

**ODISHA HIGHER EDUCATION PROGRAM FOR EXCELLENCE & EQUITY**

## **INSTITUTIONAL DEVELOPMENT PLAN (IDP)**



**PANCHAYAT SAMITI DEGREE COLLEGE, BUDHAPAL.  
DIST.-DEOGARH**



**HIGHER EDUCATION DEPARTMENT  
GOVERNMENT OF ODISHA**

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## General Instructions

1. Objectives of the IDP:
  - i. Clearly define the mission of the institution.
  - ii. In light of the mission, carry out a needs assessment based on wide consultations to identify the goals, priorities and commitments of the institution.
  - iii. Quantify the institution's goals using indicators and time-bound targets.
  - iv. Based on goals and priorities— identify capacity (human and financial) and organizational gaps and steps to bridge these gaps.
2. The IDP prepared will contain a description of measures for sustainably beyond this period.
3. The IDP will be a living document, evolving as the strategic planning capacity of the institution increases. The indicators and targets, however, will be agreed in an MOU between the Department of Higher Education and the institution. These can only be amended with the Department of Higher Education's consent.
4. The section titled 'Baseline Data' specifies the sources of data to be used for each table. Data on any variable contained in these tables shall be drawn from the same source when it appears in any other part of the IDP.
5. IDP Development Steps:
  - i. Identify the Coordinator in charge of developing the IDP and assign responsibilities to other staff.
  - ii. Carry out SWOC analysis and needs assessment, documenting the consultations held.
  - iii. Based on the needs assessment, identify the goals, priorities and commitments of the institution.
  - iv. Share the initial draft of the IDP for consultations.
  - v. Finalise the IDP, based on the comments received.
  - vi. Identify the activities required to achieve the goals stated in the IDP.
6. IDP implementation grants will be awarded based on required by the Institution and concurred by the PMU, Department of Higher Education. Approved IDPs will be published on the institution's website.
7. The institution will be responsible for reporting to the Department of Higher Education on IDP implementation and progress against targets.

## **Vision and Mission**

**Describe the institution's vision for its future— the institution's expectations for its future self, embodying where the institution wants to be.**

**We have a vision of creating a community of connected confident Indian citizens. Our goal into innovative students to learn “how to learn” with passion and curiosity. We want students to gain an impetus for lifelong learning and become educated and informed leaders of future who will collaborate work and create to improve the quality of education & life in rural and remote areas of Deogarh District.**

**Describe the overall mission and purpose of the institution.**

- To eradicate poverty and empower the disadvantage section and girls of the remote area of Deogarh and other adjunct districts through holistic education and providing them with sustainable livelihood.**
- To prepare under privileged youth as “change agents” for their community.**
- To preserve Tribal heritage, culture and values.**
- To encourage and popularise voluntary work.....**
- To provide quality education through smart class.**
- To assist in the porous of social integration, National integration & to develop universal brotherhood.**

## 1. INSTITUTIONAL BASIC INFORMATION

### 1.1. Institutional Identity:

- a. **Name of the Institution:** Panchayat Samiti Degree College, Budhapal, Dist-Deogarh
- b. **Type of Institution:** Govt. / Govt. Autonomous / Aided / Aided Autonomous :- Aided
- c. **Category:** Co-education/ Girls :- Co-education
- d. **Location:** (urban / rural) :- Rural
- e. **Website Address of the College:** www.psdegreecollege.com
- f. **Whether grants received under RUSA (Y/N):-No**
- g. If yes what are the infrastructures created and non civil procurement made out of the RUSA fund. If Yes, provide details as below
- h. **Name of Head of Institution and Project Nodal Officers**

Head and Nodal Officer	Name & Department	Date of Retirement	Mobile Number	E-mail Address
Principal	Dileswar Pradhan History	April-2028	9437535545	Psdegreecollege budhapal123@gmail.com
IDP Coordinator	Reena Biswal, Pol.Sc.	June-2030	9437657952	-do-
IDP Deputy Coordinator	Salil Kumar Rath, Zoology	July-2034	9938947583	-do-
Civil Nodal Officer	Nirmal Chandra Dash, Education	July-2032	9437382406	-do-
Accounts Bursar	Dr. Bharat Bhusan Nanda, Odia	June-2030	9938087269	-do-
<u>Other office bearers:</u>				
Academic Bursar	Deepak Kumar Sahu, English	June-2037	7978694677	-do-
IQAC coordinator	Ajaya Kumar Sahoo, Pol.Sc	April-2037	9937586267	-do-
Career Counselling Cell nodal Officer	Nirmal Chandra Dash, Education	July-2032	9437382406	-do-

### 1.2. Land Particulars:

	Land information with ROR			Additional land information		Remarks
	Total area of land (in acre) as per Record of Rights (ROR)	Type of land	Record of Rights (ROR) khata No and Plot No	Additional area under possession (encroachment, if any)	Type of land	
+2						
+3 and above	2.00 Acres	Godadui	3/817	3.00 Acres	Pahad	

#### For Composite Colleges Only:

- In case of composite colleges, if land is demarcated between +2 and +3, indicate separately in the table above.
- Are +2 and +3 bifurcated physically (Yes/No)
- If YES, specify details of separation: class room / library/ laboratory/ hostel etc

- Whether Principal for +2 and +3 are separate (Yes/No):
- Whether teaching staff are separated (Yes/No):
- In case of integrated campus, is there a possibility for separation of +2 and +3 by making a boundary wall in existing campus (Yes/No)

**1.3. Establishment Details:**

Sl. No.	Establishment Details (attach all required documents )	
1	Year of establishment	1992-93
2	Latest year of Permanent Recognition ( course wise )	+3 Arts-2003-04,+3 Science 2008-09
3	Latest year of Temporary Recognition ( course wise )	
4	Name of University to which Affiliated with affiliation no and period	Sambalpur University
5	Latest year of Permanent Affiliation ( course wise )	+3 Arts-2003-04,+3 Science 2008-09
6	Latest year of Temporary Affiliation ( course wise )	
7	Name of other Universities to which Affiliated(affiliation no and period) if applicable	NA

**1.4. Governing Body (GB) or Executive Committee (EC) Information:**

Date of constitution of GB/EC	Total no of GB/EC members at present	GB/EC validity date upto	No of GB/EC meetings conducted during the year from 1st April 2018 till 28 <sup>th</sup> Feb 2019	Date of last GB meeting
24.08.2018	15	2021	01	24.08.2018

**1.5. NAAC Accreditation and UGC Autonomy**

	Date of Application (Letter of Intent & Self Study Report submitted)	Date on which accreditation was received	Grade	Valid till
1 <sup>st</sup> Cycle	NA	NA	NA	NA
2nd Cycle	NA	NA	NA	NA
3rd Cycle	NA	NA	NA	NA

Date of submission of the Annual Quality Assurance Report for the current year: NA.

Has the College been granted UGC autonomy? Yes/No. If yes, Number: NA, Dated: NA

If yes, by order:

**1.6. Faculty Details (Govt or aided; +2, +3 or composite):**

Subject Wise Faculty Details of Aided College (Degree)				
Subject	No of Full	2008 /2009 /2014	No of Management /contractual	Total

Name	GIA / DP	Block Grant	Appointees	
Education	00	2008-01	00	01
English	00	2008-01		01
History	00	2008-01,2014-01		02
Odia	00	2008-01	01	02
Political Science	00	2008-01,2014-01		02
Botany	00		01	01
Chemistry	00		01	01
Mathematics	00		01- contractual	01
Physics	00		01	01
Zoology	00	2014-01		01

If composite, then..

Subject Wise Faculty Details of + 2 Wing of the Aided College				
Subject Name	No of Full GIA / DP	2008 /2009 /2014 Block Grant	No of Management /contractual Appointees	Total
NA	NA	NA	NA	NA

Subject Wise Faculty Details of Govt College (Degree) (Sanctioned +3 Faculty)				
Subject Name	OPSC	No of Adhoc Faculty	No of Guest Faculty	Total
NA	NA	NA	NA	NA

If composite, then..

Subject Wise Faculty Details of + 2 Wing of the Govt College				
Subject Name	OPSC	No of Adhoc Faculty	No of Guest Faculty	Total
NA	NA	NA	NA	NA

### 1.7. Faculty Status (Regular/On-Contract Faculty as on Dec 2018)

Faculty Rank	No. of Sanctioned Regular Posts	Present Status : Number in Position by Highest Qualification								Total Number of regular faculty in Position	Total Vacancies	Total Number of contract / Guest faculty	
		Doctoral Degree				Master's Degree							
		Sc/Arts/Com Disciplines		Other Disciplines		Sc/Arts/Com Disciplines		Other Disciplines					
		R	C	R	C	R	C	R	C				
Reader													
Lecturer (Sr scale)													
Lecturer	13	02					10				12	01	01

R=Regular, C=Contract)

### 1.8. Students' Profile:

#### 1.8.1. Academic Information for 2018-19

Sl. No.	Stream(Science/ Commerce/Arts)	Level (UG, Diploma, PG)	Course name (Hons / pass wise)	Duration (Years)	Year of starting	Sanctioned annual Intake
1	Arts	UG	+3 Arts Hons.	3 Year	2018	128

2	Science	UG	+3 Science	3 Year	2018	64
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### 1.8.2. Enrolment (2018-19)

SI No.	Student Details	UG 1 <sup>st</sup> yr	UG 2 <sup>nd</sup> yr	UG 3 <sup>rd</sup> Yr	PG 1 <sup>st</sup> yr	PG 2 <sup>nd</sup> yr	Others, yr-wise	Total
1	No. of students in all programs	193	149	141	-	-	-	483
2	No. of women students in all programs	104	82	67	-	-	-	253
3	No. of SC students in all programs	29	22	17	-	-	-	68
4	No. of ST students in all programs	18	20	11	-	-	-	49
5	No. of differently abled students in all programs	-	-	02	-	-	-	02

### 1.8.3. Subject Wise Student Details (Degree & Above) (Sanction and Admission)

SI No	Name of the Stream( BA/BCom/ BSc/ Self Finance/ PG)	Name of the course(BSc(Math)/BSc (Botany)/ BSc (Pass)	Sanctioned strength in 2018-19	Admission in 2016-17)	Admission in 2017-18	Admission in 2018-19	Total
1	+3 Arts	EDN (H)	32	23	26	32	
		HIS (H)	32	24	25	32	
		POL.SC (H)	32	23	24	32	
		ODIA (H)	32	25	25	32	
2	+3 Science	PHY (H)	16	---	---	16	
		CHEM (H)	16	---	---	16	
		BOTANY (H)	16	---	---	16	
		ZOOLOGY (H)	16	---	---	16	
		PCM (Pass)	---	16	---	---	
		CBZ Pass)	---	16	16	---	

### 1.8.4. Stream Wise +2 Student Details of Composite College

Subject (+2)	Arts	Science	Commerce	Total
Sanction strength 2018-19	NA	NA	NA	NA
Admission (1st year)	NA	NA	NA	NA
Admission (2nd year)	NA	NA	NA	NA
Admission Total	NA	NA	NA	NA

### 1.8.5. Placement

SI No.	Student Details	UG	PG	Total
1.	% of UG students placed through campus interviews in the year 2015-16	NA	NA	NA
2.	% of PG students placed through campus interviews in the year 2015-16	NA	NA	NA

### 1.8.6. Other Activities

SI No.	Student Details	UG 1 <sup>st</sup> yr	UG 2 <sup>nd</sup> yr	UG 3 <sup>rd</sup> Yr	PG 1 <sup>st</sup> yr	PG 2 <sup>nd</sup> yr	Others, yr-wise	Total
1	What are the different social outreach program students are involved with (NSS, NCC, YRC, etc.)	NSS-50	NSS-50	NSS-50				150
		YRC-50	YRC-50	YRC-50				150
					NA	NA	NA	



	No. of students involved in each program:							
<b>2</b>	How many women students of the institution participate in self-defence program offered by the college?	90	NIL	NIL	NA	NA	NA	90
<b>3</b>	No. of students participated in the programs:							
	a) Swachha Bharat Aviyan	All	All	NA	NA	NA	NA	All
	b) Blood Donation	53 (2016-17)	00	00	NA	NA	NA	53
	c) Body Donation,	--	00	00	NA	NA	NA	NA
	d) Any other, Please specify	--	00	00	NA	NA	NA	NA

### 1.9. Infrastructure:

#### 1.9.1. Laboratory

Sl. No.	Parameters	UG	Diploma	PG	Total
1	Does the institute have computer laboratory? If yes specify the no. of computers.	No 02	NA	NA	NA
2	Does the institute have laboratories for each class of UG and PG courses? If yes, a) specify subject-wise student capacity of the lab b) number of subject-wise students enrolled	Yes Phy-16 Chem-16 Bot-16 Zool-16	NA NA	NA NA	NA NA

#### 1.9.2. Library

Sl. No.	Parameters	Programme Wise			
		UG	Diploma	PG	Total
1	Total number of text books and reference books available in library for students in the year 2018-19	3728	NA	NA	NA

	(approx.)				
2	a) Is the library accessible differently able students? b) If yes, describe the facilities provided	Yes  Ramp constructed For Disabled Student	NA	NA	NA

### 1.9.3. Reading Room

Reading room	Sitting capacity				
Reading room-1	60	NA	NA	NA	NA
Reading room-2	NA	NA	NA	NA	NA

### 1.9.4. Hostels (Boys)

Sl. No.	Parameters	Specify details
1	Does the college/Institute have Student Hostel(Yes/No)	No
2	If Yes, Number of Hostels	NA
3	Hostel-wise Intake Capacity	NA
4	Hostel-wise Present students strength	NA
5	No. of ST students among sl.no 4 above	NA
6	No. of SC students among sl.no 4 above	NA
7	No. of differently abled students among sl.no 4 above	NA
8	Facilities(Common room, Food, Games & Sports, Reading room etc.	NA
9	Hostel accommodation fees per month	NA
10	Hostel mess fees per month	NA
11	Mess management ( fully by students/ fully by college admin/ both)	NA
12	Are the hostels accessible to differently able students?	NA
13	No of toilets in Boys Hostel	NA
14	No of urinals in Boys Hostel	NA
15	No of bathrooms in Boys Hostel	NA
16	No of drinking water facility in Boys Hostel	NA
17	Furniture provided to students (cot/ table/ book shelf)	NA
18	Electricity connection available (Y/N)	NA
19	fire Extinguisher: Y/N	NA
20	first aid box available: Y/N	NA
21	No of drinking water points available:	NA

### 1.9.5. Hostels (Girls)

Sl. No.	Parameters	Specify details
1	Does the college/Institute have Student Hostel(Yes/No)	No
2	If Yes, Number of Hostels	NA
3	Intake Capacity	NA
4	Present students strength	NA
5	No. of ST students among sl.no 4 above	NA

6	No. of SC students among sl.no 4 above	NA
7	No. of differently abled students among sl.no 4 above	NA
8	Facilities(Common room, Food, Games & Sports, Reading room etc.	NA
9	Hostel accommodation fees per month	NA
10	Hostel mess fees per month	NA
11	Mess management ( fully by students/fully by college admin/ both)	NA
12	Are the hostels accessible to differently able students?	NA
13	No of toilets in Girls Hostel	NA
14	No of urinals in Girls Hostel	NA
15	No of bathrooms in Girls Hostel	NA
16	No of drinking water facility in Girls Hostel	NA
17	Furniture provided to student (cot/ table/ book self)	NA
18	Electricity connection available(Y/N)	NA
19	No of fire Extinguisher exist:	NA
20	No of first aid box available:	NA
21	No of drinking water facility available:	NA

#### 1.9.6. First Aid Box and Functional fire Extinguisher Facilities

First Aid box available			Functional fire extinguisher			
Hostel (Y/N/NA)	Principal Room (Y/N)	Any other location (Y/N) If Y, mention location	Chemistry Lab(Y/N/NA)	Near Main Electrical switch Board(Y/N)	Hostel(Y/N/NA)	Library (Y/N)
NA	NA		Y	Y	NA	Y

Y=Yes, N=No & NA=Not Applicable

#### 1.9.7. Toilet/ Urinal Facility in the College

Facility	Number for Boys	Number for Girls
Closets	04	04
Urinals	08	08

#### 1.9.8. Drinking Water Facility in the College

Sl.No.	Drinking water with purifier	No of Taps	Capacity in litres
1	01	04	80 Litres
No	No	NA	NA

#### 1.9.9. Snapshot on student and hostel

Total Student Strength: +3:-483 & +2: NA

##### 1.9.9.1. +3 Students Detail:

Total SC Student	Total ST Student	Total Woman	Differently abled	Total ST %	Total SC %	Total ST % in college	Total SC % in college

		student	students	in District	in District		
68	49	253	-	33.60	15.37	10.144	14.078

#### 1.9.9.2. No of Girls Hostel: Nos \_Nil

Total Intake Capacity	Occupancy	SC Student	ST Student
NA	NA	NA	NA

#### 1.9.9.3. No of Boys Hostel: Nos \_Nil

Total Intake Capacity	Occupancy	SC Student	ST Student
NA	NA	NA	NA

#### 1.9.9.4. No of Class Room in the College

Seating capacity	128 capacity	64 capacity	32 capacity	16 capacity
No of class room	05	08	04	02

### 1.10. Research and Development

#### 1.10.1. Seminar Conference Organised (2018-19)

SI No	Level	International	National	State	University	Funding agency with amount
1	Number	NA	NA	NA	NA	NA
2	Sponsoring Agencies	NA	NA	NA	NA	NA

#### 1.10.2. Teachers' Participation in Seminars/Conferences (2018-19)

SI No	Level	International	National	State	University	Funding agency with amount
1	Number	Nil	Nil	Nil	Nil	NA
2	a) Participated b) Presented paper	Nil	Nil	Nil	Nil	NA

#### 1.10.3. Research Publications (Since 2012)7

SI No.	Details on Research Publications	Scopus Indexed	Web of Science	International	National	State	Department
1	Peer Review Journals	NA	NA	NA	NA	NA	NA
2	Books	NA	NA	NA	NA	04	Odia
3	Chapters in Books	NA	NA	NA	NA	58	Odia
4	Non-Peer Review Journals	NA	NA	NA	NA	NA	NA
5	e - journals	NA	NA	NA	NA	NA	NA
6	Conference Proceedings	NA	NA	NA	NA	NA	NA

#### 1.10.4. Sports and Culture

SI No.		State/University Level	National level	International Level
1	a) Does the college have quota for admission of	Yes	NA	NA

	students with sports/culture background?(Yes/No) b) If yes, mention the level of participation.			
2	If yes, how many students came in through such quota?	No applicant	NA	NA
3	Is there any Sports Scholarship given to students	No	NA	NA
4	Broadly, what are the fields of sports/culture pursued by students in the institutions?	Athletics, Volley Ball ,Cricket, Badminton	NA	NA
5	Does the college have any infrastructure to support sports and games of the students?	Yes	NA	NA
6	Does the college have any trainer to support the students?	Yes	NA	NA
7	No. of students participated in Sports, Games and other events	80-90	NA	NA
8	No. of students participated in cultural events	20-25	NA	NA
9	Is there a Cultural Club?	No	NA	NA
10	Does the college have open Field facilities to support the students?	yes	NA	NA
11	Does the college have Indoor game facilities to support the students?	No	NA	NA
12	Does the college have Gym facilities to support the students?	No	NA	NA
13	No. Of students won medals in sports	1918-02	NA	NA
14	No. of students participated in annual sports	120-140	NA	NA

**1.11. Financial Reports**

		A. Total Income			
Sl No.	Category/Head	Opening Balance as on 1.4.2018	Received during the F Y 2018-19	Expenditure made during the year 2018-19	Closing Bal as on 31.12.18
<b>Central Grants</b>					
1	UGC	NA	NA	NA	NA
2	RUSA	NA	NA	NA	NA
3	Other Central Govt. Departments (MPLAD..)	NA	NA	NA	NA
<b>Other Grants</b>					
4	Grants received from state Government (MLALAD, HE deptt..)	NA	NA	NA	NA
5	Grants received from local bodies	NA	NA	NA	NA
6	Donation	Rs.5,50,000/-	NA	Pledged for students welfare	Rs550000/-
<b>Own Source Revenue</b>					
7	Tuition fees	Rs.55,200/-	Rs.82440/-	Total Expenditure Rs.16,58,050/-	Rs.15,87,163/-
8	Development fees	Rs.11,25000/-	Rs.14,38,360/-	NA	NA
9	Other fees	NA	Rs.3,64,320/-	NA	NA
10	Interests	NA	Rs.1,00,873/-	NA	NA
11	Sale of Application forms	NA	Rs.70,100/-	NA	NA
12	Other	NA	Rs.8920/-	NA	NA
<b>Investment &amp; Deposits</b>					
13	Investment in Fixed Deposits (including pledge money)	Op Bal as on 1.4.2018	FD made during the year	Closed during the yr	Closing Bal. as on date
	FDR-1	100000/-	1992-93	NA	100000/-
	FDR-2	500000/-	2006-07	NA	500000/-
<b>Advances to Staff &amp; Others</b>					
14	Reconciled Advances	NA	NA	NA	NA
15	Un Reconciled Advances	NA	NA	NA	NA
<b>Audit Status (local fund/departmental audit)</b>					
16	Audit Completed upto FY	2003-04			
17	Report received (Y/N)	Y			
<b>Maintenance of Cash Book</b> Y					
18	Cash Book Completed to upto	March-2019			
<b>Implementation of CAPA</b>					
19	Whether the college has registration in CAPA or not ?	In Process			
20	If yes, then upto which date the Receipt and Expenditure transactions are entered.	NA			

## 2. NEED ASSESSMENT

### 2.1. Academic Administration

1	Whether detailed lesson plans are given to students?	Yes
2	If yes, Is the lesson plan followed strictly?	Yes
3	What type of monitoring system is followed for completing course within set timeframe?	Monthly Supervision
4	What type (monthly, quarterly, biannually, annually) of attendance management system is followed in the institute? What is the method of intimation to faculty/students?	Telephonic message
5	What type of feedback system is used for appraising the performance of faculty members? a. 360 degree b. Students' feedback c. Self-appraisal d. CCR	A B C D
6.	Is the rating communicated to teachers for improvement?	Yes

### 2.2. Examination Reforms ( for autonomous colleges only)

Sl.No.	Describe	
1	What is the question patterns followed for examinations? a. Objective b. Subjective c. Mixed / Any other, Please specify	NA
2	What types of reforms are required in the present examination system?	NA
3	Is the evaluation system computerized?	NA
4	What is the days' gap between completion of examination and publication of result?	NA

### 2.3. Infrastructural Development & Maintenance

Sl.No.	Describe	
1	What type of expansion work is required for existing infrastructure? Is own land available for this?	Hostels Additional class room. Yes
1(a)	Are men and women hostels adequate as per demand? If expansion required, is own land available?	Yes
1(b)	Are men and women toilet blocks adequate as per demand? If expansion required, is adequate space available?	Yes
2	What type of modernization / renovation works are needed for existing infrastructure? (Laboratories, Library, hostels etc)	To be well furnished with drinking water facility equipments, CBCS books etc.
3	What type of infrastructural development work required for non-academic area for the institution (toilets, girls common room etc.)	Toilets and Girls hostel are required
4	What type of infrastructural development work is needed for making them accessible for differently-abled students?	Connection from library to 'B' Block
5	Does the institute maintain the academic and non-academic	Yes

	infrastructure areas?	
6	What are the monitoring mechanisms followed for maintenance?	Staff are in charge of supervision properly

**Note: The following priority is to be adopted for the civil infrastructure under this program**

#### 2.4. Effective Institutional Governance

Sl.No.		
1	Does the institution have duly constituted governing body? a. If yes, has it been approved? b. How frequently the Governing body meets?  Yearly Biannually More times, as and when require	Yes Under process  Yes
2	Does the institution have E-Governance project (ERP & MIS) implemented?	Yes
3	How record keeping and data management is done in the institute?	Yes
4	What type of library management system is there in the institute?	Manual
5	What type of financial management and accounting system is followed in the institute?	Manually
6	Does the institute have its own active website? If yes, mention web address	www.psdegreecollege.com

#### 2.5. Stakeholders Involvement

Sl. No.		
1	Does the institute have any mechanism of participatory management in academic, administrative and financial affairs by involving teachers and staff?	Yes
2	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Parents?	Yes
3	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Alumni?	Yes
4	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Students?	Yes
5	Does the institute have any plan for enhancing participatory management in academic, administrative and financial affairs by involving local authorities?	Yes
6	Does the Institute have a functional Career Counseling Cell for students?	Yes

#### 2.6. Manpower Management

Sl.No.	Describe	
1	Does the institute have adequate and skilled manpower (both	Yes



	teaching and non-teaching)	
2	Does the institute have a grievance redressal mechanism? Do they represent all the stakeholders? Specify. a. For Staff b. For Students	Yes
3	What type of staff engagement practices (academic, behavioral & organisational) are followed in the institute? a. Regular training b. Counseling on Performance c. Any other. Please specify	Regular Training counseling on Performance

### 2.7. Legal Compliances

Sl.No.	Describe	
1	How the institute deals with legal issues?	NA
2	Does the institute have any designated officer to deal with legal issues?	No
3	Whether the institution is having the following: a. Equal Opportunity Cell b. Anti sexual Harassment Cell c. Anti-ragging Cell d. Disciplinary Committee e. Any other, Please specify	Yes Yes Yes Yes
5	Does the institute manage RTI and Intellectual Property Right?	Yes
6	Has the institute made mandatory disclosures? If yes, how does it display? a. In website b. At college notice board c. Any other	Website Yes

### 2.8. Research & Development

Sl.No.	Describe	
1	What are the research initiatives taken by the institute?	NA
2	Have the institute identified the thrust areas for research work in the institutes? If yes, Please mention the areas	NA
3	How does the institute facilitate the project funding, from sources like: (UGC/AICTE/ICSSR/CSIR/DBT/DST etc.)	NA
4	Has the institute handled Inter disciplinary Project?	NA
5	Has the institute worked on student Research project?	NA
6	Has the institute measured the growth in research and development through participation and contributions in International/ National Conferences, Seminars, Symposiums, Workshops, and initiation of academic exchange programs? If yes, give details.	NA
7	What type of facilities and incentives are provided to faculty members to manage the research work after getting the funding?	Training programs will be organized funds will be provided for the faculty for

		research and field study, Seminar workshop will be organized
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### 2.9. Monitoring and Evaluation

Sl.No.	Describe	
1	Does the present administration, academic and financial system need monitoring and development for flawless implementation?	Yes
2	Does the institute have IQAC cell? If yes, State the major functions of the cell.	No
3	Give details of number of meetings held by IQAC for last 3 years.	NA
4	Does the institute conduct the followings: a. Academic Audit b. Energy Audit c. Green Audit d. Financial Audit e. Administrative Audit	Yes   Yes Yes
5	Mention the audits last done:	

### 2.10. Supporting Students from Disadvantaged Backgrounds

Sl. No.	Describe the particular needs of your female, and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:	
1	What is the academic/skill training support that female students may need for improving employability?	English speaking courses. Computer courses, Designing work
2	Do all women students wanting hostel accommodation get it on priority from the 1 <sup>st</sup> year onwards?	Most of the women prided students
3	What is the academic/skill training support that SC/ST students may need for improving employability?	For giving extra class and training through DIC
4	Do all SC/ST students wanting hostel accommodation get it on priority from 1 <sup>st</sup> year onwards?	Most of the SC/ST women students
5	What is the academic/skill training support that differently-abled students may need for improving employability?	Skill training support by govt. agency.
6	Do all differently-abled students wanting hostel accommodation get it on priority from 1 <sup>st</sup> year onwards?	As it is

## 3. PLANNING AND EXECUTION STRATEGY

Strategic Goals are to be prepared after consulting stakeholders such as students, parents, Governing Body, alumni, well wishers etc., A SWOC analysis be done based on which the Strategic Goals be prepared for the Institution. Some suggestive goals are given below.

### **Institutions should set their strategic goals in their own words**

- Supporting the overall academic success of students including enrolment, retention, timely graduation
- Improving the employment / placement opportunities for students after graduation
- Promoting self employment / entrepreneurial skill among aspiring students
- Improving communication with key stakeholders such as parents, alumni, local leaders, industries etc.,
- Increasing the retention rates of vulnerable groups such as SC/ ST / women students including formal / informal support such as mentoring , peer motivation etc.,
- Improving the faculty competency in terms of academic proficiency, communication skills, administrative capacity etc.,
- Monitoring the students and faculty for effective learning outcomes
- Plan for increasing revenue sources, maintenance of assets, pro-environmental initiatives, social / community engagement etc.,
- Any others

#### **3.1. Execution Plan**

##### **Goal:**

**Activity 1:** Timely conducting of classes to complete syllabus.

**Improvement Plan:** Classrooms are proposed under the project. Guest Faculty will be engaged under the project.

**Activity 2:** Monitor weak / back paper students and provide additional academic support presently no special support undertaken.

**Improvement Plan:** Faculty will be motivated to engage with weak students. This will be factored in the timetable.

**Activity 3:** Ensuring access to library books and computers

**Improvement Plan:** Computer labs and computers are proposed under the project. Lab will be kept open during college hours and students motivated to use them. Under the project, important / text books will be purchased in high numbers and lent to students for use during entire semester.

**Activity 4:** Ensuring access to hostels for SC /ST / students from distant places

**Improvement Plan:** SC/ ST hostels are proposed under the project.

**Activity 5:** To provide placement opportunity for promoting employment.

**Activity :-opening of placement cell in the college.**  
**-Liasoning with local Industries.**

**-Providing training to the students through different types of Agencies like DIC, MSME and rural self employment Training Institute (RSETI)**

**Activity 6: Improving communication with key stake holders such as parents, alumni, industries and local Leaders.**

**Activity-** Periodic meeting parents, students and teachers.

-Periodic meetings by inviting industry personalities for guiding the students for different carrier opportunities

**Activity 7: Improving faculty competency items of ascendancy proficiency communicative skills and administrative capacity.**

**Activity Academic proficiency**

-Complete visit to library by faculty members at least for one hour a day

-Holding faculty improvement programmes on periodic basic.

**Activity for communication skill**

-Brain storming sessions, Language training and interpersonal communication skills training to be organized.

**Activity 8: Monitoring the students and faculty for affective Learning out comes.**

**Activity-**Introduction of daily performance report.

**Activity 9: -Plan for increasing revenue sources**

-Enhancement of student fees.

### 3.2. Budget plan (Rs. in Crore)

Sl. No.	List of Activities	Specify	Estimated Cost (Rs. Crore)
	<b>Civil Works</b>		
1	Classroom (128 seated)	02	0.96 Crores
2	Classroom (64 seated)	40'x20'-04	0.96Crores
3	Classroom (32 seated)	20'x20'-02	0.24Crores
4	Laboratory	Renovation	0.05Crores
5	SC/ ST hostel	50seated	1.50Crores
6	Women hostel	50seated	1.50Crores
7	Computer laboratory	20'x20'- renovation	0.05Crores
8	Reading room	40'x20'	0.24Crores
9	Girls Toilet		0.05 Cores
10	Boys Toilet		0.05 Cores
11	Renovation of existing infrastructure		0.05Crores
	<b>Procurement</b>		
12	Computers	40nos.	0.18Crores
13	Furniture	200pairs & almirach	0.10Crores
14	Books	CBCS	0.80Crores
15	Laboratory equipment	Bot, Chem, Phy, Zool	0.80Crores
16	Drinking water	Common Rooms -03	0.02Crores
17	Bore well		0.02 Crores
18	3 phase power supply		0.17 Crores
19	Sports equipment	Volley Ball ,Cricket, Badminton, Inder game	0.02Crores
20	Learning and training Resources		0.15 Crores
21	Teaching aids for classroom / lab		0.10Crores
22	Items for differently abled persons		0.02Crores
	<b>Human Resource Support</b>		
23	Engagement of Guest Faculty		0.02Crores
	<b>Activities/Measures</b>		
24	Training for Faculty (including pedagogical training, administrative, academic and non academic matters ) and Non-teaching staff		0.25Crores
25	Training for students (specify type of training)	Self Employment	0.15Crores
26	Student support activities		0.10 Crores
27	Environment, Health & Safety related activities/ items	Plantation , Awareness for Health & Safety	0.05Crores
28	Quality and equity enhancement measures		0.05Crores
29	Development of linguistic competency	English Speaking course	0.01 Crores
30	Skill development programs		0.12Crores
31	Others( specify)	RC Road	0.05Crores

**Note : Maximum Institutional Project Budget can be Rs. 5.25 crore to Rs. 10 crores**

**(Subject to adjustment of RUSA fund)**

**Annexure I: Documents on Stake holders' consultation**

**Annexure II: SWOC analysis**

**Annexure III: Latest NAAC recommendations (for accredited colleges)**



SWOC ANALYSIS

**Strength:-**

1. It is the first Degree College in Reamal Block in Deogarh Dist.
2. Foll Hedge qualified teachers are there.
3. The College located near the town and N.H. Side for better communication and Transportation
4. The College has well trained NSS/YRC/Self defence officers & Volunteers.
5. Students have good image both in academics and sports.

**Weakness:-**

1. No e-Library facility.
2. Campus placement of students in lacking.
3. Lack of Girls Hostel and Boys Hostel.

**Opportunities:-**

1. Special Trashing programme in computer application for both Arts and Science student.
2. Central Library and cyber Library.
3. Opening of Vocational Subjects.
4. Opening of guidance Cell and Placement Cell.

**Challenges:-**

1. Majority of the student's care coming from remote areas.
2. Lack of sufficient provision of Transport facility.
3. Lack of boarding facility for all the degree students.
4. Its challenge to bring the underprivileged SC and ST students of our college and to include them in the mainstream of the society.
5. Lack of faculty improvement programme for the teachers.

Specific objectives and Expected results of proposed.

Specific objectives:-

- . To make provision for quality education.
- . To provide sufficient infrastructure facilities to the students.
- . To make provision for computer Training for SC, ST & OBC students.
- . To make provision for value education.
- . To prepare the students to face the interviews for getting different jobs.
- . To improved the teaching standard of the faculty members through Orientation/Refresher Programme.

Basic and Advance pedagogy:-

- . The teacher should be encourage to attend the Seminar/Workshop at the National & International

Level.

- . The teachers should be allowed for study Leave. For M.Phil and Ph.D. Programme.
- . For Improvement of knowledge teacher should encouraged to go for Orientation and Refresher Courses.

Preparation of Different Activates :-

- . IDP in Prepared with the help of different faculty members of different dept.
- .The College faculty will be organized in a team and the team will look into implementation of the plan.