



**GOVERNMENT OF MAHARASHTRA  
INSTITUTIONAL DEVELOPMENT PLAN (IDP)**

**GOVERNMENT COLLEGE OF EDUCATION,  
NANDED**

**MAHARASHTRA, NANDED**



**SUBMITTED TO THE  
DIRECTOR OF HIGHER EDUCATION, PUNE  
(M.S.)**

### **INSTITUTIONALBASICINFORMATION:**

NameoftheCollege: Government College of Education, Nanded  
Address: SwatantrySainik Colony Shobha Nagar, Nanded - 431605  
Type: Co-education  
Stream: Education  
DateofEstablishment: 15/06/1968  
NameofthePresentPrincipal: Dr.Urmila Dhoot  
Contactno: 9823555588  
CollegeEmail: [gcnanded@gmail.com](mailto:gcnanded@gmail.com)  
Website: <https://www.gcnanded.co.in>  
Affiliated to: Swami Ramanand Teerth Marathwada University, Nanded  
UGCRecognition: 2(f)and12 (B)ofUGCAct1956  
AreaofCampus: ½ Acre  
AccreditationStatus: C Grade in 2014 – 2015 with 1.88 CGPA

**MEMBERS OF THE INSTITUTIONAL DEVELOPMENT PLAN (IDP) PREPARATION COMMITTEE:**

1. Dr. Urmila Dhoot  
Principal & Chairman, NEP Task Force
2. Prof. Dr. Ramteke Vanita, Coordinator, NEP  
Task Force
3. Prof. Dr. Shaila Sarang,  
IQAC Coordinator
4. Dr. Shaker Arif Syed  
Member, NEP Task Force
5. Dr. Govind Bhusare  
Member, NEP Task Force
6. Dr. Vitthal Ghonshetwad  
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7. Shri Venkatesh Pande  
Member, NEP Task Force
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Member, NEP Task Force<sup>3</sup>

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## MESSAGE OF THE PRINCIPAL

The National Education Policy-2020 is a landmark document and a revolutionary step of the Government of India to bring transformational changes in the entire education system through advancements in pedagogies, knowledge creation, innovative delivery mechanism and integrated management of education system. It envisions greater access, equity, excellence, inclusion and affordability to help India emerge as the knowledge superpower.

The Institutional Development Plan (IDP) of Government College of Education, Nanded is the first step forward to chart out the modalities for phased implementation of the NEP 2020 at various levels, and broadly earmarks the short-term and long-term goals which may be assessed and reviewed periodically.

We think that the Institutional Development Plan as the Comprehensive Roadmap for Implementation prepared by the Task Force shall facilitate the college fraternity in putting the vital components of the Policy in place in a time bound manner. The IDP primarily focuses on all the important aspects of NEP-2020 under eight major heads, with the provision of incorporating the left out components of NEP in future in a phased-manner.

We are hopeful that reforms envisaged through the Policy shall see the light of the day with the active engagement and cohesive efforts of all the stakeholders.

Dr Urmila Dhoot

Principal & Chairperson NEP Taskforce

## **Step1:**

### **Analysis of Present Scenario in terms of**

#### **Access, Quality and Future Readiness: ACCESS:**

- Policy of Education for all and strictly adhering to the government reservation policy in the admission procedure.
- Sound student support mechanism with the provision of close Students Mentoring, Career Counseling and Placement, different Cells for Grievance Redressal, Prohibition of Ragging, Communal Harmony, Internal Complaint, Sexual Harassment and Student Welfare Scheme as per Government norms for needy, eligible students and Student Health Insurance as per University norms.
- Add-on courses for soft-skill acquisition and enhancement of employment opportunities
- Faculty empowerment policy such as Lecture programme, Workshop, Research Cell, Duty leave grant for Participation in Seminar and Workshop
- Extension service through community outreach programme, village adoption and school adoption
- Excursion, Study Tour and Field Trip for students
- Women Cell in compliance with the U.G.C. guidelines for Gender Sensitization
- ICT Access through digital classroom and online platform such as Institutional/ individual YouTube channel, Facebook page, Whatsapp and Google classroom.
- A well-equipped Library open for all with more than 26000 books, journals, N-list periodicals and newspapers
- Infrastructural access (Common Room, Canteen, Cycle and Bicycle Stand)
- Well-equipped Computer Laboratory
- Access to Sports facilities (Playground, sports material etc.)
- Alumni Association for involving the outgoing students

## **QUALITY:**

- Infrastructure(enrichedwithupdatedfacility,ICTenabled,well-equipped,andaccessibletoall)
- Curriculum(Value-based,skill-based,updated andofglobalstandard)
- Faculty(Energetic, ,Experienced, Dedicated, well-trainedandResearchoriented)
- Student(Holisticdevelopment,Progression&Placement)
- Administration(Decentralized,Transparent,GoodGovernanceandDynamic)
- Socialcontribution(communityService,SchoolAdoption,VillageSurveyand Adoption)
- Qualityassurancemechanism(RegularFeedbackfrominternaland externalstakeholders)

## **FUTURE READINESS:**

- GrowingInfrastructurewithincreasingICT facilityanddigitalresource.
- DynamicandVisionaryleadership&AdministrativeSetup
- UpdatedandReady-to-beUpgradedFaculty
- Valuebased educationtoinstillIndiantraditionalandculturalvalues
- InnovativepedagogyandSkillbased/vocationaleducationforself-employmentandrealizationoftheideals of *Atmanirbhar Bharat*.
- Introductionofmultidisciplinarycourses
- Studentenrolmentfromdiverse background
- Initiative forinnovative measureslikee –depositoryandCreditbank
- Explorationofteamspirit:Buildingeffectiveteams,Exploringindividualskillsandtotalteamwork

**Step2:**  
**Strategic Plan of Action of the Institution in line with NEP2020:**

**Administrative Plan: Targets:**

- Effective coordination among all domains
- e-governance,
- Continuation of Transparency
- Decentralization

**Strategies:**

- Devising an overarching plan to oversee functioning of all domains
- Institutional Plan with specific targets for the desired outcomes
- Annual Budget Preparation (4 Months, 8 Months, 11 Months)
- Online Admission, online transaction, digital record keeping for paperless administration
- Democratic decision making through participation of all
- Computer literacy for all
- Introducing Management Information System (MIS)

**Infrastructural Plan: Target**

**s:**

- State of the art infrastructure
- To cope up with NEP2020 requirement

**Strategies:**

The priority initiatives under the college Master Plan

- Construction of New Academic Building as per NCTE Norms
- Construction of New Library Big Hall and Automation & Enrichment
- Construction of Hostel for Boys and Girls.
- To equip every Class Room with ICT facility, Installation of Digital and Smart classroom
- To augment the present premises into a Green and Eco Friendly Campus, (adoption of trees by every student and teacher, MoU with NGO and organization involving with environment))
- Renovation of Toilet and Water Supply Facility



- Development of College Playground and Sports facilities.
- Utilization of College Land (3200 Sq m.) at Vishnupuri, Nanded
- Cafeteria with Photostat, printer and other stationeries in all building premises
- Access to all buildings and facilities for Divyang Jan
- Solar energy, battery backup for alternative power supply
- Rainwater harvesting

## **Curriculum and Pedagogy**

### **:Targets:**

- Achievement of distinction and recognition for innovative pedagogy
- Students' extensive success in National level entrance tests, Public Service Commission examination etc.
- To produce skilled, employable and responsible professionals Faculty empowerment
- To ensure students' holistic development
- To contribute to the increase of Gross Enrolment Ratio (GER) of Higher education

### **Strategies:**

- To evolve an innovative and dynamic learner-centered pedagogy which is research-based and ICT enabled.
- Integrating Skill-based courses for Teacher Education.- Reading and Reflecting on text, Entrepreneurship Development, Drama & Arts Education, Use of ICT in Education (Graphic Design, Animation, Photo and Video editing, Creative Art and Design, Desktop Publishing, Academic Writing) Public Speaking, Soft Skill Development
- Mapping of students' skills for better employability.
- Integrating ancient and modern knowledge system in the curriculum with special thrust on Indianised knowledge through value-added courses on ancient traditions, philosophy, psychology, Sociology, value system, Yoga, and Life Skills.
- To foster the spirit of inquisition, and promote independent and critical thinking
- To encourage students to relate the curricula and domain knowledge to contemporary real life situation.

- To take initiative for Pulling more nos. of Students by introducing P.G. Courses, Introduction of Integrated B.Ed. Course, enhancing awareness for Research-based Activities, Academic Exchange through MoU/Linkage with other institution
- Special Cell for Regular Coaching for different level Competitive Examination and Placement.
- Optimum use of technology-based education platforms, such as DIKSHA/SWAYAM;
- Installation and Upgradation of New Laboratories. (GIS Lab, Psychological and Language Labs)

### **Multidisciplinary and Holistic Quality Education:**

#### **Target:**

- Holistic Development of the students (intellectual, aesthetic, social, physical, emotional, Spiritual, and moral development in an integrated manner)

#### **Strategies:**

- Preparing the Roadmap for curricular reforms in a phased manner, focusing on multidisciplinary and holistic approach.
- Encouraging the students to participate in Co-curricular activities.
- Introducing community-based vocational/skill-based courses;
- Enhancement of sports/recreation facilities;
- Developing creative and critical thinking through club activities.
- Integrating Sports, Yoga and Performing arts.
- Introduction of Centre for Cultural and Gender Studies

### **Optimum Learning Environment and Support for Student:**

- A robust mentor-mentee system for constant guidance, counseling and grievance redressal.
- Strict enforcement of all no-discrimination and anti-harassment rules.
- Active participation of students in co-curricular, community based extension activities and other committees/cells/clubs relating to students' welfare.
- Wi-fi Campus.
- Online learning and assessment system.

- Medical Support Facilities as per govt. rules
- Health Insurance for all the students as per University rule.
- Industry linkage for employment generation
- Exploring the possibility to introduce Earn While You Learn Scheme to support deserving students.
- Focus on sensitivity towards diverse gender, social, cultural and religious identities;
- Mechanism for students' wellness such as physical and mental health, psycho-social well-being and sound ethical grooming.

**Motivated, Energized and Capable Faculty & Faculty Empowerment:**

- Faculty Induction Programme for newly recruited faculty.
- Institutional effort to ensure incremental progress of the faculty.
- Promoting the faculty for research projects and collaborative research.
- Institutionalization of research promotion policy.
- Empowering the faculty to adopt innovative pedagogical approaches to enable them to perform creatively.
- Faculty Development workshops/seminars.
- Developing the library as the resource & attraction for the learning community
- Mechanism to incentivize the outstanding teachers through appropriate rewards, recognitions, and by assigning important administrative responsibilities.

**Research Plan:**

**Targets:**

- To enhance research engagements to contribute to the creation of new knowledge.
- To increase number of research programmes by identifying potential and relevant areas of research.
- To increase number and quality of Research contribution.
- To integrate research into pedagogic exercises.
- To disseminate the research outcomes and to find ways for its application.

**Strategies:**

- To galvanize the functioning of Research and Development by organizing motivational and orientation programmes on research at regular intervals

- Action groups/task force to oversee various concerns/ domains of research
- Publication of Research works in reputed, recognized and High impact Factor journals
- To undertake research programmes from leading National funding agencies
- To motivate and help Students for undertaking Research Project
- Seed Grants for Faculty to undertake Research Project
- To Convene National/International Seminar/Workshop

**Social Responsibility Plan:**

- CSR by establishing a Research Centre
- Village adoption and School adoption
- Community projects and outreach Programme (Tree Plantation, Cleanliness drives, blood donation, Survey on Literacy, Health, Socio-economic Status and Drinking water anti superstition, anti addiction )
- Financial assistance to economically backward students as per rule.
- Support during Natural Disaster

### **Step3:**

#### **MissionoftheInstitutiontoidentifygoals,Strengths,Opportunities,Prioritiesandcommitments:**

##### **Mission to identify goals:**

Through three-phased manner vis-a-vis close monitoring of the changing scenario, changing of the existing goals as per requirement and then setting new goals so as to meet the rising demands. The college engages different bodies ranging from the Governing Body to the Students' Union for realizing the mission of identifying its goal.

##### **Mission to identify Strengths, Opportunities:**

Regular rigorous and objective SWOC analysis of the College in general and other constituent Units/Bodies.

##### **Mission to identify Priorities:**

Requirements of the students are exclusively taken care of while it is a matter of identifying the priorities of the institution. The rising demands and the feedback from the stakeholders are the key to the execution of the mission for identifying priorities.

##### **Mission to identify commitments:**

Emphasis is exclusively laid on the matters of social as well as local and national relevance for identifying the institutional commitments. The institution tries to realize its commitments through holistic development of the students.

#### Step4:

**Identify the Strengths and Capacity of the Institution (human financial and Physical infrastructure) in regard to organizational gaps and develop the process to mitigate these gaps.**

<b>Strengths and Capacity of the Institution (human and financial) in regard to organizational gaps</b>	<b>Process to mitigate the organizational gaps</b>
❖ Facilitation of an ambience of work culture conducive to the qualified, dedicated, energetic and experienced faculty members of the college in a systematic way for achieving better outcomes.	❖ Team work will be formed at micro level with different areas of interest to develop work culture. ❖ Appreciation will be given to the dedicated faculty and other members of the college for their outstanding work to motivate them.
❖ Undertaking more community engagement programmes to facilitate collaborative venture with neighboring society of rural background.	❖ Villages lagging behind in education, health and sanitation, gender sensitization, culture, sports, environment etc. will be identified and adopted. ❖ Outreach awareness programmes covering the areas like Anti-addiction, anti-superstition, pollution, Water literacy, Consumption of electrical energy will be undertaken in adopted villages.
❖ Augmenting proactive leadership role involving schools and other educational institutions to enhance quality education like special children school, Juvenile school	❖ Special children ❖ School, juvenile school will be mentored as per requirement
❖ Proper utilization of sport facilities of the college.	❖ Talent search programmes in different areas of sports will be conducted in the college. Students will be motivated to participate in sports events held at different levels.
❖ Undertaking more linkage and collaborative study programmes with nearby HEIs to enable productive learning.	❖ MoUs will be signed with nearby HEIs situated in Nanded district. ❖ Students and faculty exchange programmes will be conducted with nearby HEIs.

❖ Proper utilization of well-equipped computer lab will augment computer knowledge among the students.	To executive use of ICT in education and to implement. ICT while teaching resource persons are invited. To develop computer knowledge among students.
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### Step5:

#### Identify institutional goals-Long term and Short term.

##### Long Term Goals:

- Preparation of ITEP plan.
- To develop the College into a Centre of excellence, which shall provide desired scope and opportunity for the teacher educator in an inclusive way to pursue their dreams of acquiring in depth knowledge and essential teaching skill of global standard.
- To convert human resources into a cognitively empowered, holistically developed and committed manpower offering significant contribution towards nation and world at large.
- To continue to serve in the field of digital education to meet the changing needs of society and develop responsible individuals.
- To continue to pursue ethical conduct towards teaching profession and a high order of integrity in all spheres of institutional functions.
- To continually assess the institutional risk and provide a safe and secured environment to the stakeholders.
- To develop and maintain significant networks for educational various programmes through extension services between Institution, alumni and industry.
- To upgrade the college to a multidisciplinary centre of learning.
- Knowledge creation, innovation and research
- To increase access, equity, and inclusion among teacher trainees

##### Short Term Goals:

Under Short Term Goal, the college keeps in its list of priority some urgent needs which are to be fulfilled at the earliest possible. These can be short listed as-

- Readiness to implement NEP 2020.
- Curriculum upgradation as per requirements so as to make the students ready to fulfill global demand. (as per NCTE and University norms)

- Initiative for changing the institutional status as a traditional degree college into a centre of Excellence, enriched by diversity and multiplicity of course and programme.
- Drive for increasing enrolment to contribute to full fill intake capacity of the institution and try to run the PG course. to increase GER
- Initiative for insisting research culture among the students

### **Step6:**

#### **Institutional level Challenges: Long Term and Short Term:**

#### **Challenges**

- Implementation of NEP-2020 and its ramification is a major challenge
- To recruit faculty as per govt. rules.
- To overcome the hurdle arising in CLUSTER or MULTIDISCIPLINARY process.
- To meet the requirement of Lab facilities including GIS and Language Lab.
- To upgrade infrastructure facilities
- To attain adequate diversity and flexibility in the curriculum and evaluation
- To make internet facility exclusively available

### **Step7:**

#### **Workable Hypothesis to mitigate and overcome the challenges in a phased manner:**

- To work for the development of cluster process
- Infrastructure up gradation with financial assistance from Govt. of Maharashtra, RUSA etc.
- Reimagining and adopting pedagogical changes
- Lecture series for Orientation of NEP – 2020 for the teacher trainees
- To urge the Competent authority for recruiting required Teaching and non-teaching staff.



- Raising the qualitative parameter for teacher trainees
- Changing the mindset of student, faculty and society
- To create new avenue of imparting education through ODL, Online learning etc.

### **Step 8:**

#### **Strategies to Develop Leadership:**

##### **Target:**

To produce world class leaders capable of leading the society, the nation and humanity at large in diverse spheres

##### **Strategies:**

- Developing and inculcating leadership skills with proper orientation and formal various programmes
- Inculcating the values of honesty, accountability, social responsibility and enhancing emotional intelligence
- Encouraging the employees to create their own vision
- Creating an ambience and culture of teamwork and team spirit
  - Appreciating, recognizing good leadership.
  - Identifying the skills and abilities of students and employees
- Categorizing the employees on the basis of experience, proficiency, confidence level etc. and assigning tasks and autonomy accordingly and in a graded manner

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Confidence building: Newly appointed/inexperienced faculty/students will be assigned tasks, giving clear guidelines/instructions and making them work under close supervision

-Capacity building Giving tasks with clear instruction giving autonomy to carry out

-Building Self Reliance; Assigning tasks with no instruction for execution.

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Total Empowerment/Autonomy: Giving autonomy to make own decisions for setting agenda, revise plan and strategy and execute them.

## Step9:

### Mechanism to Ensure Transparency in Governance:

#### Target:

Transparency is widely recognized as a core principle of Good Governance. It implies openness, communication and accountability.

#### Strategies:

##### ❖ Development of E-Office (E-Governance) Model:

- Digitization and accessibility of all records.
- Digital financial management system (Public Finance Management System - PFMS).
- E-filing and tracking system.
- Biometric attendance system.
- Online admissions system.
- Digital monitoring system.
- Digital transaction of information.

##### ❖ Decentralized and Democratic Decision and Policy Making System:

- Discussion and input system from all stakeholders before taking decision.
- Representational system from all stakeholders at apex decision making body.

##### ❖ Robust Audit System:

- Financial audit
- Social audit
- Green audit
- Energy audit at regular interval
- Gender audit
- Academic and Administrative Audit (AAA).

##### ❖ Open Assessment System of Students' Performance:

- Distribution of evaluated answer scripts to the concerned students.
- Notification of their performance in class tests, group discussion, seminars and attendance.
- ❖ Publication of annual report of the college.
- ❖ Parent-Teachers and Alumn meet at regular interval and open discussion on academic and administrative matters.
- ❖ Implementation of Right to Information Cell.

### Step 10:

#### Phase wise Action Plan of the Institution:

Target	Strategies	Time Frame
<b>Effective Governance in Administration</b>	<ul style="list-style-type: none"> <li>➤ Institutional Plan with specific targets for the desired outcomes</li> <li>➤ Annual Budget Preparation</li> <li>➤ (4 monthly &amp; monthly and 11 monthly, digital record keeping for paperless administration</li> <li>➤ Democratic decision making through participation of all</li> <li>➤ Computer literacy for all</li> <li>➤ Introducing Management Information System (MIS)</li> </ul>	- Within two years - With regular interval of time within two years At the same after the discussion - Within one year

<b>Infrastructural Plan</b>	<ul style="list-style-type: none"> <li>➤ Construction of New Academic Building,</li> <li>➤ Construction of New Library Hall and Automation &amp; Enrichment</li> <li>➤ Construction of Boys and girls hostel</li>   <li>➤ To equip every Classroom with ICT facility, Installation of Digital and Smart classroom</li> </ul>	<p>- Within one year</p> <p>- Within five year</p> <p>within two year</p>
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	<ul style="list-style-type: none"> <li>➤ To augment the present premises into a Green and Eco Friendly Campus, (adoption of trees by every student and teacher, MoU with NGO. and organization involving with environment)</li> <li>➤ Renovation of Toilet and Water Supply Facility</li> <li>➤ Development of College Playground and sports facility</li> <li>➤ Utilization of College Land (3200 sq.m.) at Vishnupuri, Nanded</li> <li>➤ Cafeteria with Photostat, printer and other stationeries in all building premises</li> <li>➤ Access to all buildings and facilities for Divyang Jan</li> <li>➤ Solar energy for alternative power supply</li> <li>➤ Rainwater harvesting</li> </ul>	<p>Already started</p> <p>- Within two Years</p> <p>- Within one Years</p> <p>Within one year</p> <p>Within one year</p> <p>Within one year</p>
<p><b>Curriculum and Pedagogy</b></p>	<ul style="list-style-type: none"> <li>➤ To evolve an innovative and dynamic learner-centered pedagogy which is research-based and ICT enabled.</li> <li>➤ Integrating Skill-based/Vocational Courses with General Education. (Graphic Design, Animation, Photo and Video editing, Creative Art and Design, Desktop Publishing, Digital</li> </ul>	<p>Within three Years</p> <p>Within Five years</p>

	<p>Marketing, Academic and Business Writing, Public Speaking, Soft Skill Development)</p> <ul style="list-style-type: none"> <li>➤ Mapping of students' skills for better employability.</li> <li>➤ Integrating ancient and modern knowledge system in the curriculum with special thrust on Indianised knowledge through value-added courses on ancient traditions, philosophy, value system, Yoga, and Life Skills.</li> </ul>	<p>- Within two years - Within Three years</p>
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	<ul style="list-style-type: none"> <li>➤ To foster the spirit of inquisition, and promote independent and critical thinking</li> <li>➤ To encourage students to relate the curricula and domain knowledge to contemporary real life situation.</li> <li>➤ To take initiative for Pulling more nos. of Students by introducing P.G. Courses, Introduction of Integrated B. Ed. Course, enhancing awareness for Research-based Activities, Academic Exchange through MoU/ Linkage with other institution</li> <li>➤ To provide guidance for different level Competitive Examination and counseling for Placement.</li> <li>➤ Optimum use of technology-based education platforms, such as DIKSHA/SWAYAM;</li> <li>➤ Installation and Upgradation of New Laboratories. (GIS Lab, Psychological and Language Labs)</li> </ul>	<p>Within four years</p> <p>Within four year</p> <p>Within three years</p> <p>Within four year</p> <p>Within four year</p>
<p><b>Multidisciplinary and Holistic Quality Education</b></p>	<ul style="list-style-type: none"> <li>➤ Preparing the Roadmap for curricular reforms in a phased manner, focusing on cluster or multidisciplinary system and holistic approach.</li> <li>➤ Encouraging the students to participate in Co-curricular activities.</li> <li>➤ Introducing community-based vocational/skill-based courses;</li> <li>➤ Enhancement of sports/recreation facilities;</li> <li>➤ Developing creative and critical thinking through club activities.</li> <li>➤ Sports, Yoga and Performing arts.</li> <li>➤ Introduction of Centre for Cultural and Gender Studies</li> </ul>	<p>Within four year</p> <p>Already started</p> <p>Within three years</p> <p>Already in process</p> <p>Already in process</p> <p>Within two year</p>

<p><b>Optimum Learning Environment and Support for Student</b></p>	<ul style="list-style-type: none"> <li>➤ A robust mentor-mentee system for constant guidance, counseling and grievance redressal;</li> <li>➤ Strict enforcement of all no-discrimination and anti-harassment rules;</li> <li>➤ Active participation of students in co-curricular, community based extension activities, and other committees/cells/clubs relating to students' welfare;</li> <li>➤ Wi-fi Campus</li> <li>➤ Online learning and assessment with offline</li> <li>➤ Medical Support Facilities.</li> <li>➤ Health Insurance for all the students</li>   <li>➤ School linkage for employment generation</li> <li>➤ Focus on sensitivity towards diverse gender, social, cultural and religious identities;</li> <li>➤ Mechanism for students' wellness such as physical and mental health, psycho-social well-being and sound ethical grooming.</li> </ul>	<p>Already started</p> <p>Already started</p> <p>Already started</p> <p>Already Started</p> <p>As per norms</p> <p>Already Started</p> <p>Already Started</p> <p>Already Started</p> <p>Within two years</p>
<p><b>Motivated, Energized and Capable Faculty</b></p>	<ul style="list-style-type: none"> <li>➤ Faculty Induction Programme for newly recruited faculty.</li> <li>➤ Institutional effort to ensure incremental progress of the faculty.</li>   <li>➤ Promoting the faculty for research projects</li> <li>➤ Institutionalization of research promotion policy</li> <li>➤ Empowering the faculty to adopt innovative pedagogical approaches to enable them to perform creatively.</li> <li>➤ Faculty Development workshops/seminars.</li> </ul>	<p>Already implemented as per government rule</p> <p>Within two year</p> <p>Already Started</p> <p>Already Started</p>



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	<ul style="list-style-type: none"> <li>➤ Developing the library as the centre of attraction for the learning community</li> <li>➤ Mechanism to incentivize the outstanding teachers through appreciation and by assigning important administrative responsibilities.</li> </ul>	<p>year Within two years</p> <p>Already Started</p>
<b>Research Plan</b>	<ul style="list-style-type: none"> <li>➤ To galvanize the functioning of Research by organizing motivational and orientation programmes on research at regular intervals.</li> <li>➤ Action groups/task forces to oversee various concerns/domains of research.</li> <li>➤ Publication of Research works in reputed, recognized and High impact Factor journals</li> <li>➤ To undertake research programmes from leading National and Global funding agencies</li> <li>➤ To motivate and help Students for undertaking Research Project.</li> <li>➤ College Library is available for research work.</li> </ul>	<p>Within three Years</p> <p>Within two Years</p> <p>Already started</p> <p>Within two year</p> <p>Within two years</p> <p>Already started</p>
<b>Developing Leadership</b>	<ul style="list-style-type: none"> <li>➤ Developing and inculcating leadership skills with proper orientation and formal coaching programmes</li> <li>➤ Inculcating the values of honesty, accountability, social responsibility and enhancing</li> </ul>	<p>Already started</p>

motionalintelligence

- Encouraging the employees to create their ownvision
- Creating an ambience and culture of team workandteamspirit
  - Appreciatinggoodleadership.

	<ul style="list-style-type: none"><li>• Identifying the skills and abilities of students and employees</li><li>➤ Categorizing the employees on the basis of experience, proficiency, confidence level etc. and assigning tasks and autonomy accordingly and in a graded manner.</li></ul>	
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Dr. Urmila M. Dhoot  
Principal  
GOVERNMENT COLLEGE OF EDUCATION,  
NANDED