

INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032) FOR HIGHER EDUCATIONAL INSTITUTIONS IN GOA

As part of the implementation of National Education Policy-2020

CONTENT			Page no
1	Institutional Basic Information		
	1.1.	Institutional Profile	02
	1.2.	Institutional SWOC Analysis	02
2	Institutional Development Plan		
	2.1	Vision	03
	2.2	Mission	03
	2.3	Goals and Objectives	03
	2.4	Executive Summary	04
	2.5	Developing Motivated and Energized Faculty	05
	2.6	Teaching, Learning and Education Technology	06
	2.7	Research, Development and Innovation	07
	2.8	Industry-Academic Partnership	08
	2.9	Institution's Placement Plan for Students	08
	2.10	Achieving the Target for Accreditation	09
	2.11	Incubation and Start-up	09
	2.12	Alumni Engagement/ Activities plan	10
	2.13	Basic Infrastructure Development plan	11
	2.14	Skill Development of Non-teaching Staff	12
	2.15	Any Other Initiatives for the Student's and Institutional Growth	13

1. Institutional Basic Information

1.1. Institutional Profile:

Name of the Institution	GVM's Dr. Dada Vaidya College of Education, Farmagudi, Ponda- Goa			
Head of the Institution	Dr. Jojen Mathew			
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College Website	www.gvmcollege.com			AISHE Code: C-35054
Name of the IQAC Coordinator	Mr Ganesh Chandra Naik	Email: ganeshchandra40@yahoo.co.in	Cell No.9158639188	
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Name of the RDI Coordinator	Mr Ganesh Chandra Naik	Email:ganeshchandra40@yahoo.co.in:	Cell No. 9158639188	
Name of the TLET Coordinator	Mr Vinayak More	Email: vinay4881@gmail.com	Cell No.: 9422648323	
NAAC Accreditation Status	1 st Cycle:	Grade: B	2 nd Cycle	Grade: B+
	3 rd Cycle	Grade:	4 th Cycle	Grade:
NIRF Ranking	2020-21:	2019-20:	2018-19:	2017-18:
UCG Recognition	2(f)	Yes	12 B	Yes
NBA accreditation	No			
Financial Status	Government /Aided: Aided :			
Under National Education Policy (NEP 2020), would your institute prefer to be:	i. Constituent college of the State University ii. Autonomous degree granting College. iii. Part of Higher-educational institution (HEIs) cluster. : Yes			

Please note that, there is no space limit. Thus, if required, you may expand any of the following sections

1.2. Institutional SWOC Analysis

Institutional Strengths:

- Only College in the State of Goa offering an array of educational programmes ranging from Pre - primary Teacher Education, B. Ed, M. Ed, MA in Education (ODL) and Ph. D in Education, along with a Research Centre.
- Faculty, hailing from different states and Universities bring unique experiences to the academic climate
- Healthy interpersonal relations between teachers and students contributes to a congenial learning environment.
- Decent infrastructure with State-of-the-art Audio-Visual Laboratory, ICT enabled classrooms, well-equipped Computer Laboratory and Language Laboratory.
- Supportive Management
- Autonomy in teaching learning and assessment process.
- The College is centrally located, ensuring ease of accessibility.

Institutional Weaknesses:

- Lack of hostel facility.
- Insufficient amenities for persons with disabilities, such as accessible toilet and lift.
- Alumni yet to be formalized
- Weak Placement Cell.
- Research culture still at infancy stage.

Institutional Opportunities:

- Upgradation of sports facilities.
- Organize In-service research-oriented training programs for School and College teachers.
- Strengthen Academia & Industry collaboration.
- Foster innovations & start-ups centre.

Institutional Challenges:

- Availability of land to upgrade infrastructure as required to house a 4-year integrated B. Ed Program.
- Accommodate teacher trainees in Schools within the vicinity, for Internship Program.
- Start multi-disciplinary courses.
- Qualitative shift from an affiliated College to a Cluster.
- Managing an unaided regular M. Ed Program.

2. Institutional Development Plan (for at-least next 10 years)

2.1. Vision

Goa Vidyaprasark Mandal's Dr. Dada Vaidya College of Education is committed to the professional development of teachers, both pre-service and in-service, for reflective, constructive and value-based teaching-learning employing both insight and technology within the ambit of the native socio-cultural perspective.

2.2. Mission

The mission of the College is to achieve excellence in the professional development of teachers through

1. Developing committed, technology savvy, value-based and research oriented teaching professionals
2. Initiating them to lifelong learning and to innovative, interactive, activity-oriented and child-centered classroom teaching
3. Training them to create an environment in educational and social milieus that would promote communication, cultural diversity and national integration
4. Orienting them to the service of the community for its educational and socio- cultural resurgence.

2.3. Goals and Objectives

Specific objectives and expected results in terms of "Institutional strengthening and improvement"

1. To provide a conducive teaching, learning and working environment to the students, faculties and support staff.
2. To help students and staff to make use of ICT in their respective area of work (teaching learning, assessment, research process and office procedure)
3. To help the students to make use of their learning to build their career after completion of their degree.
4. To help the faculties and support staff for their professional development, career advancement and ensure their commitment to the college.
5. To involve the college in its social responsibility
6. To prepare the college for regular NAAC accreditation and participation in NIRF

2.4. Executive Summary

Objective 1. To provide a conducive teaching, learning and working environment to the students, faculties and support staff.

A conducive environment in the institute is must for working and attaining objective of the institute. In this regard, first comes is the availability of required physical infrastructure for all stake holders in the institute: they are teachers, students, office staff and multitasking staff. Already the college has a decent infrastructure catering to needs of all. However, with the passage of time and varied requirements, existing infrastructure needs upgradation, change and addition. Keeping in mind the plan associated to Basic Infrastructure Development Plan (2.13), work in this direction will be carried out with the help of the management and RUSA fund.

Objective 2. To help students and staff to make use of ICT in their respective area of work. (teaching learning, assessment, research process and office procedure)

ICT to be used in a big way in all areas associated to teaching, research and management. We have already established 'Teaching, Learning and Educational Technology Cell' in the college. This cell is coordinating the adoption to IAIMS portal of DHE, conducting training and workshop to train the staff in the use of technology in teaching, and office procedure including library management. To Implement OBE, an elaborate plan is in place (2.6. Teaching, Learning and Education Technology).

To develop the skill of Non-Teaching staff in their area of work, planning has been done (2.14). Besides the use of ICT as a part of their training, soft skill of the non teaching staff will also be taken care of. A 'Staff Development Center' (2.15) has been planned which also has been envisaged to cater to the training needs of staff, both teaching and non-teaching.

Objective 3. To help the students to make use of their learning to build their career after completion of their degree.

Getting a degree is not a difficult job. What is difficult is to make use of the degree (learning and experience gained during the course of study) for a making a career. In a competitive job market, getting a job is very difficult. Students should be made job ready as required by the industries (in our case, the schools, and colleges and private coaching centres). For this purpose, the 'Research, Development and Innovation Cell' (2.7), 'Incubation and Start-ups' (2.11) and 'Alumni Association' (2.12) are of great help. Through Teaching, Learning and Education Technology Cell (2.6), there is plan to train students in the use of ICT in teaching and research. This would enable them to be job ready after completion of the study.

Objective 4. To help the faculties and support staff for their professional development, career advancement and ensure their commitment to the college.

Besides expecting a decent workplace (2.13), an employee wants opportunity for professional growth and career advancement. Whereas the organization expects motivated and committed workforce which is possible when there is scope for professional growth and development. To make it possible, activities planned under 'Developing Motivated and Energized Faculty' (2.5) would be implemented. Under 'Research, Development and Innovation' (2.7) activities are planned to help faculty in their research and writing potential. Through 'Teaching, Learning and Technology Cell (2.6) teachers will be trained in the use of ICT in teaching, assessment and research.

Objective 5. To involve the college in its social responsibility

Our college accepts and executes its social responsibility in various ways. We have our dedicated 'Extension Department' that plans and implements activities in this regard. This time our plan is make this work better organized keeping requirements of NEP and resultant challenges. A special 'Staff Development Center' (2.15) has been planned which would plan and organize several activities through which the institution would reach to the society and render its services. Through 'Industry-Academic Partnership' (2.8) there are plans to collaborate with several organizations to work with them and render our services to them. The Placement cell (2.9) would be strengthened so that more number of students get placement, and more number of organizations visit out institution.

Objective 6. To prepare the college for regular NAAC accreditation and participation in NIRF

We have NAAC Coordinator and IQAC Coordinator. Already we have submitted AQARS for 3rd round of NAAC accreditation. The college is now planning for submission of SSR. For 4th round of NAAC accreditation and NIRF college is planning to align activities to NAAC requirements. Collecting data and documents for NAAC and submission AQAR regularly is streamlined (2.10).

2.5. Developing Motivated and Energized Faculty

Short Term: 2 Years (2022-23 to 2023-24)

- Encouraging faculty members to seek out professional development opportunities within the state and outside the state, to improve on the quality of teaching learning process.
- Empowering each faculty members strength, like technology based strength, environmental education strength, research strength, life skills strength, effective public speaking strength, fine arts, physical education, theatre as per the requirement of NEP.

Mid Term: 5 Years (2022-23 to 2026-27)

- Encouraging collaboration among the faculty members and among other institution faculty members (cluster system)
- Having regular medical checkups for faculty members and other staff members to keep themselves healthy, which will help them to work better.
- Exposure to staff members to other similar institutions to understand their academic climate and infrastructure

Long Term: 10 Years (2022-23 to 2031-32)

- Faculty Development Programme to be made compulsory for all.
- Teachers will be encouraged and assisted to attend conferences abroad.
- Teachers from other Universities/Countries will be invited for interactions with faculty.

- Strengthening the procedures, methods and evaluation methods of OBE
- Improvement in OBE with respect to feedback from different stakeholder

Enhancement of Students Progress:

- Use of blended practices to enhance students progress
- Implementation of all platforms of IAAS Portal
- Placement Cell: GTET, CTET, NET and SET coaching will be concentrated on.

Multidisciplinary Teaching:

- Implementation of cluster multidisciplinary courses
- Sharing human and physical resources to provide multidisciplinary education to the students
- Offer a four-year integrated BEd course

MOOCs and ODL

- Setting of MOOCs and ODL for core Pedagogical Subjects
- Setting a platform to access MOOCs

Long Term: 10 Years (2023-23 to 2031-32)

Implementation of Outcome Based Education (OBE) Plan

- Adaptation of standard OBE with respect to changing TEF

Enhancement of Students Progress:

- Adaption of a system which enhances the students learning

Multidisciplinary Teaching:

- Adaption of multidisciplinary education

MOOCs and ODL

- Adaption of MOOCs for entire theoretical courses and practical courses in blended mode

2.6. Teaching, Learning and Education Technology

Short Term: 2 Years (2022-23 to 2023-24)

Implementation of Outcome Based Education (OBE) Plan

- Preparation of Program Outcomes, and Course Outcomes
- Preparation of course wise Outcome based Instruction Plan.
- Finding out ways of implementation procedures
- Implementation of Outcome based Education (OBE) in 2023-2024

Enhancement of Students Progress:

- Preparation of annual calendar, course wise annual plans
- Rating scales for feedback on students' performance
- Students' performance Monitoring system
- Setting up IAIMS Portal

Multidisciplinary Teaching:

- Setting up cluster
- Mapping cluster colleges

MOOCs and ODL

- Preparation of MOOCs and ODL for core subjects
- Implementation in year 2023-2024

Mid Term: 5 Years (2022-23 to 2026-27)

Implementation of Outcome Based Education (OBE) Plan

- Stabilizing the procedures, methods and evaluation methods of OBE
- Improvement in OBE with respect to feedback from different stakeholder

Enhancement of Students Progress:

- Use of blended practices to enhance students progress
- Implementation of all platforms of IAIMS Portal
- Placement Cell : GTET, CTET, NET and SET coaching will be concentrated on.

Multidisciplinary Teaching:

- Implementation of cluster multidisciplinary courses
- Sharing human and physical resources to provide multidisciplinary education to the students
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MOOCs and ODL

- Setting of MOOCs and ODL for core Pedagogical Subjects
- Setting a platform to access MOOCs

Long Term: 10 Years (2022-23 to 2031-32)

Implementation of Outcome Based Education (OBE) Plan

- Adaptation of standard OBE with respect to changing TEP

Enhancement of Students Progress:

- Adaption of a system which enhances the students learning

Multidisciplinary Teaching:

- Adaption of multidisciplinary education

MOOCs and ODL

- Adaption of MOOCs for entire theoretical courses and practical courses in blended mode

2.7. Research Development and Innovation

Short Term: 2 Years (2022-23 to 2023-24)

- Motivation to staff who have not registered for Ph.D. to register.
- Starting a publication drive: introducing mentoring, collaboration
- Incentivizing research publication through staff meeting, display of article in notice board, proving processing fees etc
- Instituting best research award in M.Ed

Regularizing weekly staff seminar

Mid Term: 5 Years (2022-23 to 2026-27)

- Helping the registered Ph.D staff to speed up their work
- Training staff in writing for publication/ report writing
- Discussing research papers prior to publication, submitting the manuscript to IQAC for plagiarism check, having internal mechanism to help staff to review the manuscript before submission
- Organizing talk on latest methods in social science research
- Workshop on proposal writing for applying for research grants
- Training for designing innovative need based research projects
- Training using ICT in research and writing
- Training students and faculty in selecting socially relevant research topics
- Making research activity a public affair rather than a private activity between guide and student
- Helping staff to identify relevant minor research problem in their practice and plan and do research leading to publication

Long Term: 10 Years (2022-23 to 2031-32)

- Incorporating research element in teaching and assessment
- Starting an in-house publication of journal in education
- Collaboration with national level institutions like RIE, NCERT, NIEPA
- Establishing a writing centre in the institution

2.8. Industry-Academic Partnership

Short Term: 2 Years (2022-23 to 2023-24)

- Signing MOU with many organizations like Dilasa, Saksham, NABARD, Sanjivani, Sneha Mandir, etc.
- Academic- Signing MOU's with the Practice Teaching Schools/ Internship schools.
- Participation in different activities and competitions organized by different organizations.

Mid Term: 5 Years (2022-23 to 2026-27)

- Signing MOU with other organizations
- Academic- Establishing relationship with the existing Practice Teaching Schools/ Internship schools with whom we have signed MOU's with.
- Participation in different activities and competitions organized by different organizations.

Long Term: 10 Years (2022-23 to 2031-32)

- Adopting a village around Ponda and rendering services to it for the development of the village under "Community Work" project.
- Establishing healthy relationships with the practicing schools by adopting students in order to help in the area of "Remedial Teaching".
- Maintaining relationships with different organizations (MOU)

2.9. Institution's Placement Plan for Students

Short Term: 2 Years (2022-23 to 2023-24)

- Conduct workshop for Diploma in Pre-primary Teacher Education (DPPT Ed) students and Bachelors in Education (B.Ed.) students on how to prepare a good resume.
- Conduct workshop for DPPT Ed and B.Ed. students in "Interview answering techniques"
- Sending invitation letters to educational institutions of other states of India and conduct campus interview
- Organize campus interview for students in various subject at Pre-primary, secondary, Higher Secondary School level

Mid Term: 5 Years (2022-23 to 2026-27)

- Career counseling and guidance regarding various opportunities for students at pre-primary, secondary, Higher Secondary School and College.
- Alumni occupying various positions to be invited to orient and motivate student about various job openings in the field of education.

Long Term: 10 Years (2022-23 to 2031-32)

- Sign MOU with National and International Schools and Colleges for placement in various teaching and administrative post.
- To institute apprentice services to students in the 5 GVM schools for a period of 3 months.
- Update the College website with placement activities.

Long Term: 10 Years (2022-23 to 2031-32)

- To conduct workshops on intellectual property right
- To conduct focus group discussion on preparing the guidelines for relationships and collaborations with other institutions and stakeholders related with innovation and entrepreneurship.
- To prepare and publish the institutional guidelines for students and faculty related with innovation and entrepreneurship. To conduct workshops on how to identify, assess and analysis the impact/ outcome indicators of innovation and entrepreneurship practices
- To assess the impact/outcomes of entrepreneurship initiatives by the institution.

2.10. Achieving the Target for Accreditation

Short Term: 2 Years (2022-23 to 2023-24)

- We are submitting SSR in the current year, 2022-23 for NAAC accreditation. We have submitted all AQARs.
- From next year i.e., 2023-24 onward, we will submit year-wise AQAR on time. All our college activities will be redesigned keeping in mind NAAC and NIRF requirements

Mid Term: 5 Years (2022-23 to 2026-27)

- Our 4 cycle NAAC accreditation will be our target this time. If NIRF is made mandatory for institution, this will be also taken care of. NIRF coordinator will be appointed. Both NAAC and NIRF parameters to be taken care of in planning and executing college activities.
- Our college may be by this time a part of Cluster. We will see that we cope with this new development.
- Even our 2 year B.Ed. programme may be revised by NCTE and we may have to be ready for that also. Our college may also plan to switch to 4 year integrated B.Ed. by the end of this plan period if required.

Long Term: 10 Years (2022-23 to 2031-32)

- The developments during previous 5 years in terms of Cluster college, new curriculum for B.Ed and switching to 4 year integrated B.Ed will be continued with a lot challenges and opportunities. By this time our college will go for 5th cycle of accreditation.

2.11. Incubation and Start-up

Short Term: 2 Years (2022-23 to 2023-24)

To ensure exposure of students and faculty to activities to nurture innovation and entrepreneurship culture.

- Conducting the Motivational story sessions by successful entrepreneurs/Start -up innovators
- Arranging discussion sessions on National Innovation and start-up Policy
To establish processes and mechanisms for easy creation of Start-ups/enterprises by students and faculty.
- Establishing start-up clubs and groups including students and faculty.
- Arranging sessions by youth start-up innovators.

Mid Term: 5 Years (2022-23 to 2026-27)

To nurture the Start-ups/enterprises by students and faculty of the institutions.

- Promoting students and faculty to visit the local start-up sites.
- Skill development workshops by the resourceful persons on entrepreneurship skills.
To help the students and faculty for setting up a start-up.
- To conduct workshop on prototype designing and critical thinking skills
To support the Start-ups of students and faculty during the pathway from ideation to innovation to market.
- To conduct panel discussion including on Government projects to support the innovation and entrepreneurship practices.

Long Term: 10 Years (2022-23 to 2031-32)

- To conduct workshops on Intellectual property right
- To conduct focus group discussion on preparing the guidelines for relationships and collaborations with other institutions and stakeholders related with innovation and entrepreneurship.
- To prepare and publish the institutional guidelines for students and faculty related with innovation and entrepreneurship. To conduct workshops on how to identify, assess and analysis the impact/ outcome indicators of innovation and entrepreneurship practices
- To assess the impact/outcomes of entrepreneurial initiatives by the institution.

2.12. Alumni Engagement/ Activities plan

Short Term: 2 Years (2022-23 to 2023-24)

- Registration of GVMS Alumni under Societies Registration Act, 1860.
- Various programs will be organized on topics such as Classroom Management/ School Discipline/ Child Development etc.
- Will strengthen the Alumni Association by motivating passed out students to join for GVM's Alumni Association.
- Minimum 04 meeting will be held annually
- The target for the two years will be to register 500 Alumni members.
- The target to generate fund will be one lakh. (Fund will be generated through Alumni life membership (Rs 3000/-) and Alumni annual membership (Rs 300/-)

Mid Term: 5 Years (2022-23 to 2026-27)

- Community work will be carried out by collaborating with GVM's Alumni members through schools/colleges/ clubs/Association/Mahila Mandals/ NGO/ Panchayat etc.
- Inter-class/Inter- Collegiate completions will be carried out on microteaching skills/ preparation of teaching learning aids/ Debate/ wallpapers/ craft/ drawings. Etc
- The target will be to register 1500 alumni members.
- The target to generate fund will be three lakh.

Long Term: 10 Years (2022-23 to 2031-32)

- Various talks will be organized on topic likes Career Guidance/ Role of teacher/ Leadership.
- Workshop will be carried on topics like Preparation of CV/ Skill development etc.
- The target will be to register 2000 alumni members.
- The target to generate fund will be five lakh.

2.13. Basic Infrastructure Development Plan

Short Term: 2 Years (2022-23 to 2023-24)

- Construction of club house cum community hall under Common Room Project.
- Construction of ramp & rail for second entrance.
- Construction of toilet facility for disabled.
- Development of play-ground.
- Storage house for e-waste materials.
- Separate canteen facility.
- Improvement of network facility.

Mid Term: 5 Years (2022-23 to 2026-27)

- Upgradation of library with advance facilities.
- Advance electrification.
- Setup of well-equipped advanced laboratories for different subjects.
- Well-facilitated classrooms with AC.
- Improving auditorium facilities (AC, smart-boards etc).
- Separate digital section with 5 dedicated PC. In the library

Long Term: 10 Years (2022-23 to 2031-32)

- Construction of hostel for students
- Solar panel for green energy
- Additional reading room for library

2.14. Skill Development of Non-teaching Staff

Short Term: 2 Years (2022-23 to 2023-24)

- Developing Communication Skills among Multi Tasking Staff (how to interact & receive the guests visiting college, serving refreshment etiquette etc.), and among Administrative Staff (how to deal with higher authorities, how to make effective correspondence with different parties associated with the institute, etc.)
- Basic Technical Skills like handling Xerox Machines, Generator Set of the college, Audio Visual Equipment used during events of the college, etc. will be focused upon, for Multi Tasking Staff. As far as Administrative Staff is concerned, college is intending to focus on developing skills like hands on training on using accounting software, salary processing software, etc.

Mid Term: 5 Years (2022-23 to 2026-27)

- College will be focusing on developing Advanced Technological Skills wherein staff will be trained to use the latest technology relevant during that time and will also help make the office and other works more automotive than manual.
- Staff will be trained to perform any transactions (like financial or any other fund transfer to University) digitally rather and will get rid of age old processes.
- Office Procedures will be digitalized.

Long Term: 10 Years (2022-23 to 2031-32)

- With the onset of NEP, staff will be well trained and equipped with different soft skills combined with technological skills to get acquainted with new working style which will be more automotive in nature and on real time basis.
- Any new software will be learned and implemented quickly as there will be time to time training to Non-Teaching Staff, to improve the skill sets over the years and also to keep the college in par with the fast changing world and innovations in technology.

2.15. Any Other Initiatives for the Student's and Institutional Growth

Goal:

It will be a Staff Development Center for providing planned in-service education, training to staff (teaching, office and multitasking) belonging to all sectors of education in the field of education, teaching, assessment, ICT, research, and soft skill.

Requirements:

1. In charge
2. Laptop
3. Stationary

Role of Incharge:

1. Finding learning needs of various categories of staff in education
2. Maintaining data base of resource persons with their specialization and address
3. Storing resources submitted by the RP (handouts, PPT, word document etc)
4. Organizing training programmes
5. Issuing certificates, maintaining records of all such programmes
6. Publishing works in News papers/ social media

Short Term: 2 Years (2022-23 to 2023-24)

- Setting Staff development centre, framing role, responsibility, duty of the Centre
- Creating data base of RPs
- Identifying training needs of Staff
- Conducting few programmes for staff of nearby institutions
- Offering programme to clear GTET, NET and SET

Mid Term: 5 Years (2022-23 to 2026-27)

- Extending training programmes to staff of medical, engineering pharmacy colleges and their staff by writing letters
- Visiting these colleges to invite take advantage of Staff Development centre, giving brochure of the training programmes
- Collaborating with research centre of the different colleges
- Updating data base of RP of other institutions of college cluster
- Conducting training programmes, workshops as required/possible
- Conducting 4 such programmes in a month on average

Long Term: 10 Years (2022-23 to 2031-32)

- Conducting short term (2 day, 3 day and 5 day) programmes on any specific topic
- Collaborating with other training institute relevant to our need (for example SCERT)
- Publication of Resource materials (Book, CD,) in various topics