

**SARLA MEMORIAL GOVERNMENT GIRLS COLLEGE,  
SAFIDON  
(JIND)**



**INSTITUTIONAL DEVELOPMENT PLAN  
(2024-2034)**

# 1. INTRODUCTION

The Institutional Development Plan (IDP) of Sarla Memorial Government Girls College, Safidon is a comprehensive 10-year roadmap designed to ensure the gradual and inclusive development of the institution, keeping in mind the interests of all stakeholders including students, faculty, parents, and the community. Anchored in the college's vision, mission, and objectives, the IDP integrates strategic goals such as infrastructure enhancement, academic and research development, student welfare, financial planning, and implementation of government initiatives including the National Education Policy (NEP) 2020. The plan includes a detailed SWOT analysis to assess institutional strengths and challenges, and outlines quality benchmarks for promoting digital literacy, gender-sensitive infrastructure, faculty capacity building, and industry-academia collaboration. By aligning with national educational reforms and focusing on empowerment through education, the IDP aims to transform the college into a center of excellence for women's higher education, fostering innovation, inclusivity, and sustainability over the coming decade.

## 2. VISION

To foster human development through excellent educational opportunities that is responsive to the needs of our female students and empowers them to meet and exceed challenges as active participants in shaping the future of society.

## 3. MISSION

- To provide quality education, creating human assets/manpower and intellectual capital.
- To develop soft skills, critical and independent thinking of students to empower and enable them to face various challenges in their life.
- To impart education with knowledge of ICT and scientific attitudes.
- To enable students to explore locally available economic resources for their employment and provide support to the society.
- To make students ecologically conscious and develop a sense of sustainable development among them.

## 4. STRENGTHS:

- Well qualified, experienced and multitalented faculty members.
- Well equipped library with sufficient numbers of books.
- Active CCTV leading to a secure environment.
- Welfare initiatives for students like financial assistance schemes like Earn While You Earn and scholarships.
- Discipline in the Campus is a major strength of the college.

- Cooperation among staff (Teaching and non-teaching) makes the working environment very efficient and positive.
- Administrative Efficiency is the major strength. Non-pendency of Administrative work is commendable.
- Administrative work and powers are decentralized through different administrative college committees in effect.
- Utmost importance is given to financial and administrative transparency.
- Democratic decision making is essential for good -governance and an effective and positive Administrative working environment. It is ensured through staff meetings over almost all issues and through administrative committees.
- Clean and Green Environment of the Campus is the backbone of a good learning and working environment.
- Good learning environment is ensured through regular classes, and other curricular and co-curricular activities and 24x7 support from teachers.
- Overall development of the students is ensured through different activities in academics, sports facilities, cultural activities, and fine arts.
- Transportation facility is available for students upto Bus-Stand. This compensates for the issue of far-location.
- Availability of NSS creates leadership qualities, cooperation, team -building and sense of social service and nation-service.
- Availability of Smart class-rooms for students provides the whole new world of digital learning.
- Physical infrastructure is sufficient and in good condition.
- Physical infrastructure is also friendly and adjusted to needs of differently-abled persons.

## **5. WEAKNESSES :**

- Lack of Human resources/manpower.
- Lack of teaching faculties.
- Lack of different subjects and streams.
- Lack of R&D due to extra-work -burden caused by lack of human resources.
- Requirement for technical and digital up gradation in administrative and learning environments.
- Lack of Coach Facilities in sports.
- Lack of music instruments and music accompanists for cultural activities.
- Lack of NCC units in college.
- More administrative work-burden affects the R&D and teaching efficiency of teaching faculties.
- Weak academic background or Base of students is a major problem in effective and efficient teaching and learning.

- Lack of awareness and availability of career opportunities and required skills due to small town background and rural hinterland.
- Lack of desired motivation and aptitude in students for career making.
- Lack of Alumni - Association for fund-raising and for morale-boosting of students.
- Need for upgradation to Digital Local Management System for administrative transparency and efficiency.
- Need for up gradation of digital skills of the teaching and non-teaching staff members.
- Need for creating our own MOOCs and digital recording studio and other facilities.
- Need for organizing different workshops for different purposes for both teachers and students.
- Need for institutional collaboration with Advanced Study Centers and institutes.

## **6. GOALS:**

### **PHYSICAL INFRASTRUCTURE**

- To establish a First Aid room with proper facilities.
- To establish a sports hall for indoor games.
- To prepare ground for outdoor games.
- To increase infrastructure for cultural activities.
- To establish parking shed for students as well as staff members.
- To install solar power plant, contributing to power generation.
- To set up rain water harvesting system in the institute.
- To take green initiatives by tree plantation time to time.

### **DIGITAL DEVELOPMENT**

- To create infrastructure facilities for e-content development.
- To convert all classrooms into smart classrooms.
- To adopt and update the ICT tools regarding teaching and learning.
- To install digital data storage and security system software.
- To convert the whole campus into a free WiFi zone with unlimited and high speed internet.

### **ACADEMIC DEVELOPMENT**

- To organize job oriented Lectures/Programs twice in a month.
- To organize lectures on writing, learning and communication skills.
- To organize workshops on soft skills & professional skills to make the students self- reliant.
- To provide remedial classes for slow learners through online/offline mode.

- To provide awareness among students regarding SWAYAM portal and facilities for online examinations of courses offered in online mode by SWAYAM.
- To provide opportunities to the students for visiting different places by organizing educational trips once in a year.
- To organize Inter - College / State level competitions in various departments/cells/ committees.
- To improve the Gross Enrollment Ratio.

## **STUDENT WELFARE**

- To organize job oriented lectures/programs twice in a month.
- To organize lectures on writing, learning and communicative skills.
- To organize a workshop on self defence training.
- To develop desirable values, attitudes and behavior patterns in students.
- To create WhatsApp groups of mentor-mentee by mentors to resolve the issues/problems of students.
- To organize a one week First Aid training program once a year.

## **RESEARCH DEVELOPMENT**

- To encourage the teachers for paper presentation in seminars/ conferences as well as publishing research papers.
- To publish e-magazine of the institute yearly.

## **GOVERNANCE INITIATIVES**

- Telegram channel of the institute will be used to provide/share the information/notice among students.
- To initiate the efforts towards reducing the usage of paper in administrative work.
- To issue library books through SOUL2.0 software.
- To organize the training of utilization of SOUL2.0 software to ensure the efficient management of resources.
- To create social media accounts for improving communication.
- To implement a robust student feedback mechanism for better control on teaching, learning and other institutional facilities.

## **FINANCIAL INFRASTRUCTURE & FUNDING MODELS**

- To explore the additional funding opportunities from Government/Private agencies / organization such as ATM, Vita Booth, etc.
- To provide sports ground & sports items on rent to public.
- To register Alumni-Association for fund-raising, network building and also for morale-boosting of students.

## **NETWORKING AND COLLABORATORS**

- To organize District/State level activities/competitions in collaboration with another institution.
- To organize Institute level Job Fair in collaboration with companies.
- To contribute towards social service with the support of local administrative bodies.
- To strengthen alumni networks as well as alumni engagement for the benefit of ongoing generations of learners.

## **IMPLEMENTATION OF NEP-2020 AND ACADEMIC BANK OF CREDIT**

- The institution is committed to the successful implementation of the National Education Policy (NEP) 2020, which aims to transform the higher education in India through a holistic, flexible, and multidisciplinary approach. The institution is aligning its academic structure with the key principles of NEP 2020 by revising curricula to include skill-based and value-added courses, introducing multidisciplinary options, and promoting experiential learning, critical thinking, and ethical values. Efforts are being made to integrate technology in teaching-learning processes, promote skill training and enhance faculty capacity through continuous professional development. In line with NEP guidelines, the college is in the process of registering for the Academic Bank of Credits (ABC) to facilitate student mobility and academic flexibility, enabling learners to earn, transfer, and accumulate credits across institutions. These initiatives reflect the college's vision of empowering women with quality education and preparing them to meet global standards in education and employment.



Principal

(Dr. Tanasa Hooda)