Institutional Development Plan

CURRENT STATUS OF THE COLLEGE

General profile

Name and Address of the college	Smt. Urmila Devi Mahavidhyalay
Year of Establishment	
Institutional Status	Private
Number of Programme offered	B.SC, D.EL.ED

Smt. Urmila Devi Mahavidhyalay is one of the reputed and prestigious Colleges in Etawah District Headquarters; it is an Oasis of right education and the cradle of future leaders. The

College was established with a vision to achieve Academic Excellence by imparting quality and secular education with strong emphasis on spiritual

growth, sound mind, clean heart, healthy body and expansion of knowledge through "Value based Education." It is a co-educational institution with boarding facility. The College is

permanently Affiliated to Kanpur University

GUIDING PRINCIPLES OF Smt. Urmila Devi Mahavidhyalay

Vision and Mission Statement of the College

Our Vision:

Smt. Urmila Devi Mahavidhyalay was established with a strong desire and a clear vision to Creat a center of Academic excellence with focus on societal service for nation building by educating the poor rural Boys and Girls and prepare them to face the fast-changing world. It envisages on value-based education, all-round

development of the students, gendering equality and women empowerment, skills development, upliftment of the society especially the surrounding villages and communities. Promoting Academic and co-curricular activities through innovation, diversity and flexibility as the vision of the college. The emblem of the college, "The Sunshine Overlooking the Hills and the Mountains" (The watchtower of the sunrays as the source of all life and knowledge) is quite significant about the vision of the college. Youth should be liberated from all kinds of ignorance and be empowered with knowledge, skills and dreams. Human resource or youths are the most important resource of the nation

Our Mission:

1. Give high quality, affordable education and the best of everything in rural areas with the focus on All-round development of students.

2. Build strong moral foundation by giving value-based education and create quality human resources and leaders with discipline, skills, confidence, courage and integrity.

3. Eradicate ignorance, illiteracy and poverty from the society and uplift, support, and empower the weak and help bring changes in the surrounding villages and community.

4. Promote gender equality and women empowerment.

5. Propagate and promote peace, unity, respect, tolerance and love through intercommunity living and cultural exchange.

Quality Policy of the college

Smt. Urmila Devi Mahavidhyalay is committed to a culture of quality enhancement through a process of continuous quality improvement in all its endeavours, namely, teaching-learning, research, student support and extension services. For all round development of the students, the college is committed to provide platforms to focus on various areas of education, art and knowledge. These are,

1. To provide quality infrastructures, quality teaching-learning for quality outcome and to contribute in removing illiteracy in the region.
2. To provide the highest standard of personal development, including intellectual, physical and spiritual values.
3. To equip and direct every student to be fit and take part in national building by discovering and nurturing their talents.
4. To give top priority in inculcating civic sense and discipline so as to produce high quality, secular, educated persons of the highest degree of integrity and abolish corruption in the society.
5. To develop and promote skills of leadership so as to equip the students for their tomorrow's role and responsibilities as pillars of the nation.
6. To inculcate in them the habit of information seeking and passing.
7. To inculcate the sense of duty so as to help them lead a purposeful life.
8. To help students appreciate cultural plurality while not mistaking the uniqueness of each one.
9. To educate the students in matter of human rights so as to let them understand their own rights as human being and appreciate and accommodate rights of other.
10. To help students realize the importance of ecological balance and care for the environment and accordingly use eco-friendly articles

Guidelines of National Education Policy-2020

As per NEP 2020, the purpose of the education system is to develop good human beings capable of rational thought and action, possessing compassion and empathy, courage and resilience, scientific temper and creative imagination, with sound ethical moorings and values. The policy aims at producing engaged, productive, and contributing citizens for building an equitable, inclusive, and pluralistic society as envisaged by our Constitution.

AIMS AND OBJECTIVES OF THE INSTITUTIONAL DEVELOPMENT PLAN

The basic objective of the Institutional Development Plan is to make students a successful citizen by improving the quality and infrastructure of educational institutions. Based on the Institutional Development Plan, the college will develop initiatives, assess the progress and reach the goals set therein, which can then become the basis of government funding. Considering the background of the college as an institution imparting quality education in science, arts, and Commerce, the college has identified the broad aim of IDP as follows:

• To create a supportive academic environment for students ingrained with sincerity, discipline and commitment.

• To institute a sustained quality system embedded with a conscious, consistent and programmed action

• To mould humane citizens of the nation

• To make skilled manpower through effective use of emerging technological tools and to bridge the gap between social needs and higher education.

• To bring three 'H' together in an integrated manner, namely, Hand (to develop skills), Head (to gain advanced knowledge), Heart (to inculcate human values).

ROAD MAP FOR IMPLEMENTATION OF NEP-2020

Equity including Gender Parity	The college fosters equal opportunity to all. • Organising various programmes on gender equity • Preparation of gender sensitization action plan • Undertake Gender audit in the college campus.
Measures for increasing access	• Own Moodle (Leaning

including online and Open and Distance Learning (ODL) education	Management System) for online learning • Use of online platform for teaching-learning process • Online access of N-LIST, DELNET and E-book Library for students/faculties
Increasing access through Indian languages	• Teaching-learning process is done through English as per guidelines of affiliating University but Manipuri and other local language is used by the teachers to disseminate the knowledge to the students.
Multidisciplinary and holistic education	• Smt. Urmila Devi Mahavidhyalay is offering B.Sc, D.LE.D • Offering Add on Courses in addition to regular programmers offered by affiliating university • Conducting Capacity Development and Skill Enhancement class from time to time. • Establishment of various student clubs to nurture the creativity of the students.
Indian Knowledge System	• Indian Knowledge System is yet to introduce by the affiliating University. • Students can enroll themselves in various Add on Courses of Indian Knowledge System, for e.g. Value Education, Human rights etc.
Capacity building of faculty	• Providing drinking water facilities, toilets, teaching aids, libraries, laboratories, and an overall pleasant college campus. • ICT equipped classroom • College organizes periodic faculty

	development programme as per the requirement. • Encourages faculty members to participate in FDP, Workshop, Seminar by sanctioning duty leave, sponsoring registration fee.

Future Readiness

Enhancing employability Through internship/apprenticeship	• The College has Career Counselling and Placement Cell under which various career counselling programme and coaching for competitive examinations are organized.
Transforming education through integration of technology	• College has developed its own Moodle Learning Management System for online mode of teachinglearning.

ENVISION TRANSFORMATION OF THE INSTITUTION FOR NEXT 15 YEARS IN LINES OF NEP-2020 AND DRAW A STRATEGIC PLAN OF ACTION

Institutional Development Plan is the basis on which the college will frame the initiatives, assess the progress and reach the goals set therein. In keeping with the vision to convert into an College that will empower to drive excellence, Smt. Urmila Devi Mahavidhyalay envisages the following initiatives,

1. Upgrading and opening new programme as per the requirement of NEP from time to time.
2. Convert the college into a self-governing degree granting autonomous institute of higher education.

3. Introduce contemporary subjects in UG level, like, Artificial Intelligence, Cloud Computing, Data Analysis, Cyber security, etc

4. Provide more financial assistance and scholarships to socio-economically disadvantaged students

5. A transparent and stated process of faculty recruitment.

6. Retention of faculty members and motivating them towards advancing the students, institution, and profession.

7. Maintenance of ideal PTR so that faculty can interact with students, conduct research and can involve in other activities of college as well as extension.

8. Autonomous, more accountable, decentralized and transparent internal governance.

9. Strong Grievance Redressal system.

10. Strictly administer all no-discrimination and anti-harassment rules

11. Strengthening the student support system.

12. Allocation of budget for establishment of Student clubs and organise activities by students under the supervision of faculty. Such activities will be incorporated into the curriculum as and when the student fee the necessity.

13. Develop and use supportive technology tools for better participation and learning outcomes. 14. Emphasis to increase the employability potential of the students

15. Develop bridge courses for students of disadvantaged educational backgrounds.

16. Provide regular counselling and mentoring programmes for social, emotional and academic Support.

17. Develop more quality study material in local languages.

18. Encourage research work among faculty and students.

19. Augmentation of basic infrastructure facilities, viz, clean drinking water, clean working toilets, sports facilities, and pleasant classroom spaces and campuses.

20. Increasing hostel facilities as per need.

21. Providing medical facilities for all students

22. Establishment of MoU with institutions of national and international importance to undertake collaborative work in research and teaching and to facilitate faculty/student exchanges.

IDENTIFY THE STRENGTHS AND CAPACITY (HUMAN AND FINANCIAL) IN REGARD TO ORGANIZATIONAL GAPS AND DEVELOP THE PROCESS TO MITIGATE THESE GAPS

Present Strength and Capacity

• Cordial relationship among all the stakeholders.

• Functioning in the plural and multicultural atmosphere.

• Driven by the mission statement of imparting knowledge to all.

• Admission of students across all communities and areas who are socially and economically marginalized including the provision of admission of the transgender students.

• Student-centric teaching-learning process.

• Grievance Redressal Committee, Minority Cell, Anti-ragging & Anti-Narcotic committee, Women Cell etc. are in place.

IDENTIFY INSTITUTIONAL GOALS -LONG TERM AND SHORT TERM

LONG TERM STRATEGIC PLANS

1. Offering new programmes like integrated B.SC, D.EL.ED programme as per requirement of NEP in all the subjects.

2. Convert into a self-governing degree granting autonomous institute of higher education.

3. Undertake courses (diploma/certificate) on gender related issues.

4. Offering more Add On Courses on various cross-cutting issues, like, Value Education, Human Rights, Web Designing, Bee Keeping, Mushroom Cultivation, Folk and Performing Arts, Knowledge of Self, Vedic Mathematics, etc to encourage multidisciplinary and holistic education. 5.

Provision of bridge courses for students of disadvantaged educationally backgrounds.

6. Regularly organising students' visit to places of importance to know the history, scientific contributions, traditions, indigenous literature and knowledge as a part of holistic education.

7. Introduction of new pedagogy that supports student-centric learning.

8. Provision of financial assistance and scholarships for the students of socio-economically deprived group.

9. Encourage start-up and entrepreneurship.

10. Framing of Gender sensitisation action plan and its implementation.

11. Hostel facilities for the desired students.

12. Providing medical facilities for students.

13. Providing opportunities for participation in sports and cultural activities.

14. Endeavour to create systems and processes that are required to ensure students' physical health and emotional wellness.

15. Improving alumni engagement.

16. Apply for various grants to Central and State Govt.

17. Empowering the faculty to conduct innovative teaching, research and service.

18. Providing support to the faculty/staff for capacity building and promote leadership.

19. Develop a fully automated Management Information System.

20. Promote decentralized administrative mechanism with participation, flexibility and accountability

INFRASTRUCTURE AND LEARNING RESOURCES
TARGET

▪ Regular upgradation of the campus infrastructure according to the changing needs.

▪ Enhance use of technology in teaching-learning and administration.

▪ To revamp existing academic and other common facilities.

▪ Introduction of disabled-friendly Initiatives like introducing mobile apps and QR codes to facilitate easy movement.

▪ Establishment of Central Instrumentation Facility.

STRATEGY

Technological upgradation of the campus with centralized WiFi, ICT enabled classrooms, modernisation of computer labs and fully automated library.

▪ Establishment of facilities like guest house, playground, health club, medical Centre, convention center, faculty hostel and campus radio center.

▪ Installation and upgradation of solar panels, wastewater treatment plants, Chemical waste treatment plant and rainwater harvesting.

▪ Upgradation of college canteen facilities.

▪ Refinement of botanical garden, green house and nursery

STUDENT SUPPORT AND PROGRESSION

Refine quality-based education and student exchange programmes.

▪ Ensure more scholarships for students.

▪ Engage students in research studies and motivate them to optimize publication and design based projects.

▪ Improve placement activities.

▪ Fully functional counselling cell to caters the needs of students.

▪ Analysis and updation of student progression annually.

▪ Enhance the employability skill of the students.

▪ Fully automated central library.

▪ Encourage start-up and entrepreneurship

INNOVATIONS AND BEST PRACTICES

▪ Promote sustainable development through eco-friendly practices.

▪ Ensure proper waste management and water management system.

▪ Implementation of the green protocol.

▪ Awareness and sensitivity about environmental issues.

▪ Ensure gender equity and parity.

▪ Framing of Gender sensitisation action plan.

▪ Make a global impact on society through education, empowerment, research, innovation and philanthropic activities.

▪ Introduction of full-fledged e-governance in areas of operation.

DEVELOP STRATEGIES TO PROMOTE LEADERSHIP

Effective governance and leadership empower the creation of a culture of innovation and excellence in higher education institutions. It is expected that the Leaders of an HEI will demonstrate strong alignment to Constitutional values and the vision of the institution, along with attributes like, trust in teamwork, ability to work with diverse people, strong social commitment, pluralism with a positive outlook.

Keeping these in view, the following initiatives will be undertaken to promote leadership skill among the faculty members,

• Identification of excellent faculty with high academic and service credentials as well as demonstrated leadership and management skills.

• Excellence in teaching, research and services will be incentivized through appropriate rewards and recognitions and will be encouraged and motivated to be an institutional leader.

DEVELOP MECHANISM TO ENSURE 'TRANSPARENCY' IN GOVERNANCE

The following initiatives will be helpful to ensure 'transparency' in governance

• Constituting Private body of the college with highly qualified and responsible persons

• Implementation of full-fledged e-governance in various areas of operation, like, administration, student admission and support, examination and finance.

• Availability of information about college in the college website

• Disclosure under section 4(1) (b) of The RTI ACT, 2005

• Active Grievance redressal system

• Undertake regular Financial Audit by CA and Govt. Auditor

• Admission of students by following the Govt rule, strictly on merit basis.

Concluding remark

Smt. Urmila Devi Mahavidhyalay is committed to the holistic development of the students. The college aims to create a strong internal system for supporting diverse student associates in academic and social domains.

The Institutional Development Plan will help to guide and plan to achieve this goal.