared by the Principal			
Preparation of detailed Campus Safety guidelines and its circulation among all stakeholders	• Mitigation plan of natural disasters • Inclusion of fire safety, safety during construction and expansion, surveillance in campus, or crime, etc	√		
Emphasis on environment sustainable campus by upholdingthe natural landscape and biodiversity	• Preparation of master plan of the college highlighting various zones to retain the green cover in the campus			√
Promote sustainable development through eco-friendly practices and Implementation of the green protocol	• Provision of alternate energy sources • Use of 100% LED bulbs in the college campus • Use of bio degradable wastes of the campus by converting them in to bio fertilizer ('*Waste into Wealth*') • Strengthening vermi composting • Strengthening the system of rain water harvesting and open well recharge to promote water conservation • Undertake regular Energy audit, Green and			√

	Environmental Audit and implementation of the recommendation • Undertake plantation project			
Undergo regular accreditation of the institution by the appropriatebody	• Preparation and uploding information to concerned authorities like NAAC.	√		

Conclusion

Moirabari College is committed towards the holistic development of the students. The college aims to create a strong internal system for supporting students from various social backgrounds in academic and social domains. It is hoped that the Institutional Development Plan will help to guide and plan to achieve this goal.

Prepared by

Dr. Rehana Ahmed
Co-ordinator

Dr. Maidul Islam
Member

Prof. Abdul Goni
Member

NEP 2020 Task Force
Moirabari College