# Institutional Development Plan (IDP)

# P.S.A. Government Degree College, Haroli (Una, Himachal Pradesh)

## Criterion I: Curricular Aspects

**Plan & Initiatives**

1. Effective implementation of the university-prescribed curriculum across all programmes.

2. Introduction of skill-oriented, value-added, and certificate courses to enhance employability.

3. Proposal and phased introduction of professional programmes such as BBA and BCA, along with five postgraduate programmes, as per university and government approval.

4. Integration of experiential learning, field work, projects, and internships.

5. Regular feedback from students, alumni, and faculty for curriculum enrichment.

## Expected Outcomes

1. Curriculum relevance to regional and national needs

2. Improved student employability and skill development

## Criterion II: Teaching-Learning and Evaluation

## Plan & Initiatives

1. Adoption of learner-centric teaching methodologies including seminars, group discussions, presentations, and project-based learning.

2. Strengthening of the mentor-mentee system for academic and personal guidance.

3. Use of ICT tools, smart classrooms, and digital resources in teaching.

4. Transparent and continuous evaluation through internal assessments and feedback.

5. Special academic support for slow learners and advanced learners.

# Expected Outcomes

1. Improved learning outcomes
2. Enhanced student engagement and academic performance

## Criterion III: Research, Innovations and Extension

## Plan & Initiatives

1. Encouragement of faculty research, publications, and participation in seminars and conferences.

2. Organization of workshops on research methodology and innovation.

3. Strengthening extension activities through NSS focusing on community development, cleanliness, health, and environmental awareness.

4. Promotion of social responsibility and community engagement among students.

## Expected Outcomes

1. Development of research culture

2. Increased community outreach and social impact

# Criterion IV: Infrastructure and Learning Resources

## Plan & Initiatives

1. Construction of a new academic building with modern, high-tech classrooms.

2. Up gradation of laboratories, seminar halls, and faculty rooms.

3. Strengthening of library with updated books, journals, and e-resources.

4. Introduction of digital library facilities.

5. Provision of facilities for differently-abled students and basic campus amenities.

## Expected Outcomes

1. Improved learning environment

2. Enhanced access to academic resources

# Criterion V: Student Support and Progression

# Plan & Initiatives

1. Career guidance, counseling, and competitive examination support.

2. Organization of skill development, personality development, and placement-oriented activities.

3. Encouragement of student participation in sports, cultural, and academic competitions.

4. Scholarships and financial assistance for deserving students as per government norms.

5. Promotion of alumni association activities for student mentoring.

# Expected Outcomes

1. Higher student retention and progression

2. Improved career awareness and opportunities

# Criterion VI: Governance, Leadership and Management

# Plan & Initiatives

1. Participative governance involving Principal, faculty, staff, and students.

2. Effective functioning of IQAC for quality assurance and continuous improvement.

3. Transparent administrative and financial management.

4. Decentralization of responsibilities through committees.

5. Faculty empowerment through training and professional development.

6. Expected Outcomes

7. Efficient institutional management

8. Strengthened quality culture

# Criterion VII: Institutional Values and Best Practices

# Plan & Initiatives

1. Promotion of ethical values, gender equity, and inclusive practices.

2. Green campus initiatives including cleanliness drives, plantation, and waste management.

3. Energy conservation and environmental awareness programmes.

4. Celebration of national days, constitutional values, and social awareness campaigns.

5. Adoption of best practices focusing on holistic development and social responsibility.

# Expected Outcomes

1. Environmentally conscious and socially responsible students.
2. Strengthened institutional identity and values.

# Conclusion

The Institutional Development Plan of P.S.A. Government Degree College, Haroli is aligned with the NAAC 7-Criteria framework and focuses on academic excellence, infrastructural growth, ICT integration, holistic student development, and social responsibility. The systematic implementation and continuous monitoring of this plan will contribute to quality enhancement and sustainable institutional growth.

## Action Plan for Institutional Development Plan (IDP)

## 1. Academic Excellence & Learner-Centric Education

Actions:

1.  Adopt learner-centric teaching methods such as group discussions, seminars, projects, and presentations.

2.  Introduce outcome-based education (OBE) in all departments.

3.  Organize workshops, guest lectures, and academic talks regularly.

4.  Strengthen mentoring and feedback mechanisms for continuous student progress.

Timeline: Ongoing (Short & Long Term)

Responsibility: Principal, IQAC, Heads of Departments

# 2. ICT Integration in Teaching–Learning

## Actions:

1.  Provide laptops and ICT tools to all faculty members.

2.  Use smart classrooms, projectors, and online learning platforms.

3.  Conduct faculty training programs on digital tools and e-content development.

4.  Encourage use of LMS, online resources, and blended learning.

Timeline: Short Term (1 year)

Responsibility: Administration, ICT Committee.

# 3. Library Development

## Actions:

1. Upgrade library infrastructure with adequate seating and digital access.

2. Procure updated textbooks, reference books, journals, and e-resources.

3. Introduce e-library facilities and online databases.

4. Extend library hours during examinations.

Timeline: Short to Medium Term

Responsibility: Librarian, Library Committee

# 4. Infrastructure Development

## Actions:

1. Construct a new, modern academic building with high-tech classrooms.

2. Develop laboratories, seminar halls, and faculty rooms.

3. Ensure facilities for differently-abled students.

4. Improve campus amenities such as drinking water, sanitation, and green spaces.

Timeline: Medium to Long Term

Responsibility: College Management, Government Authorities

# 5. Introduction of New Courses

## Actions:

1. Prepare proposals and seek approval for BBA and BCA programs.

2. Plan introduction of five postgraduate courses based on demand and feasibility.

3. Recruit qualified faculty and develop required infrastructure.

4. Promote new programs through awareness campaigns.

Timeline: Medium Term

Responsibility: Principal, Academic Council, University Authorities

# 6. Co-curricular & Extra-curricular Activities

## Actions:

1. Strengthen NSS, NCC, sports, cultural, and literary activities.

2. Organize debates, quizzes, cultural events, and leadership programs.

3. Encourage student participation in inter-college and university-level competitions.

Timeline: Ongoing

Responsibility: Student Welfare Committee, Program Officers

# 7. Holistic Development of Students

# Actions:

1. Conduct value-based education programs, yoga, meditation, and counseling sessions.

2. Organize career guidance, placement drives, and skill-development workshops.

3. Promote social awareness through community outreach programs.

Timeline: Ongoing

Responsibility: Counseling Cell, Career Guidance Cell, NSS Unit

# 8. Faculty Development

## Actions:

1. Encourage faculty to attend FDPs, workshops, seminars, and conferences.

2. Motivate faculty for research, publications, and innovation.

3. Implement performance appraisal and feedback systems.

Timeline: Ongoing

Responsibility: IQAC, Principal

---

# Expected Outcomes

1. Improved academic performance and student satisfaction

2. Digitally empowered faculty and students

3. Enhanced infrastructure and learning resources

4. Introduction of professional and postgraduate programs

5. Development of socially responsible, skilled, and confident graduates

# College P.S.A. G.D.C. Haroli

# Academic Session: 2024–2025

# 1. Institutional Vision and Mission

# Vision

To impart quality higher education by fostering academic excellence, skill development, social responsibility, and holistic student growth.

# Mission

1. To provide inclusive and value-based education.

2. To enhance employability and life skills.

3. To promote research, innovation, and community engagement.

4. To ensure continuous quality improvement through participative governance.

**Institutional Development Plan (IDP)**

1. Vision Document:

Our vision is to build an institution of excellence committed to holistic development, where knowledge, skills, and integrated moral and ethical values are nurtured. The aim is to prepare students for meaningful personal lives and professional excellence, thereby expanding the horizons of their minds and shaping them into socially responsible citizens.

2. Institutional Development Plan (IDP):

An Institutional Development Plan serves as a strategic framework and action plan that enables the college to align its academic and professional growth with long-term objectives. It emphasizes learner-centric pedagogy, the creation and dissemination of knowledge, and the application of skills in real-world contexts.

The key components of our college's Institutional Development Plan include:

- Ensuring a healthy and inclusive learning environment that fosters productive feedback and continuous academic progress for students.

- Emphasizing learner-centric education, innovation, and the practical application of skills and knowledge.

- Integrating Information and Communication Technology (ICT) to enhance the teaching-learning process.

- Developing a well-equipped and resource-rich library to support academic excellence.

- Encouraging active participation in co-curricular and extra-curricular activities to foster creativity, leadership, and teamwork.

- Promoting the all-round development of students—intellectually, spiritually, emotionally, psychologically, and socially—so they emerge as thoughtful, independent individuals, capable of resisting ignorance and exploitation.

- Providing laptops and other essential ICT resources to all faculty members to support digital learning.

- Constructing a new, state-of-the-art building with high-tech, modern classrooms and infrastructure.

- Introducing new professional courses such as Bachelor of Business Administration (BBA) and Bachelor of Computer Applications (BCA), along with five postgraduate

programs:

- M.A. in Political Science
- M.A. in History
- M.A. in Hindi
- M.A. in English
- Master of Commerce (M.Com)

This Institutional Development Plan is a dynamic roadmap that reflects our commitment to academic innovation, infrastructural advancement, and the holistic development of our students and faculty.