

# **INSTITUTIONAL DEVELOPMENT PLAN (IDP)**

**SKC GOVT. DEGREE COLLEGE, POONCH**

Established: 1955

Affiliated to: University of Jammu

Principal: Dr. Jasbir Singh

Plan Period: 2025–2030

## **1. Introduction**

The Institutional Development Plan (IDP) of SKC Government Degree College, Poonch serves as a strategic roadmap for holistic growth and transformation of the college over the next five years (2025–2030). It focuses on strengthening academic excellence, research culture, infrastructure, governance, and student support mechanisms while aligning with the goals of the National Education Policy (NEP) 2020.

## **2. Vision, Mission and Objectives**

### **Vision:**

- Imparting quality education to the students, promoting their all-round development by participation in sports, extracurricular and other socially relevant activities and inculcating the skill of decision making and democratic values.
- Promoting Preservations and integration of cultural diversities of the Region, State and Country.
- Engaging in the continuous learning necessary in a rapidly advancing world, identifying and addressing critical issues related to the education of all people, and using technology to broaden and support learning opportunities.

### **Mission:**

- To instill and promote scientific temper and enkindle creativity among students.
- To prepare young generation for a better tomorrow.
- To prepare our students carve a space for themselves in the mainstream by overcoming their inhibitions.
- To inculcate the indispensable virtues of tolerance, honesty, hard work and amity among our students.
- To make our students fully alive to the ethical values.

### **Objectives:**

- To enhance academic quality and employability skills.
- To upgrade physical and digital infrastructure.
- To promote interdisciplinary and skill-based courses.
- To encourage research, innovation, and entrepreneurship.
- To ensure good governance, accountability, and transparency.

## **2. Strategic Roadmap (2025–2030)**

\*(Aligned with UGC Quality Mandate & NEP 2020)\*

### **1. Academic Excellence and Curriculum Reforms**

#### **Short-term Goals (2025–2027)**

- Implement Outcome-Based Education (OBE) framework across all programs.
- Revise and restructure curricula as per NEP 2020 guidelines emphasizing multidisciplinary learning.
- Introduce Value-Added and Skill-Based Courses aligned with market and Industry employment needs.
- Develop Curriculum Feedback System involving students, faculty, alumni, and industry.
- Promote ICT-based pedagogy integrating Learning Management Systems (LMS) Coursera, Sawayam, MOOC's , Udacity, Khan Academy, NPTEL, edX and other learning platforms.
- Ensure faculty training in new pedagogical approaches (FDPs, MOOCs, ARPIT, PMMMT).

#### **Long-term Goals (2028–2030)**

- Transition to Four-Year Multidisciplinary, Interdisciplinary Undergraduate Programs with focus on Research, Innovation, and Entrepreneurship & Startups.
- Establish Academic Bank of Credits (ABC) for credit transfer and mobility.
- Launch Minor and Major Degree Programs in emerging disciplines such as AI, Data Science, Cloud Computing, Disaster Management and Climate Studies.
- Introduce Courses under Indian Knowledge System (IKS).
- Launch UG degree under Design Your Degree (DYD) Program of the Higher Education.
- Achieve and maintain NAAC Grade A or above through systematic quality enhancement and benchmarking.

### **2. Research, Innovation, and Knowledge Creation**

#### **Short-term Goals (2025–2027)**

- Establish an Institutional Research and Innovation Cell (IRIC) to coordinate research activities.
- Introduce faculty and student seed grant schemes for minor research projects.
- Conduct annual Research Conclave/Symposium to promote dissemination of research outcomes.
- Collaborate with Parent University and other Universities of the region for joint publications.
- Encourage students to engage in research-based projects and community surveys.

#### **Long-term Goals (2028–2030)**

- Create separate Centre for Innovation and Entrepreneurship Development (CIED).
- File patents and copyrights for innovative works and research outcomes.
- Secure UGC, DST, and ICSSR research funding for institutional projects.
- Establish industry partnerships for applied and translational research.
- Publish Institutional Research Journal (IRJ-SKC) recognized at national level.

### **3. Infrastructure and Technological Upgradation**

#### **Short-term Goals (2025–2027)**

- Upgrade laboratories, classrooms, and library facilities with modern technology.

- Establish Smart Classrooms, E-Yantra and Virtual Labs to support blended learning.
  - Expand Wi-Fi and digital connectivity across campus.
  - Expansion & Complete digitization of Library resources.
- Digitize library resources and subscribe to ONOS, INFLIBNET, N-LIST, and e-ShodhSindhu platforms.
- Implement solar power initiatives and energy-efficient lighting.

#### **Long-term Goals (2028–2030)**

- Develop a Digital Knowledge Hub integrating LMS, ERP, and e-resources.
- Construct a Research Block and Innovation Centre.
- Develop fully green and barrier-free campus with rainwater harvesting, waste management, and solar grids.
- Create Smart Campus Dashboard for monitoring energy, attendance, and facility usage.
- Establish an Artificial Intelligence and Robotics Laboratory in the College.
- Upgradation of installed Interactive Flat Panel Displays with high and advanced configurations.

### **4. Governance, Leadership, and Institutional Effectiveness**

#### **Short-term Goals (2025–2027)**

- Introduce E-Governance System for administrative transparency and efficiency.
- Establish Strategic Planning and Development Committee (SPDC) for policy implementation.
- Train administrative and academic staff in leadership and management skills.
- Strengthening of participatory decision-making through committee-based governance.

#### **Long-term Goals (2028–2030)**

- Achieve Institutional Autonomy under UGC guidelines.
- Implement Performance Management Systems (PMS) for staff evaluation.
- Develop Policy Frameworks for research ethics, gender sensitization, grievance redressal, and inclusivity.
- Pursue ISO 21001 Certification for educational quality management.

### **5. Student Support, Welfare, and Employability**

#### **Short-term Goals (2025–2027)**

- Strengthen Mentorship and Counseling System to support academic and psychological well-being.
- Strengthen Career Guidance and Placement Cell in collaboration with industry partners.
- Conduct Skill Enhancement Workshops on communication, ICT, and entrepreneurship.
- Create Student Grievance and Feedback Portal for real-time problem resolution. (SIGMA)
- Promote NSS/NCC, sports, and cultural activities for holistic development.

#### **Long-term Goals (2028–2030)**

- Establish Incubation & Entrepreneurship Hub to promote start-up culture.
- Offer industry-integrated internships and apprenticeships.
- Facilitate Alumni Network Platform for mentoring and placement.
- Provide scholarships and fellowships to meritorious and marginalized students.

## **6. Inclusivity, Equity, and Gender Sensitization**

### **Short-term Goals (2025–2027)**

- Promote & strengthen the Equal Opportunity and Gender Sensitization Cell.
- Ensure barrier-free infrastructure for differently-abled students.
- Conduct awareness programs on gender equality, social justice, and inclusivity.

### **Long-term Goals (2028–2030)**

- Implement Diversity and Inclusion Policy.
- Achieve 50% gender representation in leadership and committees.
- Create separate Women's Development and Empowerment Centre (WDEC).

## **7. Community Engagement and Extension Activities**

### **Short-term Goals (2025–2027)**

- Strengthen NSS and NCC outreach programs for local development.
- Conduct adult literacy, health awareness, and environmental drives in rural areas.
- Organize Skill Development Camps for unemployed youth.

### **Long-term Goals (2028–2030)**

- Establish Community Resource Centre (CRC) for continuing education.
- Forge partnerships with local administration, NGOs, and universities.
- Promote service-learning and community-based research projects.

## **8. Environmental Sustainability and Green Campus**

### **Short-term Goals (2025–2027)**

- Continue Promotion of waste segregation, rainwater harvesting, and tree plantation drives.
- Conduct annual Green and Energy Audits.
- Strengthen Eco Club and Environment Monitoring Committee.

### **Long-term Goals (2028–2030)**

- Achieve Carbon Neutral and Plastic-Free Campus.
- Transition to 100% renewable energy-based systems.
- Attain Green Campus Certification from recognized agencies.

## **9. Monitoring, Evaluation, and Continuous Improvement**

### **Short-term Goals (2025–2027)**

- Form IDP Monitoring & Evaluation Committee under the Principal.
- Use Key Performance Indicators (KPIs) to measure annual progress.
- Conduct Internal and External Academic Audits annually.
- Submit Annual Institutional Performance Report (AIPR) to UGC.
- Incorporate stakeholder feedback for continuous improvement.

## **4. Steps to Achieve Institutional Goals for Future Progress**

### **1. How to Achieve Institutional Goals**

- Periodic review of institutional policies and practices.
- Adoption of innovative pedagogical approaches (blended, experiential, and outcome-based learning).
- Faculty capacity building through FDPs and training.
- Strengthened collaborations with academia and industry.
- Encouragement of student participation in governance and quality initiatives.

### **2 .Strengthening Academic Excellence**

#### **Curriculum Development:**

- Regularly update curricula in accordance with NEP-2020 to ensure flexibility, interdisciplinarity and employability.
- Integrate skill-based, value-added, and experiential learning courses.

#### **Pedagogical Innovations:**

- Implement ICT-enabled teaching through smart classrooms, MOOCs, and Learning Management Systems.
- Encourage blended learning models combining classroom and online pedagogy.

#### **Faculty Development:**

- Organize regular Faculty Development Programs (FDPs), refresher courses, and orientation programs in collaboration with HRDCs and UGC.
- Promote participation in national and international conferences and encourage research publications in UGC CARE/Scopus journals.

### **3. Enhancing Research, Innovation, and Consultancy**

- Establish an Institutional Research and Development Cell (IRDC) to promote a research culture.
- Provide seed grants and incentives for quality research and publication.
- Encourage interdisciplinary research projects, especially in local relevance (e.g., Himalayan ecology, rural development, etc.).
- Develop partnerships with industries and universities for collaborative research and consultancy.
- Facilitate patent filing and innovation exhibitions at regional and national levels.

### **4. Infrastructure and Digital Transformation**

- Upgrade laboratory and library facilities with digital resources, e-journals, and online databases (e.g., INFLIBNET, N-LIST).
- Equipped smart classrooms, digital notice boards, and e-content repositories.

- Expand campus Wi-Fi coverage and strengthen IT infrastructure.
- Establish a Centre for Skill Development and Entrepreneurship (CSDE) aligned with local and regional employability needs.
- Construct eco-friendly infrastructure ensuring accessibility for differently-abled students.

## **5. Student Support and Holistic Development**

- Strengthen mentoring and counselling mechanisms for academic, career, and psychological support.
- Introduce career-oriented programs in collaboration with placement cells, industries, and Skill India initiatives.
- Enhance participation in co-curricular, cultural, and sports activities for overall student development.
- Provide financial aid, scholarships, and support systems for underprivileged students.
- Establish Alumni Association chapters for mentoring and resource mobilization.

## **6. Quality Assurance and Governance**

- Strengthen the Internal Quality Assurance Cell (IQAC) for continuous quality monitoring.
- Implement Outcome-Based Education (OBE) and performance-linked appraisal systems.
- Conduct regular academic and administrative audits.
- Encourage participatory governance through transparent decision-making, digital record management, and stakeholder feedback.

## **7. Environmental Sustainability and Community Engagement**

- Develop a Green Campus Initiative – promoting solar power, rainwater harvesting, waste management, and plantation drives.
- Integrate environmental awareness in curriculum and NSS/NCC activities.
- Engage with local communities through outreach programs focusing on literacy, gender equality, health, and environment.

## **8. Institutional Alignment with NEP 2020**

- Introduce multidisciplinary programs and flexible exit options in degree structures.
- Integrate vocational education and local language promotion in line with NEP directives.
- Establish Academic Bank of Credits (ABC) implementation framework.

- Promote inclusive and equitable access for students from remote, rural, and marginalized backgrounds.

## **9. Monitoring, Evaluation, and Sustainability**

- Develop a comprehensive Institutional Monitoring Framework (IMF) under IQAC for performance tracking.
- Conduct annual reviews of departmental progress based on measurable Key Performance Indicators (KPIs).
- Publish an Annual Institutional Performance Report (AIPR).
- Sustain achievements through resource mobilization, alumni engagement, and collaborations.

## **5. SWOT Analysis**

### **Strengths:**

- The College is located in a tribal district and serves 100% students from reserved and tribal categories, promoting inclusive and equitable access to higher education.
- NEP 2020–aligned multidisciplinary undergraduate programmes in Arts, Science, and Commerce.
- Qualified and experienced faculty with active participation in academic and institutional activities.
- Functional IQAC ensuring quality assurance and continuous improvement.
- ICT-enabled teaching-learning processes and blended learning practices.
- Inclusive access to higher education for rural, border, and socio-economically disadvantaged students.
- Strategic importance as a major higher education institution in the border district of Poonch.

### **Weaknesses:**

- Limited postgraduate, professional, and vocational programmes.
- Low research output and limited funded research projects.
- Inadequate industry-academia collaboration and placement opportunities.
- Need for modernization of laboratories and digital infrastructure.
- Constraints in implementing fully flexible multidisciplinary courses due to limited resources.
- Geographical and border-region limitations affecting academic exposure and collaborations.

### **Opportunities:**

- Implementation of NEP 2020 enabling multidisciplinary and flexible learning pathways.
- Strengthening skill-based and vocational courses relevant to local and border-region needs.
- Expansion of digital learning through MOOCs, SWAYAM, NPTEL, COURSERA, UDACITY and other Online Platforms.
- Scope for research collaborations and government funding under UGC, RUSA, ICSSR, DST and other schemes.
- Strengthening community engagement and regional development initiatives in border areas.

- Special policy support and funding opportunities for institutions located in border regions.

**Threats:**

- Increasing competition from private and urban institutions.
- Migration of students to metropolitan cities and private universities.
- Geographical and security challenges affecting academic continuity in border areas.
- Digital divide among students from rural and border backgrounds.
- Financial constraints and dependence on government funding.
- Rapid technological changes requiring continuous upgradation of curriculum and infrastructure.

**6. Conclusion**

The IDP 2025–2030 provides a comprehensive and actionable framework for SKC Government Degree College, Poonch to achieve academic excellence, institutional sustainability, and community impact. Through strategic planning, innovation, and continuous evaluation, the college aims to position itself as a model institution in higher education under the ambit of the University of Jammu and UGC guidelines.