

Institutional Development Plan-IDP (2023-28)

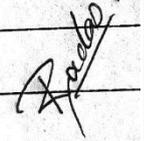


**HARISH CHANDRA POST GRADUATE
COLLEGE, VARANASI (UP)**

Pin- 221001



IDP Committee

S. No.	Name	Designation	Photo	Sign
1.	Prof. Rajnish Kunwar	Principal Harish Chandra Post Graduate College, Varanasi		
2.	Prof. Vishwanath Verma	Dean Faculty of Art Harish Chandra Post Graduate College, Varanasi (Coordinator IDP)		
3.	Mr. Rajendra Prasad	Assistant Professor, Department of Teacher Education (B.Ed.) Harish Chandra Post Graduate College, Varanasi (Member IDP)		
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Institutional Development Plan (2023-28)

Vision

- To be a Premiere College of Mahatma Gandhi Kashi Vidyapith University, Varanasi that provides Excellence in Education and Research, to create potential Innovators and leaders to serve Society and Nation.
- Becoming a Vibrant Knowledge Centre and a Centre of Excellence in teaching, Research and Extension activities.
- Bringing about conservation, creation advancement and dissemination of knowledge.
- Creating technologically equipped thought and action leaders in a wide range of spheres by providing value-based and high quality education.
- Increasing national linkages by attracting other state students and establishing collaborative programs with help of other Educational Institution.

Pillar of Transformation

- Provide Graduate and Post Graduate Education as per the goal of NEP 2020.
- Course Curriculum execution make interesting and employable.
- Research & Innovation.
- Infrastructure and Green Campus Development.
- Information and Communication Technology & IT enabled Smart Classes.
- Maintain Academic Relationship.
- Social Outreach.

Mission

The Mission of **Harish Chandra Post Graduate College, Varanasi** is to be an Excellence in the Conservation, Creation, Advancement and Dissemination of knowledge, equipped to take up challenges of the enormous change taking place all around and committed to empower its faculty and students to contribute meaningfully to economic, technological and social development and progress.



In accordance with this Mission, Harish Chandra Post Graduate College aims at

- To provide a professional environment that enables our faculty, students and staff to make lasting contributions to the advancement of learning.
- The core purpose of the College is to contribute in transforming society for a better future which stands for academic excellence and integrity.
- To promote academic growth by offering Undergraduate, Postgraduate and Professional Programs and to impart emerging and new knowledge as well as innovation.
- To identify the thrust area of specialization in education based on perception of Regional and National as well as Global requirements. We believe in carrying out cutting-edge research and development for the benefit of society.
- To promote human potential by inculcating Conscientious behaviour, Environment improvement, Ethics, Innovation and Entrepreneurship.

Core Values

The core values adopted by Harish Chandra Post Graduate College as continuing principles are Integrity, Excellence, Accountability, Transparency, and Empathy.

1. **Integrity:** Teaching and learning shall be carried out in an environment of academic freedom and honesty. College adheres to the highest standards of ethics in all its activities.
2. **Excellence:** College is dedicated to excellence in all spheres of its activities, and through internal and external reviews, and works towards continuous development.
3. **Accountability:** Harishchandra Post Graduate College, is a recipient of public funds and recognizes that is accountable to the people of Uttar Pradesh/India and to all its immediate stakeholders especially students, staff, faculty, alumni.
4. **Transparency:** College functions according to defined procedures and rules, which are made available to all stakeholders. College give all important information regularly in public domain related to its functioning through his website.



Major Goals for the Next Five Years (2023-28)

1. Proper implementation of the courses and it's syllabus as per NEP-2020.
2. Extension for class rooms in existing building.
3. Arrangement of furniture and other essential things for newly constructed building.
4. Arrangement for smart IT enabled class room.
5. Arrangement of advanced scientific instruments for science subject students.
6. Arrangement of library automation and purchase of reference book (both online & offline).
7. Development of green campus.
8. Proper boundary wall in Bavan Bigha Campus.
9. Upgradation of playground for sport activities in Bavan Bigha Campus.
10. Renovation and extension work in existing College Building.
11. Extension work in existing water supply system.
12. Recruitment of Teachings staffs and Non-Teaching staffs for self-finance courses.
13. Proper functioning of training & placement cell.

Strategic Plan

College new strategic plan will directly support these areas and the following visions will also obtain by the college during 2023-28.

- ✓ Attract, develop, and retain a diverse student population and promote its success.
- ✓ Develop, support and deliver curriculum, programs and services designed to prepare our students for professional and personal success.
- ✓ Ensure facilities and operations which support our college current needs and anticipated growth.
- ✓ Proactively position our college to communicate it's value and benefits and build this identity and image among our many constituencies.



- ✓ We continually strive to innovate finding new and more effective ways to educate and serve students.
- ✓ We sustain rigor in our work (both teaching and research) holding high standards and expectations for both our students and for ourselves.
- ✓ We will try our best to become nationally known Institution that makes a difference.

The **Strategic Plan of the Harish Chandra Post Graduate College** is divided under three heads: **Academic, Administrative, and Infrastructure**. It is a set of priorities for the institution and academic and administrative units. The plan intends to connect its various departments and operational units to steer the institution towards the achieving its goals, and fulfilling the needs of the region.

A. Academic

SHORT TERM GOALS (0-2 YEAR)

- Promotion of the Faculty.
- Inspiring Faculty to align towards state of the art teaching delivery.
- Adding new academic units- Centre for Vocational Guidance.
- Development of Question Banks for Providing Model Answers to students.
- Students Exchange program in teaching learning with others college.
- Organizing students' cultural and technical festivals as grand events.
- Creation of help desk including online chat for new entrants.
- Facilitate supervised internships for students in industry.

MID TERM GOALS (2-4 YEARS)

- Promotion of the faculty.
- Recharge and inspire Faculty.
- Multilingualism in the higher education
- Students Exchange program in teaching learning with others college.
- Create interdisciplinary centres of learning.
- Aim to enhance Chairs of learning in different subjects.
- Adding new academic units- M.Ed. and LLM.

LONG TERM GOALS (4-5 YEARS)

- Upgrade as autonomous grade institute.
- Students Exchange program in teaching learning with others college.
- Organize Job fair in regular mode to students.



B. Administrative

SHORT TERM GOALS (0-2 YEARS)

- Deployment/Recruitment of Non-Teaching Staffs against the vacant post.
- Upgradation each Labs and Class rooms.
- Automation – Online availability of Student information.
- Website updating.
- Department wise Budgeting.
- Library Automation and Digitization.
- Availability of best E-learning resources.
- Web enabled Modern Class rooms with audio visual facility and interactive boards.
- Renovation of Laboratories.
- Counselling & Placement cell.
- Development of Parking lots.
- Solar light Systems for sustainable energy conservation.
- Green Campus programme.
- Earn-while-Lean program for the students.

MID TERM GOALS (2-4 YEARS)

- Deployment/Recruitment of Non-Teaching Staffs against the vacant post.
- Work towards making the working paper less up to 50%
- Automation of Administrative and Financial offices.
- Setting up of Gender Inclusion Funds for the disadvantaged groups (like women, transgender, acid victims, physically disabled etc.)
- To tap at least 10 new alumni every year for resource generation.
- To bring the funds from industry up to 10 lakhs either by the consultancy projects or from other source & activities.
- Green Campus program.
- Earn-while-lean program for the students.

LONG TERM GOALS (4-5 YEARS)

- Paperless office for administrative and academic work.
- Development of Museum.
- Automation of Administrative and Financial offices.
- To tap at least 20 alumni every year for resource generation.
- 10 MOUs to be established by 2028 and onwards.



C. Infrastructure

SHORT TERM GOALS (0-2 YEARS)

- Upgradation of each Labs and Class rooms.
- Development of Parking lots.
- Solar light Systems.
- Library Automation and Digitization.
- Web enabled Modern Class rooms with audio visual facility and interactive boards.
- Renovation of Laboratories.
- Development Sewage Systems and Proper Waste management.
- Sick room facility.
- Green Campus programme.
- Career and Counselling Centre/Cell.
- Employment Cell.
- Cultural Activity Centre.
- Common Room development scheme:
 - i. Sanitary napkins box in each department.
 - ii. Proper availability of the First Aid Box in each department.
 - iii. Facilities for Girls Common Room.

MID TERM GOALS (2-4 YEARS)

- ✓ Library Automation.
- ✓ Developing campus comparable to university level.
- ✓ Develop sustainable development programs.
- ✓ For better surveillance of CCTV camera in the remaining class rooms and other places on the academic building.

LONG TERM GOALS (4-5 YEARS)

- ✓ Developing campus comparable to university level.
- ✓ Involving public and community for college development.



General Goals

The general goals of College is focused on citizen formation, based on ethics, pluralism, democracy, contemporaneity, and its mission. They involve the formation of values; introduce their actions in moral, cultural, scientific, and technological order that struggle to account for changes in society.

Their interventions of the College are aimed at:

1. Assessing the operational strategies of knowledge, so that inter disciplinarily and teaching research-community service interrelations are performed according to the contemporary needs of the technical-scientific formation and the demands of the new sense of knowledge.
2. Incorporating, to teaching practices, an epistemological view that accounts for the complex nature of formal and informal, scientific and traditional knowledge and promotes a shift in focus of the teaching-learning activity to understanding the pedagogical act as a process of formation of the educator and the learner to attain the highest standards in quality education.
3. Maximize the principle of flexibility and preparing teachers, technical- administrative staff, and alumni for multicultural interactions, needed to internal and external mobility, through credit transfer and mobility among various courses, programs, as well as among other national and international Higher Education institutions.
4. Preparing faculty, technical-administrative staff, and alumni so they can select and learn the new information and communication technologies in the teaching-learning process and research and community service activities.
5. Concerted curricular and pedagogical initiatives, including the introduction of contemporary subjects and take relevant decision to develop important skills in students at all levels.
6. Enhancing college management, consolidating the process of planning and evaluation and the information systems, so that they serve the administrative, academic, and human resources areas as facilitators with efficiency, efficacy and effectiveness.
7. Incorporating to academic practices and administrative actions the principle of sustainability: environmentally correct, economically viable, socially fair and culturally accepted.



Detailed Objectives & Outlines of IDP (2023- 2028)

College strategic plan has developed in the line of National Education Policy- 2020 and it will cover the 05-year period from 2023 to 2028. In order to maintain the vision of college, following objectives have been designed:

Action Plan for Time Line (2023-28)		
Sr. No.	Commitment & Theme	Objective
1.	Enhancing the Quality of Education	<ul style="list-style-type: none">• To accelerate in the areas of teaching excellence.• To develop academic master plan.• To enhance student placement, academic outreach and retention activities to enhance access, richness and student success.• To increase students participation in higher education including vocational education.• To provide enhanced resources for student academic and emotional support.• To examine the courses to determine the best strategy for improving course outcomes, achieving success and providing access to appropriate academic support.
2.	Holistic and Multidisciplinary Education	<ul style="list-style-type: none">• To assure the holistic education serve among all students.• To start some Vocational program.• To facilitate academic autonomy among faculty so that they can motivate to the best teaching & research.• To provide high-quality multidisciplinary and cross-disciplinary teaching.• To promote cultural programming (arts, international, diversity, etc.) that encourages students, faculty and staff to actively engage with and understand different cultural viewpoints.



Action Plan for Time Line (2023-28)

Sr. No.	Commitment & Theme	Objective
3.	Academic Bank of Credits	<ul style="list-style-type: none"> • To implement flexible curricular structures as per NEP-2020 in all disciplines. • To implement the concept of Academic Bank of Credits.
4.	Excellence in Research	<ul style="list-style-type: none"> • To promote and enable ambitious research of exceptional quality. • To motivate the faculty to bring the consultancy projects. • To enhance faculty and student-faculty collaborative research. • To create public and private partnerships through which faculty and students will engage in research activities. • To cultivate student and faculty exchange program.
5.	ICT integrated campus and Smart learning resources	<ul style="list-style-type: none"> • To enhance online teaching by the all departments. • To upgrade the class-room with smart learning resources. • To develop hybrid and blended learning resources. • To incorporate technology driven teaching methods and approaches to learning. • To enrich information technology capability to enhance the quality of our research, teaching, learning, assessment and to streamline our administrative processes • To develop e-content by faculty members.
6.	Brand identity	<ul style="list-style-type: none"> • To increase the number of students engaged with creative activities within and beyond the class-room. • To assist students in becoming more independent, self-confident and effective learners who disseminate knowledge innovate and solve problems creatively. • To explore opportunities to improve its brand reputation and recognition.



Action Plan for Time Line (2023-28)

Sr. No.	Commitment & Theme	Objective
7.	Funding & Economic Development	<ul style="list-style-type: none">• To identify alternative funding streams, improve internal financial management tools• To manage our financial resources to ensure college long-term sustainability.• To contribute in economic development and strengthen community partnerships.
8.	Community Participation & Social Outreach	<ul style="list-style-type: none">• To offer competency based education (CBE) programs to prepare them for employment or advancement in current and future job markets.• To develop partnership with local and state agencies to harness various funds for economic and workforce development.• To establish a Community Outreach centre to improve the health, vitality and economic sustainability for college.• To foster literacy and adult education programs; competency-based and online program options; interdisciplinary team-teaching; and degree and certificate options in a variety of disciplines for local communities.
9.	Alumni Engagement	<ul style="list-style-type: none">• To develop alumni network by re-engaging the Harishchandra Post Graduate College family.• To develop digital connectivity among Alumni.• To avail funding for restructuring various academic aspects.
10.	Social Media	<ul style="list-style-type: none">• To facilitate communication about campus events, all relevant social media sites will be updated with information about college events and programs.• To achieve a status of Quality College.



Action Plan for Time Line (2023-28)

1. Enhancing the quality Education

Activity Year	2023-24	2024-25	2025-26	2026-27	2027-28
Implementation of NEP2020					
Develop Students Enrolment Management Plan					
Monitor Admissions Annually					
Rework on Prospectus by Faculty Committee					
Establishment of Different Chairs					
Academic and Administrative Audit Committee (AAAC)					
Establishment of Carrier Guidance Centre					
Develop a mentoring system by pooling of outstanding senior/retired faculty					

2. Holistic & Multidisciplinary Education

Activity Year	2023-24	2024-25	2025-26	2026-27	2027-28
Review of Programme / Curriculum and Multi linguisticism in Higher Education					
Develop Enrolment Management Plan					
Facilitate MOOCs in Collaboration with Government Apex Bodies					

3. Academic Bank of Credits

Activity Year	2023-24	2024-25	2025-26	2026-27	2027-28
Workshop on new pedagogies techniques					
Workshop on CBCS/NEP/Educational Policy					
Establish the Academic Bank of Credits					

Target of Completion	Review	Revise/ Upgradation
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Action Plan for Time Line (2023-28)

4. ICT Integrated Campus and Smart Learning Resources

Activity Year	2023-24	2024-25	2025-26	2026-27	2027-28
Transform Traditional Class Room into Smart Learning Resource Centre					
Introduce Learning Management System					
Create Web Development and Communications Cell Upgrade Existing Media Cell					
Renovation and Modernization of Laboratories and Library					
Increase/Upgrade Computing Facilities					

5. Brand identity

Activity Year	2023-24	2024-25	2025-26	2026-27	2027-28
Introduce 21 st Century Skill Development Program					
Introduce Student Exchange Program					
Participation in Youth Festival					

6. Funding & Economic Development

Activity Year	2023-24	2024-25	2025-26	2026-27	2027-28
Identify Alternative Funding Streams					
Improve Internal Financial Management Tools					
Develop Industry-Academia Relationship					

7. Community Participation & Social Outreach

Activity Year	2023-24	2024-25	2025-26	2026-27	2027-28
Offer Competency-Based Education					
Develop Partnership with Local and State Agencies					
Establish Community Outreach Center					
Foster Literacy and Adult Education Programs					
Offer Competency-Based Education					



Action Plan for Time Line (2023-28)

8. Alumni Engagement

Activity Year	2023-24	2024-25	2025-26	2026-27	2027-28
Develop Alumni Network through Off-line and Online mode					
Start an Electronic Alumni Newsletter					

9. Social Media

Activity Year	2023-24	2024-25	2025-26	2026-27	2027-28
Develop Social Media Platform for Reflective Thinking					
Blogging /Podcast					
Showcasing of Institutional vision					

10. Career Development

Activity Year	2023-24	2024-25	2025-26	2026-27	2027-28
Introduce an Encouragement Programme for Talented Students					
Introduce the Cooperative Programme to enhance Out-of-Classroom Experience					
Introduce some Vocational Program					

11. Ranking & Accreditation

Activity Year	2023-24	2024-25	2025-26	2026-27	2027-28
Participation in National Ranking Survey					
Assesses the Gap between the Institution's Current Status and the Vision.					
Ensure timely assessment of teachers and their promotion by IQAC Cell					

13. Ensure Administrative Efficiency

Activity Year	2023-24	2024-25	2025-26	2026-27	2027-28
Automation of Administrative Office					
Automation of Accounts Office					
Streamline all Purchase Procedures					



(Prof. Rajnish Kunwar)

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