

Institutional Development Plan (IDP)

Rampur Anchalik College, Rampur, Kamrup, Assam – 781132.

Introduction :

The motto of the Institutional Development plan is to make students a successful citizen by improving the quality and infrastructure of educational institutions. As per New Education Policy 2020, Institutions need to chart 15 year perspective plan strategically to be implemented in phased manner. The National Education Policy of India 2020, outlines the vision of new Education Policy is based on four pillars which are Access, Equity, Quality and Accountability.

About the College :

Rampur Anchalik College was established on the 20th day August way back in 1996 located at Rampur on the South Bank of Kamrup, Assam. It stands on the left – North of the N.H. 37, some 30-35 Kilometers westward from Guwahati Ours is one of as few as three colleges under the greater area of Palashbari legislative assembly constituency affiliated to Gauhati University Just 200 meters away from the N.H. 37. The college is hardly subject to the traffic noise instead it is processed of a quiet teaching learning activity friendly environment in green pleasant surroundings.

A college is the hub of knowledge that can and should indulge in persuit of knowledge and truth uplifting human values in a nation building operation keeping this long sought after public institute of higher education in the greater Rampur locality is unstably an optimistic outcome of the yeomen service rendered by a body of good few aspiring enterprising and knowledge loving personalities

pioneered by the then Education Minister of Assam for state / cabinet Sjt. Jatin Mali.

Rampur Anchalik College has been at the vanguard of a diverse friendly learning community since 1996 where students are coming from very poor family, background, progress well in their studies in an amicable atmosphere. We have been trying to impart value based education to the rural youth of greater Rampur area. We encourage all over students to develop high expectations about themselves, their work and their behavior which is an expression of our value of personal Best, Integrity, Respect and Responsibility. Most of the students who will be enrolled this college, they are coming from very poor family backgrounds. Hence this college can be called a rural based college.

Analysis of the Present scenerio in terms of access quality :

Rampur Anchalik College is situated on the left / north of the N.H. 37 some 30-35 kilometers westward from Guwahati the college possesses 5(five) bigha, 4(four) katha and 9.5 lechas of land. There is sufficient land to develop the college if sufficient funds received from the concerned authority. The institution has provided equal and equitable opportunities to the students to take full advantage of their education.

Presently Rampur Anchalik College is having one stream ie Arts stream. In the last phase, the institution aims to introduce Science and commence stream in relation to NEP 2020 our vision and mission is very firm that by 2035, the institution would complete the multidisciplinary approach of education system for the learner of the locality and provide a huge job oriented atmosphere.

Governing Body of the College :

There is a strong Governing Body in Rampur Anchalik College. Governing Body of this college is formed as per Govt. Guideline. The list of the members of Governing Body are as follows :

1. Sri Jugal Chandra Baisya, Retd. Associate Prof. D.K. College. President, G.B. Rampur Anchalik College.
2. Dr. Nabajyoti Das, Principal, D.K. College. (University Nominee)
3. Dr. Harishankar Kakati, Retd. Associate Professor, D.K. College, Mirza. (University Nominee)
4. Dr. Dinamani Kalita, Principal/Secretary, Rampur Anchalik College.
5. Dr. Monowar Hussain, Teachers' Representative, Rampur Anchalik College.
6. Dr. Dinesh Ch. Das, Teachers' Representative, Rampur Anchalik College.
7. Sri Mitali Das, Librarian, Rampur Anchalik College.
8. Sri Utpal Kalita, Head Assistant, Rampur Anchalik College.
9. Ms. Namita Das, Guardian Member, Rampur Anchalik College.
10. Sri Ghanashyam Rajbongshi, Guardian Member, Rampur Anchalik College.
11. Sri Dwijen Kalita, Guardian Member, Rampur Anchalik College.
12. Sri Hemanga Thakuria, MLA, Palasbari Legislative Constituency. Special Invitee.

Vision of the college :

Rampur Anchalik College envisages to be a premier institute imparting good quality arts education in the North –East. It aspires to be recognized for its quality teaching to a diverse students population so as to enable them to realize and develop their inherent and potential capabilities we aim to expand the skill development and employ ability of our students. In the new millennium, we envisage that our college will challenge to meet the needs of the society so that we can be able to become leaders in educational innovations, create expression and artistic production by fostering an atmosphere of intellectual excitement, innovation entrepreneurship and to -

- give emphasis to sustain inter disciplinary research and education, not only within and across academic fields, but also across institutional, national and cultural boundaries.
- focus its attention in areas where we can achieve excellence and comparative advantage in realizing our mission.
- provide our region with an educational and cultural center in which demonstrated excellence is the providing theme in the classroom, on the playing fields, in service to students and community.
- be known for the success of its students as productive citizen whose active participation in their education has enabled them to reach their potential, capitalizing on their diverse backgrounds, talents and interest.
- take its place in society which demands from all its participants honesty, integrity and civilized discourse and behavior.
- Help students make successful educational and career transitions in today's dynamic world.

- Help teachers improve themselves through self assessment and professional development.

Mission :

We aim to create and shape individuals who have a socially responsive outlook and are willing to learn and accept new ideas according to the nation. Besides the regular students, the college aims to give due opportunity to anyone who is willing to learn.

For the teachers of the college, teaching is a religion and a lifetime commitment, a vocation and profession and not just an occupation. The teachers strive to keep abreast with the latest development in their own fields striving for quality enhancement and excellence in our way.

Aims and Objectives of the College :

The aim of the college is to give rise to an affluent institution of higher education in pursuance of excellence. It envisages intellect, knowledge, learning, wisdom and life skill going hand in hand. Its objectives are to explore, expand and boost the moral ideas, opinions, ethos, attitudes and human values in the direction of education that genuinely matters looking forward to serving the purpose of forward to serving the purpose of nation- building as well as that of mankind.

The methods like projectors, seminar, symposium, conference will be adopted for the improvement of teaching learning process which will also help students to learn happily and to reach the following objectives -

- (a) To impart higher education by providing quality education and educational innovations for academic excellence.
- (b) The aims of the college is to strive means the act of engaging with meaning or getting involved in one's life to ensure a better living.
- (c) To learn is the another aim of the college refers to the act of acquiring knowledge or expertise by understanding facts or ideas. Learning is a continuous process which helps to gain new experiences and handle a wide range of challenges with clarity and confidence.
- (d) To bring about educational progress in a rural area with holistic approach.
- (e) To promote an awareness & understanding of the society and its numerous problems among the students.
- (f) To equip the students to lead social life happily in peace and harmony.
- (g) To provide opportunities to the students for developing their personality through community service and co-curricular activities like games, music, art, culture and literature.
- (h) To try to encourage national integration by undertaking different socio- cultural activities.
- (i) To conduct research work on economic, environmental, ecological and developmental aspects at local regional levels.

PROFILE OF THE COLLEGE :

(A) College Library -

The college has a library with a collection of more than 4000 books including several journals, periodicals and daily newspapers.

Working hours : 10:00Am to 4:00PM

Services offered : Circulation of Books, Reading facilities for Students as well as Teachers, Journals, News Papers and Periodicals.

Library rules :

- (a) The college library rules are framed as per the University Library rules.
- (b) Students are issued library cards and a student can borrow a book for fourteen days from the date of issue. A fine is imposed upon the defaulting students.
- (c) Students should maintain silence inside the library and reading room.

(B) COLLEGE MAGAZINE :

The college issues its magazine entitled “SHRADHAWAN” every year and it comprises two section – Assamese and English. It includes contributions from the students, Faculty and staff members.

(c) STUDENTS AID FUND :

The college has one students Aid fund extending financial help to the poor but meritorious and physically handicapped students. The fund is being run with financial support from the college family as well as the well wishers.

(D) IQAC :

The college has formally constituted an Internal Quality Assurance Cell (IQAC) as a post accreditation quality substance measure as per rules of Gauhati University.

Nodal officer of IQAC : Dr. Monowar Hussain.

(E) COMMITTEES AND CELLS :

1. Rampur Anchalik College Teachers' Unit.
2. Academic Committee.
3. Environmental Studies Cell.
4. Semester Monitoring and Routine Committee.
5. Admission and Examination Committee.
6. Anti Raging Committee.
7. Women's Forum.
8. Research and seminar Committee.
9. Publication Committee.
10. Sports and NSS Cell.
11. Career Guidance Cell.
12. English study circle.
13. Library Committee.

(F) Other Seven committees under IQAC –

- a) Curricular Aspects Committee.
- b) Teaching Learning and Evaluation Committee.
- c) Research Innovation and Extension Committee.
- d) Infrastructure and Learning Resources committee.
- e) Student Support and Progression Committee.
- f) Governance, Leadership and Management Committee.
- g) Institutional values and Best Practices Committee.

Infrastructure and Facilities :

The Infrastructure of a college plays a vital role in the development of the college as the students are now focusing on the labs, classrooms, library etc. Rampur Anchalik College has been newly provincialized by Govt. of Assam. So, its infrastructure is not gorgeous or up to the mark. We have lots of infrastructural problem as we have not received any financial grant from the UGC or Assam Govt. till to date.

Our college has the following infrastructural facilities –

- (a) **Administrative Block :** The college has a well designed Administrative Block and various other rooms and facilities.
- (b) **Class Rooms :** College has sufficient classrooms for the students that are well furnished and ventilated.
- (c) **College App/Website/internet :**

The App enables the students to procure information related to their Curriculum, examination, assignments etc. and about the latest news and events too.

(d) **CCTV** : The college has installed three CCTV cameras.

(e) **Career Guidance and Placement Cell** :

The information and Career Guidance Cell of the college started functioning from the beginning of the college. The objectives of the cell are as follows :

- to provide practical exposure of the process, procedure and practices followed by the organization in conducting practices / business and expose the students with all forms / formats and form.
- to provide practical orientation to students while teaching the subject according to the syllabus.
- to improve reasoning and analytical abilities of the students.
- to create more interest among the students in the subject.
- to make the students aware of availability and applicability of education lab documents / items for day to day routine purpose.
- to quip the students with practical abilities to start own business or to get better employment in the competitive job market.
- to prepare the students to fulfill the requirements of industry and business.

(f) **College Library** :

Rampur Anchalik College Library is providing efficient services to the readers. It is a place of attraction for the students. The library has been aiming to supplement the knowledge of the students,

which they acquire from their teachers. It is equipped with more than five thousand texts and reference books, two local newspapers, two journals. The library has a reading room for students as well as for teachers.

Library Card is issued to every student soon after the admission and the students can borrow books and magazines which help them in broadening their knowledge and experience.

Library Hour : 10:00am to 4:00pm.

Circulation : 10:30am to 2:30pm.

Library Rules :

The college Library rules are framed as per the University library rules.

- 1) Students are issued library cards and they can borrow a book for 14 (fourteen days from the date of issue. A fine is imposed upon the defaulting students.
- 2) Students should maintain silence inside the library and reading soon.

FACULTY STRENGTH :

The Faculty Members of Rampur Anchalik College has been shown below :

Principal : Dr. Dinamani Kalita. (MA, M.Phil, PhD).

Phone no. – 7002764141.

Email ID – dinamanikalita1977@gmail.com

Teaching Staff :

Department of Assamese :

1. Pranami Goswami, MA (HoD).
2. Anjumani Das, MA (SET).

3. Umesh Kalita, MA.

Department of English :

1. Pankaj Lochan Das, MA.

Department of Economics :

1. Ranjita Kumari, (HoD), MA. (SET), B.Ed..

2. Sangita Das, MA.

Department of Education :

1. Kalpana Medhi, (HoD), MA, M.Phil, (SET).

2. Dhira Goswami, MA, B.Ed. (SET).

3. SIMI Kalita, MA, B.Ed (NET).

Department of Political Science :

1. Dr.Md. Monowar Hussain (HoD), MA, M.Phil, PhD.

2. Chandrama Thakuria, MA,(NET).

3. Dr. Dinesh Ch. Das, MA, M.Phil, PhD, (SET).

4. Gitanjali Das, MA.

Department of History :

1. Rupak Kumar Das, (HoD), MA, M.Phil.

2. Takshashila Chakrabarty, MA.

Department of Philosophy :

1. Kabita Das Saloi, HOD, MA, M.Phil.

Librarian :

1. Mitali Das, (Librarian) MLISc., MPhil, (NET).

2. Ila Thakuria (Library Assistant) BA.

Non- Teaching Staff :

1. Utpal Kalita. (Senior Assistant)

2. Dhan Kalita. (Junior Assistant)
3. Pinki Barman (Junior Assistant)
4. Rita Kakati (Junior Assistant)
5. Bhabit Kalita (Grade IV)
6. Nagen Kalita (Grade IV)
7. Kangkana Hazarika (Grade IV)
8. Jakir Hussain (Grade IV)
9. Utpal Das (Grade IV)
10. Lakshadhar Das (Grade IV)

Research Profile :

In Rampur Anchalik College there are three PhD holders namely –

1. Dr. Dinamani Kalita.(Principal)
2. Dr. Monowar Hussain (Co-ordinator of IQAC) Pol.Science, Department.
3. Dr. Dinesh Ch. Das Pol.Science, Department.

Besides there are two faculty members are pursuing PhD research till now. They are –

1. Kabita Das Saloi (Philosophy Deptt.)
2. Rupak Kumar Das (History Deptt.)

On the other hand there are six faculty members and librarian of our college are the M.Phil holders. Their Name are as follows :

1. Dr. Dinamani Kalita.(Principal) Deptt. Of English.
2. Dr. Monowar Hussain, Deptt. Of Pol.Science.
3. Kalpana Medhi, (Deptt. Of Education).
4. Kabita Das Saloi (Deptt. Of Philosophy)
5. Dr. Dinesh Ch. Das, (Deptt.of Pol.Science)
6. Rupak Kumar Das (Deptt. Of History)

7. Mitali Das, (Librarian)

**Step 1 : Analysis of the present scenario in terms of
'access' quality and future readiness : -**

Rampur Anchalik College is situated on the left / north of the N.H. 37 some 30-35 kilometers westward from Guwahati the college possesses 5(five) bigha, 4(four) katha and 9.5 lechas of land. There is sufficient land to develop the college if sufficient fund is received from the concerned authority. The institution has provided equal and equitable opportunities to the students to take full advantage of their education.

Rampur Anchalik College has been at the vanguard of a diverse friendly learning community since 1996 where students progress well in their studies in an amicable atmosphere. We have been to trying impart value based education to the rural youth of greater Rampur area. We encourage all students to develop high expectations about themselves. In education the term access typically refers to the ways in which educational institutions and polices ensure or at least strive to ensure that students have equal and equitable opportunities to take full advantage of their education. The institutions of higher education have made quality improvement efforts, there is only a small number who are actually measuring and improving quality. Therefore, the institutions ability to see its strengths and weaknesses and come up with practical solutions to improve standard and delivering quality of high importance if it is to demonstrate continued growth and development.

The Indian education system hasn't seen any major reforms in the last 30 years. But with NEP 2020, an ambition and multidisciplinary program, which is more aligned with the global

education system has got rolling. The NEP 2020 will be the blue print of our institution to be self reliant, it shall peak to all aspects of education with an eye on the forward to more application based job oriented and skill based with an option to pursue hobbies or talent and make that the profession.

The redesigning structure (5+3+3+4) of NEP is to make the evaluation of assessments to be competency based that promotes learning and development and higher order skills, such as analysis, critical thinking and conceptual clarity. This step will also produce valuable skill based degrees that hold importance in the practical world. This step also focuses on vocational studies, high quality modules to teach sign language and more.

Every sector must equally contribute to the development of our nation. This NEP shall enable India's future generation to be future ready.

Step- 2: Envision transformation of the institution for next 15 years in lines of NEP 2020 and draw a Strategic plan of Action :

Rampur Anchalik College has created the strategy document through a consultation process with Governing Body (GB). The draft of strategy document including Action points was prepared keeping in view of our Vision and Mission. The document is discussed in faculty meetings and alumni inputs were taken. The document was suitably modified to incorporate valuable inputs received. The Institution strategy document has a plan for 15 years, action items.

Strategic Plan 1 : Improvement of Teaching Learning Process:

Action Points :

- (A) Revision of the curriculum according to the need basis.
- (B) Adopting Outcome Based Education System.
- (C) Encouraging Faculty to attend seminar/ conference/ workshop etc.
- (D) Lecture by Experts of the Universities.
- (E) Mentoring System for the Students, Emphasis on slow Learners.
- (F) Motivating Faculty to adopt Interactive Learning Pedagogy.

Strategic Plan-2 : Involvement of Faculty and Students in Research and Developmental Activities:

Action Points :

- (A) Encouraging students to participate in national level and publish papers.
- (B) Innovative ideas of students are encouraged to be translated into commercial products for the benefit of society.
- (C) Faculty members are encouraged by suitable incentive to send Research proposal to UGC recognised Journals.

Strategic Plan -3 : Good Governance:

- (A) Decentralization in working.
- (B) Well defined transparent governance system.

(C) Grievance redressal mechanism.

Strategic Plan – 4: Infrastructure Development :

Action Points :

- (A) Development of Principal's Office.
- (B) Creation of Vice-Principals/Academic Administrator's Office.
- (C) Creation of IQAC Room/Cell.
- (D) Staff Room cum Conference Room.
- (E) Development of Classroom.
- (F) Develop Teaching Common Room.
- (G) Develop Girls and Boys Common Room.
- (H) Creation of Parking facility.
- (I) Strengthening of Indoor sports facilities.
- (J) Separate Administrative Block.
- (K) Maintain a Green Campus.
- (L) Auditorium and Seminar Hall.
- (M) Creation of Digital Library.

Strategic Plan-5 : Networking with Alumni :

Action Point:

- (A) To have regular alumni meeting at institute and departmental level.
- (B) Getting suggestions from alumni for updating of curriculum.
- (C) Encouraging alumni in the involvement of overall development of the Institution.
- (D) To have a separate Alumni cell.

Strategic Plan-6: Sustainable Development:

Action Point:

- (A) Proper plantation and gardening.
- (B) Water conservation.
- (C) Power generation by renewable energy source such as solar will be effective in entire academic block for next 15 years.

The institution will try its best to introduce multidisciplinary courses by 2035. This will help the College to increase the gross enrolment in all courses. The Institution aims to implement or improve the campus infrastructure, library room, seminar hall, auditorium hall, play ground, canteen, renovation of classroom with modern amenities. The College library will be digitalized. The students who will be admitted in under graduate (UG) course will be provided computer education. They will be provided sufficient

training in games and swimming by 2035 which will help them to get employment opportunities. From all sides the College will try to be recognized as a global interdisciplinary centre of excellence.

By 2035 the aim of our institution will be to increase the gross enrolment ratio including vocational education. Institution will have the option to run Open and Distance Learning (ODL) and online

programmes provided they are accredited to do so. Addressing faculty shortage and quality to optimise teaching loads with the current faculty students ratio. Better service environment for faculty in terms of access to infrastructure across basic requirements as well as educational technology required in classroom. Besides career advancement opportunities for faculty through career progression mechanism the institution will have the greater flexibility for students for course choices and pace of study opportunity will be provided for industry participation in research, co-delivering short term skill certificates, partnering in creation of online universities and also introduce vocational course for the students so that they can be able to be self dependent.

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

The vision of the college is to give rise to an affluent institution of higher education in pursuance of excellence. It envisages intellect, knowledge, learning, wisdom and life skill going hand in hand. Its mission is to explore, expand and boost the moral ideas, opinions, ethos, attitudes and human values in the direction of education that genuinely matters looking forward to serving the purpose of nation-building as well as that of mankind.

The methods like projectors, seminar, symposium, conferences will be adopted for the improvement of teaching learning process which will also help students to learn happily and to reach the following objectives.

(A) To impart higher education by providing quality education and educational innovations for academic excellence.

(B) To bring about educational progress in a rural area with holistic approach.

(C) To promote an awareness understanding of the society and its numerous problems among the students.

(D) To equip the students to lead social life happily in peace and harmony.

(E) To provide opportunities to the students for developing their personality through community service and co-curricular activities like games, music, art, culture and literature.

(F) To try to encourage national integration by undertaking different socio-cultural activities.

(G) To conduct research work on economic, environmental, ecological and developmental aspects at local regional levels.

Step-4: Identify the strengths and capacity (human and financial) in regards to organisational gaps and develop the process to mitigate these gaps.

Rampur Anchalik College is a newly provincialized College. It was provincialized on 2021. So, there are lots of financial problems because till now our college has not received any financial help from UGC or state government. So, the institution is looking for the Government financial scheme to be released in favour of the institution to fulfil its various gaps. Without Government help, the college could not cope up to mitigate the gap. If the gap is not mitigated by any means then for the institution, it will not be easy to

provide quality education to the students and thus the students would not be able to engage/run in future

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

The institution is looking for the Govt. Financial scheme to be released in favour of the institution to fulfil its various goals. According to National Education Policy 2020, the college envisions a complete overhaul and re-energising of the higher education system and thereby deliver high quality higher education with equity and inclusion.

Long term goal of Rampur Anchalik College: Long term goals are important for the success of an institution. Some of the long term goals currently prepared by the institution are as follows:

- (1) The institution will try its best to introduce multidisciplinary courses by 2035. This will help the college to increase the gross-enrolment in all courses.
- (2) The infrastructure of a college plays a vital role in the development of the college as the students are now focusing on the labs, classrooms etc. while selecting a college. The institution aims to implement the good infrastructure with advanced laboratories in the near future.
- (3) Digital library is a collection of documents in organised electronic form available on the Internet or on CD-ROM disks. The institution aims to develop the library as digital library within five years. Our target is to provide seating capacity of five hundred (500) students at a time.

(4) The institution's goals are to cover a range of disciplines including science, languages, social science, humanities as well as professional, technical and vocational subjects. A quality higher education must enable personal accomplishment and enlightenment, constructive public engagement and productive contribution to the society.

(5) The institution aims to integrate the faculty and institutional leadership positions through merit appointments and career progression based on teaching, research and service.

(6) The institution will be provided sufficient training in games and swimming by 2035 which will help the students to get employment opportunities.

(7) Establishment, Expansion, Strengthening and Capacity Building of institution and Organizations related to Education by 2035.

(8) To communication technologies (IETS) for expansion of quality of education by 2035.

Short term goals:

Short term goals will serve as the basis for efforts to fulfil its mission and achieve its vision for the future in teaching, research and service. The college has set out targets and approach to achieve the short terms objectives as follows.

(A) To improve the quality of education by introducing reforms and new initiatives in curriculum formulation, text book and instructional materials development, teachers training, examination and assessment and monitoring and supervision in the near future.

(B) Meeting the learning needs of the students which include learning tools (knowledge skills, values and attitude).

(C) Proper continuous and lifelong learners, institutionalize uniform, valid and reliable examination system.

(D) To strengthen basic education through teacher training, use of information and communication technologies, better co-ordination, integrated curriculum, improved examination and assessment system and strict monitoring and supervision by 2035.

(E) To recruit competent, capable and committed scholar-teachers purely on merit basis at all levels of education by 2035.

(F) To review and reform the assessment and examination system to make it compatible with the national and international needs and standards by 2035.

(G) Character building with ethical values relevant to all human beings by 2035.

(H) Providing knowledge and skilled training focusing on community needs, promote culture of research and innovation by 2035.

From all sides the college will be try tried to be recognized as a global interdisciplinary centre of excellence.

Step- 6 : Identify institutional level challenges (long term and short term challenges :

Students face a number of academic challenges in our college. Some of the major challenges faced by our college are:

(1) A digital library is most essential in our college. So, lack of digital library is one of the great challenges of our college.

(2) Less emphasis on the development of cognitive skills and learning outcomes is another challenge in our college.

(3) Inadequate mechanisms for merit-based career management and progression of faculty and institutional leaders.

(4) Another big challenge in our college is lack of Auditorium Hall.

(5) Lesser emphasis on research.

(6) College has not proper psychological laboratory room for Education honours students.

(7) Conference hall is not available.

(8) Lack of college canteen.

(9) Lack of parking place.

(10) Adequate infrastructure is not available for indoor and outdoor games.

(11) College hostel facilities are not available.

Education models need to reflect the demand for lifelong learning to cope with the technological and social changes brought by the Fourth Industrial Revolution.

To overcome the long term challenges in a future of unprecedented societal shifts, education is crucial to managing the challenges ahead with more automated, digitized and fluid job markets, today's higher education systems are quickly becoming incompatible with the future we are looking towards. To overcome the challenges we need an education revolution and it starts in our local community. We need to continually learn and update our skills in order to stay relevant. To overcome the challenges establishment of a National Research Foundation is essential. Again it is essential to reaffirming the integrity of faculty and institutional leadership

positions through merit appointments and career progression based on teaching, research and service.

Short term challenge: Our college is facing some short term challenges also. Some such challenges are mentioned below:

- (1) Shortage of library books.
- (2) Lack of concrete boundary wall.
- (3) Running water supply facility is not available in our college.
- (4) Lack of proper class room. In comparison to students class room is not available.
- (5) Lack of technical man power to run the overall institution.
- (6) Poor infrastructure.

To overcome the short term challenges government fund should be mandatory for development of our college infrastructure.

Step 7: Development of a workable hypothesis to mitigate and overcome the challenges in a phased manner :

The institution is looking forward to arrange the funds from different scheme which are provided by various sources to mitigate and overcome the challenges of the college in a phased manner. The Rampur Development Block has developed the playground under MGNREGA scheme which is not sufficient . If we get sufficient fund under any schemes, it will be helpful for us to upgrade the college . Besides, we are expecting the MPLADS Fund so that we can strengthen the college infrastructure. To overcome the challenges of our institution we need sufficient fund from RUSA.

Step 8: Development of Strategies to promote

leadership : To promote leadership, we are going to take more and more projects , develop awareness among the students , inspire others. We also make strategies to promote decision making skills among the students in our college. It will help to develop a strong and motivated workforce. Besides developing discipline, demonstrate discipline at work by always meeting deadline, keeping appointment and ending.

Meeting on times, resolve conflicts instead of ignoring interpersonal conflicts .To improve leadership skills it is necessary to take initiative, critical thinking, listening effectively, motivate others, constant learning and motivate for team work. If we get sufficient money it will help us to work from door to door for all round development of students through value based education.

Step 9 : Develop mechanism to ensure transparency in Governance :

Transparency is widely recognised as a core principle of good governance. Transparency means sharing information and action in an open manner. Free access to information is key element in promoting transparency. The Government of India has implemented various measures bringing technological intervention to bring transparency in the day to day administration such as implementation of e-office, e-leave management system , employees information system, smart performance, Appraisal Report, Recording online window, adhar enabled Bio-metric attendance system, Pension sanction and payment tracking system, Public financial Management system, web Respective Pensioner's service for

pensioners etc. All these measures are needed to implement in our college also. New Education policy should give importance to implement all such measures.

We are committed to ensure transparency in governance by introducing technical processes in all monetary affairs and administrative aspects.

Step 10: Action Plan for Phase wise Implementation of the perspective IDP :

There are many benefits of a personal development plan such as it will help us to plan a change or help us to build on our current skills. We might be able to learn something new and achieve new heights in our career.

The plan will help us to have a well thought goal to aim for and work towards when we are creating an action development plan it is important to outline our personal goal , how important they are to us and how to plan to achieve them .

National education policy 2020 proposes the revision and revamping of all aspects of the education structure, its regulation and governance and creating a new system aligned with the goals of 21st century education.

Draft copy 'Roadmap and Action Plan' for the Execution of National Education policy 2020 in university was prepared after brainstorming sessions at different levels.

The following strategies were adopted :

- a) **Stage 1**: All the Heads of the Departments and co-ordinators of various committees convened meetings with

their respective faculty members to brainstorm NEP 2020 based on the comments and suggestions of the faculty .

- b) The respective HODs prepared power point presentation and submitted the same to the concerned authority.

Stage 2: The member Secretary, High Level working group convened a meeting of the group under Chairmanship of Principal of our college. The comments and feedback of members of the High Level working group including students and parents were taken down. The present document is an outcome of further refinement of the first draft vision document so prepared.

Stage 3 : In this stage the draft will be released into public domain by the college. The college will invite suggestions and comments from various stakeholders as well as public at large regarding the draft copy. Innovation and implementation of digital literacy project as well as conference has been prepared.

Stage 4 : A National seminar /webinar will be organized document for implementation of NEP 2020.

Stage 5 : The final report will be prepared as per discussions during the National Seminar/ webinar. This edited report will then be vetted by the Academic Council and Board and university and will be finally implemented.

6th Stage: The college will introduce vocational as well as skill based programmes and the institution will continuously involve for the benefit of the students.

7th Stage : The institution renovates the campus and planned to mitigate all the challenges faced by the institution.

Stage 8 : The institution aims to introduce science and commerce stream in relation to NEP2020 .Our vision and mission is very firm that by 2035, the institution would complete the multidisciplinary approach of education system for the learner of the locality and provide a huge oriented atmosphere.

At last we hope that this institutional development plan will bring a bright future for our college.

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