Institutional Development Plan (IDP)

PMCOE, Govt Tilak PG College Katni (M.P.)

The institutional development plan for PMCOE, Government Tilak PG college (PMCOE) provides a strategic framework for enhancing several aspects of the institution. The plan includes goals, strategies and efforts to improve academic infrastructure, administrative and co-curricular aspects. It is a general plan which can be modified if required to meet the specific needs of the college if required.

Mission: To nurture lifelong learners who are academically strong, socially responsible, and professionally prepared. The college promotes inclusive education by implementing higher education policies and offering welfare schemes to marginalized communities. It strives to empower students to become independent, committed citizens contributing to nation-building.

Vision: To foster entrepreneurship, moral values, scientific thinking, and holistic development through innovative academic practices. The college aims to be a beacon of excellence, equipping students with the skills and knowledge needed for employability, leadership, and societal upliftment in a rapidly evolving world.

The plan has been prepared keeping in mind the vision, mission and goals, analysing the SWOC data and considering other relevant factors like Sustainable development goals (SDGs) government policies etc which are integral for the development of the college.

Strategic Goals

- Academic Excellence
- Infrastructure development
- Student support system
- Faculty development
- Governance and administration
- Focus on SDG's
- Inclusivity and safety
- Environment responsibility
- Quality assurance
- Monitoring and evaluation

1. Academic Development Plan:

Goal - improving the quality of teaching, learning and research.

- NACC Accreditation

- Getting autonomous status

- Enhancing curriculum by introducing new courses like integrated B.Ed. 4-year course, and BA LLB

- Research and innovation will be promoted, an environment for knowledge creation, dissemination and application will be created. The research policy of the college will be implemented. Research centres will be setup in Hindi, commerce, physics and political science.

- Enhancement of library facilities which will include digital transformation (expansion of e-resources. Provision of multi-media reading rooms, research assistance and information literacy workshops/training.

- Organizing training programs/workshops on pedagogy, research methodologies, with focus on use of ICT and modern teaching tools.

- Organizing academic audits.

- Conducting add-On/value added courses in different subjects.

2. Infrastructure development:

Goal – to upgrade college facilities to meet modern educational needs.

- Upgrading physical, digital and academic infrastructure

- Up-gradation of laboratories with new technology

- Setting up of a wellness centre which will improve physical, emotional well being and will help prevent diseases.

- Building up of a Gyan Vatika which will provide information related to medicinal and Nakshatra plants.

- For sports facilities up-gradation and maintenance of 400-meter track, sports grounds (volleyball, kabaddi, kho-kho, and badminton).

- Construction of a 60x40 meter indoor hall (sports complex).

3. Student support system:

Goal – to foster student's growth beyond academics.

- Career counselling, placement information and skill development programs will be organized on a regular basis.

- Mental health support will be provided through regular yoga and stress releasing workshops, counselling awareness campaigns and sports activities.

- Benefit of all government welfare schemes and scholarships will be provided to the students.

- For holistic development of student's facilities for artistic expression like dance, music, painting and other fine arts will be provided along with sports, fitness and health.

4. Faculty development:

Goal – to ensure quality teaching.

- This will include organizing faculty training programs.

- Organizing workshops seminars and conferences to upgrade skills and knowledge.

- Encouraging faculty to participate in national and international conferences.

- Provide financial support for research and academic publications.

5. Governance and administration:

Goal – decentralized and transparent administration

- Transparent, responsible and efficient management.

- Decentralized governance – which will empower various academic and administrative departments with decision making authority.

- Various committees have been entrusted with different responsibilities for efficient administration and proper monitoring.

- Digital administration implementing e-governance tools for efficient administration providing technical training to staff and students on digital tools.

- Involving all the stake holders – alumni members, staff and students for the overall development of the college.

6. Focus on Sustainable Development Goals (SDGs)

Goal – to promote holistic development of students.

SDG No. 3 Good Health and Well-being –

- For this provision will be made of a wellness centre, regular health checkups for staff and students, organizing blood donation camps, organizing yoga and meditation training.

SDG No. 4 to ensure Inclusive and Equitable Quality Education and to promote lifelong learning opportunities for all –

- Promoting equity and participation of socially-educationally disadvantaged groups (SEDG's) in all academic and co-curricular activities.

- Providing the benefits of all government welfare schemes – scholarship, and other facilities to all students of the weaker section.

SDG No. 5 gender equity and empowerment of girls this will include –

- Strict implementation and monitoring of gender equity and anti -ragging policy of the college.

- Regular monitoring by the grievance redressal and women anti-harassment cell.

- Organizing self- defence training programs for girls.

- Zero tolerance approach towards discrimination, ragging, bullying etc.

SDG No. 6 Clean water and sanitation –

- Provision of purified and cool water supply in all buildings.

- Campus will be made free from water logging, proper arrangement for waste disposal

SDG No. 7 affordable and clean energy –
- Enhancing energy efficiency.
- Minimizing the use of fossil fuel.
- Using rechargeable bulbs.
- The college has a plan to switch to solar energy as an alternate energy source.
- The college has a plan of making arrangement for water harvesting.
- Organizing regular awareness campaigns for saving water and energy.

7. **Inclusivity and safety:**

Goal – safety, security and well being of students.
- PWD accessibility by providing more ramps and railings at strategic places.
- Ensuring the smooth movement of the weak and disabled on the campus.
- Installation of more CCTV cameras.
- Proper security at the entrance gate.
- Securing the outer boundary walls with barbed wire.

8. **Environment responsibility:**

Goal – to provide a safe, healthy and green campus.
- Regular maintenance of the green cover of the college.
- Carrying out more plantation within the campus.
- Maintenance of the botanical garden.
- Saving water and energy.
- Switching to an alternate source of energy (solar energy).

9. **Quality assurance:**

Goal - to enhance academic excellence for holistic growth.
- Strengthening the IQAC to ensure the implementation of quality enhancement measures.
- Regular reviewing of institutional performance against the IDP objectives.
- Ensuring compliance with state and national accreditation bodies.

10. **Monitoring and evaluation:**

Goal – to measure the progress and review the successful implementation of programs.
- Setting up of targets, timelines, milestones and preparation of action plans.
- Monitoring and reviewing the progress.
- Budget allocation for particular programs.
- Feedback mechanism to be strengthened.

The successful implementation of this comprehensive plan of action will require the participation of all stake holders, alignment with institutional values and mission, focus on sustainability and long-term impact. Flexibility and adaptability in response to changing circumstances is also necessary. Regular review and updating of the plan to ensure relevance and effectiveness is necessary.