Institutional Development Plan Template for NEP 2020

1. INSTITUTIONAL BASIC INFORMATION:

1.1 Institutional Identity:

- Name of the Institution/College : GOVERNMENT LAWNGTLAI COLLEGE
- Type of Institution   : Affiliated College
- Year of Establishment   : 1980
- Website & E-mail   : https://lawngtlaicollege.mizoram.gov.in
                                   lawngtlaicollege@yahoo.in
- Year of Provincialization   : 2007
- Recognition by Regulatory body : UGC (2f &12b)
- Details of Affiliation   : Mizoram University
- Year of Accreditation & Grade : 2008, B

Name of Head of Institution and Nodal Officers for Implementation of NEP 2020

Head & Nodal Officers	Name	Phone/Mobile Number	E-Mail ID
Head of the Institution	J.S Fanchhun	9436387615	Jsfanchun6@gmail.com
Nodal Officer(s) for various Committees for Implementation of NEP 2020(please specify)	Remlalnghaka	8730801593	princidess@yahoo.com
1) Research & Development Cell	Dr. Lalramnunmawii	873187493	mapuiipautu007@gmail.com
2) Equal opportunity Cell	Lalrammawia Khawlhring	9862742937	damcul25@gmail.com
3) Anti Ragging Cell	L.H Mawia Hnyalum	8414051065	lhnialum@yahoo.com
4) Intellectual Property Right Cell	Dr. C.Ramhnehzauva	9612820379	chhante14@gmail.com

1.2 Academic Information:

UG/PG, etc. Programme offered in Academic year 2021-2022

Sl. No.	Name/Title of Programme	Duration (Years)	Year of Starting	Annual Intake Capacity	Total Student Strength
1	ENGLISH	3	2021	50	10
2	MIZO	3	2021	50	17
3	EDUCATION	3	2021	50	25
4	ECONOMICS	3	2021	50	06
5	HISTORY	3	2021	50	15
6	POLITICAL SCIENCE	3	2021	50	20
7	SOCIOLOGY	3	2021	50	15
8	PUBLIC ADMISTRATION	3	2021	50	13
9	GEOGRAPHY	3	2021	50	20

Subjects Offered & Subject/Department Wise Enrollment:

Sl. No.	Name of Subjects	No. of Students (Core)	No. of Students (General) Excluding students opted the subject as Core	Total Students
1.	ENGLISH	12	158	170
2.	MIZO	41	214	255
3.	EDUCATION	103	128	231
4.	ECONOMICS	4	17	21
5.	HISTORY	10	31	41
6.	POLITICAL SCIENCE	89	64	153
7.	SOCIOLOGY	40	72	112
8.	PUBLIC ADMINISTRATION	25	62	87
9.	GEOGRAPHY	20	43	63

1.3 Subject/Department wise Faculty Status:

Sl. No.	Name of Subjects	No. of sanctioned Regular Post	No. of Post filled/Faculty in position				
			Regular	Contract	Part-time	Casual	TOTAL
1.	ENGLISH	5	4	1(RUSA)	-		5
2.	MIZO	5	1	1+1(RUSA)	-	1	4
3.	EDUCATION	4	4	-	-	-	4
4.	ECONOMICS	4	3	-	-	1	4
5.	HISTORY	4	3	-	-	1	4
6.	POLITICAL SCIENCE	4	3	1	-	-	4
7.	SOCIOLOGY	4	4	-	-	-	4
8.	PUBLIC ADMINISTRATION	4	2	1	-	1	4
9.	GEOGRAPHY	5	3	1+1(RUSA)	-		5

1.4 Non-Teaching Staff Position:

Sl. No.	Name of Post	No. of sanctioned	Filled	Vacant
1.	HA	1	-	1
2.	UDC	1	1	-
3.	LDC	2	2	-
4.	DRIVER	1	1	-
5.	FOURTH GRADE	5	2	3

1.5 Library & Building Status: (Class room/Academic room/Seminar Hall/Laboratory, Library, Internet Resource Centre, Sports facilities, etc.)

Sl. No.	Name of Building/Room	Nos.	Capacity or Size	Remarks
1.	Class room	13	7285 Sq Feet	
2.	Seminar Hall	1	900 Sq Feet	
3.	Library	1	1200 Sq Feet	
4.	Internet Resource Centre	1	270 Sq Feet	
5.				
6.				
7.				
8.				

1.6 Baseline Data –

(Data should be as on 30th September, 2021)

Sl. No.	Parameters	2021 - 2022		
		TOTAL	Male	Female
1.	No. of students in all programmes in the year	382	220	162
2.	No. of SC students in all programmes and all years of study	-		
3.	No. of ST students in all programmes and all years of study	382	220	162
4.	No. of OBC students in all programmes and all years of study	-		
5.	No. of GENERAL students in all programmes and all years of study	-		
6.	No of fully functional computers available for students	8		
7.	Total number of text books and reference books available in Library for UG and PG	150239		
8.	Student – Teacher ratio	10:1		
9.	% of high quality under graduate students/Post graduate (>75% marks) passed out	26%		
10.	Number of Research Publications in Indian Referred Journals (last 5 years)	22		
11.	Number of Research Publications in International Referred Journals (last 5 years)	13		
12.	Number of Patents obtained	-		
13.	Number of Sponsored Research Projects completed	2		

14.	Passed Percentage of final semester/year students	All students	68%		
		SC	-		
		ST	68%		
		OBC	-		
15.	IRG from students' fee and other charges (Rs. in Lakhs)		15.3		
16.	IRG from externally funded R&D Projects, consultancies (Rs. in Lakhs)				
17.	Total IRG (Rs. in Lakhs)		15.3		
18.	Total Annual Recurring expenditure of the Institution (Rs. in Lakhs)				

IRG = Internal Revenue Generation

2.   **INSTITUTIONAL DEVELOPMENT PROPOSAL**

2.1 Executive Summary of IDP:

Introduction: Based on the SWOC analysis, the NEP Implementation Cell prepares an Institutional Development Proposal for Government Lawngtlai College, which seeks to strengthen the institution, chalk out initiatives to address the weaknesses and challenges, and determine its opportunities as well.

Government Lawngtlai College is located in the southern part of Mizoram, catering to the needs of the people within the entire district which has a population of about 117,894 (2011 Census). Majority of the students come from different places and belong to different minority tribes such as Lai, Mara, Bawm, Pang, Bru and Chakma. The Institutional Development Proposal aims to address and identify areas of improvement so the institution can better serve its students and be a boon for the diverse communities that populates the district.

Proposal: Efforts will be made to upgrade the college as a Model Degree College that offers quality education, catering to the students who are, mostly, from economically and socially weaker sections of the society.

Professional Development Programmes, Trainings and Workshops will be initiated in collaboration with designated skills based department and other educational institutions.

Efforts will be made to reduce dropout rate, and students support services like counseling, mentoring and remedial programmes will be established to serve the needs of the students. Curriculum development in tune with NEP 2020 mandate will be aimed at to improve students' employability and skills.

Facilities for sports, creative work and cultural activities will be expanded to foster holistic development and encourage students' involvement.

Conclusion: The Institutional Development Proposal summarizes key strategies that seek to outline and address the strengths, weaknesses, opportunities and challenges of Government Lawngtlai College. By upgrading the College, embracing technologies, developing staff, expanding curriculum, supporting students through different means and

methods, the institution can strengthen its impact and provide quality education. The proposed Institutional Development Plan will, through its successful implementation, position the institution to uplift the weaker sections of the state's population it serves.

2.2 SWOC Analysis Matrix for developing IDP of the Institution

Strength	Weakness
1. Large campus comprising of 46581.75 sq. meters, green and eco-friendly, catering to the needs of the people within the entire district of Lawngtlai.	1. Shortage in the strength of teaching faculty.
2. The college covers a wide extensive area which is quite sufficient to accommodate greater physical and academic infrastructures that are essential for elevating the institution to a better one.	2. Insufficient class rooms, absence of recreation centers for students.
	3. Absence of regular staff to take care of the College library. Latest library software (SOUL 3.0) is not put into use due to absence of trained regular staff. The library is looked after by a muster roll staff and with the implementation of NEP and changes in the curriculum, insufficient text books will be a weakness.
3. Active Cell of NSS and Red Ribbon Club to serve the society.	4. Limited access to technology.
4. Collective leadership, responsibility and team-work with feedback oriented performance appraisal.	5. There is insufficiency of office staff, resulting in inefficiency in office administration thereby negatively affecting students and faculty welfare.
5. Highly committed, competent, qualified faculty members.	6. Absence of smart class room.
	7. Insufficient additional power back up and Internet facilities.
6. Adoption of latest methodology such as remedial classes for nurturing weaker students.	8. Inadequate facilities for student recreational activities.
7. Focus on practical skills.	9. High dropout rate and low pass percentage due to poverty and social norms that include

8. Owing to the assorted student population that includes students from Lai, Mara, Bawm, Pang, Bru and Chakma community amongst others, there is diversity of perspectives and viewpoints fostering social inclusion and respect for cultural differences.	early marriage as practiced by some of the communities in surrounding areas.

Opportunities	Challenge
1. The college has vast area, which is large area enough to accommodate setting up of greater infrastructure facilities. There is enough space for setting up science and commerce stream at the under graduate level. 2. Students and teachers exchange program with other colleges within the state. 3. There is scope for up gradation of the college to a Model Degree College to impart quality education to the students in the southern part of Mizoram.	1. Inadequate Infrastructure 2. Computerization of all academic and administrative section 3. Creation of modern teaching facilities 4. Modernization and strengthening of library 5. Strengthening research infrastructure and facilities 6. Increase number of Teaching and non-teaching staff to meet the current and upcoming needs 7. Increase intake capacity of students

2,3 Vision and Mission Statement

2,3,1 Vision of the Institution (if Any):

To provide easier access of education for the weaker sections of the society; the population of the south western parts of Mizoram who are majority of the student enrolled in the College.

To encourage professional development programs to achieve excellence in teaching learning, in service and any other community services.

To seek and improve infrastructural facilities, better equipped automated library, student friendly Health and wellness Center

2, 3,2. Mission:

In tune with the college's Motto "More Brightly from the Darkness", the institution's mission is to offer a better, brighter future for the district's population who need enlightenment through higher education.

To inculcate a sense of seriousness and competitive mindset in the students, so that they think beyond local job opportunities and aspire for state and national level livelihood opportunities.

Better and smarter classroom for effective teaching learning process.

2.4   Goal and Objectives of the Institution in view of the vision of NEP:

GOAL: The goal of our institution is to transform our education system to become more student-centric, multidisciplinary, flexible and inclusive which is in line with NEP, 2020. The institution aims to provide a holistic development to the students that meets the diverse needs of the students and the community.

OBJECTIVES: 1. Splitting Academic Programme into Certificate, Diploma, Degree and Advanced Degree Courses.

2. Implement a revised curriculum that aligns with the principles of NEP 2020.

3. Introduce and incorporate technology enabled teaching and learning methods and invest in teacher training programs focusing on pedagogical skills and digital literacy.

4. Focus on imparting industry relevant skills through vocational courses, thereby enhancing students' employability.

5. Encourage interdisciplinary and multidisciplinary teaching and learning to help students develop a broad and flexible foundation of knowledge, skills and attitudes.

6. Promote research and innovation and encouraging both students and faculty to engage in research as outlined in NEP 2020, development of new knowledge and solutions to address societal challenges.

7. Promote multilingualism and the study of regional languages in line with NEP 2020. Provide language courses, encouraging research in regional languages, translating literature, and promoting cultural exchange programmes to inculcate a sense of appreciation and acceptance of diverse cultures and languages.

8. Create a favourable foundation for adopting a multidimensional approach to education, so that we can create an educational system that is not only competitive but inclusive and equitable.

2.5   Setting Targets:

1. Introduction of vocational and skill based courses.
2. Implementing Academic Bank of Credits.
3. Introduction of multidisciplinary approach to education.
4. Setting targets for increasing enrollment of students from diverse backgrounds.
5. Introduction of ICT enabled classroom and e-resource centre.

2.6   Evolving Strategies to meet the target:

A.   Short Term Strategies (3 years)
1.   Each programme should have clear learning objectives which are specific, measurable with achievable outcomes. Students should be clear about what they could do on completion of any course(s)
2.   The college will provide adequate support to enable students to complete the courses they have selected in the form of tutoring, career counseling, mentoring and others.
3.   Making use of technology enabled teaching and learning to enhance learning experience and promote digital literacy among students.
4.   Introduction of Academic Bank of Credits.

B.   Mid Term Strategies (3-8 years)
1.   Update curriculum to align with the provisions of NEP 2020.
2.   Prioritize student centered approaches to develop important skills such as self-direction, teamwork and communication.
3.   Experimental learning will be emphasized to enable students to apply what they have learnt in real world situations.
4.   Collaborate with departments and industries to impart practical training and experiences that stimulate real world work environment.

C.   Long Term Strategies' (8- 15 years)
1.   Recognize the value of diversity and inclusion in education and create a safe, inclusion and welcoming environment for students from different backgrounds.
2.   Encouraging students to work in groups and teams and providing opportunities for them to engage in cooperative learning activities.
3.   Teachers and administration should be encouraged to engage in ongoing training and professional development opportunities to stay up to date with the latest teaching strategies.
4.   Inclusion of regional languages in the curriculum and making it a mandatory on elective subject. Providing adequate resources, audio, video, text books etc that can aid in teaching and learning process.
5.   Create interdisciplinary courses that blend skills, concept and knowledge from different department.

2.7   Propose Governance Structure and Processes:
1. Being a government college, financial expenditure and faculty employment and other related manners are decided by the government.
2. Course planning, curriculum design and mode of teaching are decided by Mizoram University which are adopted accordingly by the college.

2.8   Academic Programme:
Arts (English, Mizo, Education, History, Geography, Political Science, Sociology, Public administration, Economics)

2.9   Human Resource Management:
1. Preparation of Academic Calendar and routine.
2. Participation as resource persons and delegates in various government and non-government organizations/institutions.
3. Financial assistance rendered to faculty members by Staff Welfare Committee.
4. Periodical organization of seminars, conferences and workshops to promote critical thinking and engagement of faculty in research article publication/presentation.

2.10 Students Support System:
  1. Provide Students with clear and up to date information about their courses and assessment methods.
  2. Develop and implement a program to facilitate students' performance and contribute to the students' academic success and career plan.
  3. Support for students with special need.
  4. Provide Career guidance program for students and remedial classes for weak students
  5. Students have access to learning resources including Library and study skill development.
  6. Hostel facilities
  7. College Bus for transportation for the students.

2.11 Financial Plan:
  1. A critical examination of current financial management system to identify areas where cost-saving measures can be implemented.
  2. Fundraising campaigns to invite donations from local community, alumni and other relevant stakeholders.

2.12 Process of Implementation, Monitoring and Evaluation:

  1. Application through CUET (UG) for admission into UG programmes.
  2. Transition from 3 years degree course to 4 years degree course from the Academic year 2023-2024.
  3. Identify/ break down short term, mid-term and long term goals and objectives to be achieved within a definite time frame.
  4. Establish various cells and committees for effective implementation of goals and objectives.
  5. Set up a monitoring team that will effectively and efficiently monitor the functioning of various cells and committees.
  6. Regular evaluation of performances by concerned cells and committees to monitor progress.