

INSTITUTIONAL STRATEGIC PLAN AND DEPLOYMENT DOCUMENT

2020-2024



GOVERNMENT DEGREE COLLEGE BEERWAH, KASHMIR
NAAC Accredited Grade "B"
Beerwah, Budgam, Jammu And Kashmir- 193411

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SUMMARY

Strategic planning for an educational institution is an act or process of identification /creation of a plan of work. Strategy for the implementation and evaluation of the plan. Strategic planning and deployment document (SPDD) is based on the study and analysis of all the aspects/dimensions pertaining to the institution. It paves and sets the path on which the institution should move to achieve its set goals.

The first part of this SPDD of GDC Beerwah mentions the basic details, vision and mission of our college, along with our core values. Our college has taken on board all the stakeholders (Teaching and non-teaching staff, enrolled students, their parents, alumni, and local society) in their formulation.

The second part of this document comprises of the details pertaining to the trajectory along which our college is supposed to move over the period of 5 years (2020 to 2024).

PART – 1 BASIC PROFILE

1.1. Institutional Identity:

- **Name:** Government Degree College Beerwah
- **Address:** College Road, Beerwah 193411.
- **Type:** Government Aided.
- **University Affiliation:** University of Kashmir
- **UGC affiliation:** 2F and 12B
- **Email-id of the institution:** gdcbeerwah@gmail.com
- **Website:** www.gdcbeerwah.edu.in

1.2. Establishment and historical overview:

Government Degree College (GDC) Beerwah, Budgam is one of the leading higher education institutes in the central Kashmir of J&K state. The college was established was in 2005 with an intake of 200 students in 7 arts subjects. Since its inception GDC, Beerwah has been offering high quality education in science, arts and commerce. The aim of the institute is to mould and transform the students into disciplined young and talented citizens. The institution strives to inculcate behavioural and leadership skills as well as effective communication skills to the students to mould them into an all-round personality. GDC Beerwah imparts quality education through exploration and experimentation and produces socially conscious personalities embedding ethics and values, for the advancement in science and technology to meet the present challenging innovations of the modern world.

1.3. Accreditation Details: The college is accredited for the first cycle in June 2019 and has been awarded B Grade. The college has also submitted the AQAR for FY–2019-20, and 20-21.

PART – II MISSION, VISION, OBJECTIVES & QUALITY POLICY

2.1 Mission:

To emerge as a seat of higher learning and centre of excellence in the field of higher education by developing a competent and creative human resource with societal orientation through quality teaching, research and extension.

2.2 Vision:

To realize the vision to the fullest by utilizing all its resources both human as well as infrastructural resources to achieve intellectual enlightenment and emancipation at individual and societal levels through innovative, creative and progressive education.

2.3 Core Values:

Discipline, Determination, Dedication, Integrity and trust, and involvement.

2.4 Objectives:

- **Excellence:** The institution strives to achieve excellence in curricular and co-curricular activities and administration.
- **Dignity:** The institution strives to install dignity among its students and inculcate core values like universal brotherhood, truth, honesty and non-violence.
- **Ethics:** Institute strives to inculcate values among the primary stake holders like character building and social responsibilities. The Institution has declared campus Tobacco free/polythene free/Ragging free.
- **Integrity:** Institution strives to develop personality of the students by encouraging their participation in sports, debates, seminars, cultural activities etc.
- **Student Focus:** College is committed to initiate different student centric programmes/ courses/ activities to make them confident and self-reliant.
- **Diversity:** The college admits students from all the sects of society like OM, OBC, SC& ST's (Gujjars, Bakerwalls and Phari Speaking people). Diversity is offered in programs/ courses/ activities to encourage students to become self-reliant and confident.
- **Public Engagement:** College NCC & NSS wings are committed to arrange public outreach programmes by involving the local community in initiatives like sanitation & environmental consciousness.

2.5 Quality Policy:

The college is committed to impart value-added education that would enable us to fulfil the ever increasing demands of the competitive and target-driven society.

PART – III SWOT ANALYSIS

3.1 Strengths:

- Committed Faculty, Staff and Administration.
- Fair Student/Faculty Ratio.
- Solid college connect with the local community and civil society.
- A vibrant NSS/NCC unit, measures for women safety.
- Comprehensive list of courses on offer in Science, Social Science, Arts and Commerce.
- Addressing the educational needs of one of the most educationally marginalised communities in J&K.
- Comprehensive catchment area, and representative of majority of the socio-ethnic and gender diversities.
- Well connected with the Alumni's.
- Variety and abundance of non-classroom opportunities.
- Strong emphasis on Student Life and Engagement.
- Collaborations, accreditations, recognitions and affiliations.
- NAAC Accredited institution.
- Focus on improving Student Success in the National and Global competitions.
- Well established infrastructure.
- Focus on the holistic development of the students – curricular and co-curricular.

3.2 Weaknesses:

- *Absence of proper policy for intake capacity:* The affiliating university- UOK had no proper policy for intake capacity in its affiliated colleges. The intake capacity in government colleges has been fixed. However, the intake capacity could not be implemented in its true spirit due to various reasons due to very poor demand for some subjects and very high for some. Thus, in the absence a proper mechanism for implementation of intake capacity, it becomes difficult to run the academic session, with large enrolment. Therefore for a successful implementation of NEP-2020 it is highly desirable to have a fixed intake capacity and a proper mechanism.
- *Shortage of Permanent Faculty:* Another weakness that the institution has is paucity of permanent faculty in a number of departments. The college has been sanctioned 28 posts, out of which 11 positions are vacant, and a number of departments have need of more faculty members than sanctioned posts.
- *Inadequate infrastructure:* The College has presently inadequate infrastructure in place. The institution has no labs for 3 science subjects, library has no reading space, and limited space for books and no automation. The departments in social science, arts and commerce needs improved infrastructure. College needs to have an auditorium and a guest house cum faculty block.
- The Admission process and fee submission is still going on in manual traditional mode.
- Limited E-resources available in the library.

- Negligible placement drives are taking place in the campus.
- No Honors course or PG course is presently being offered in the college.
- Lack of proper sports complex and stadium.
- Less Avenues for generating Internal Revenues for the institution.

3.3 Opportunities:

- To strength the sports infrastructure the college can avail nearby state land from the government, including for the establishment of hostels.
- College has land availability inside the existing campus for the construction of a small indoor stadium.
- College has good infrastructure available in some of the science and social science subject to start honours and research oriented under graduation degree programs.
- Being in a rural area, college has a lot of scope to start industrial skill programs in diverse areas of rural economy.
- College has a huge potential to harvest rain water to address the water and irrigation demand on the campus.
- College landscape has the potential to becoming one of the best green campuses in J&K.
- There is a demand for introducing a number of new subjects in social science and science, which will cater educational demands of a large section of the community falling within college jurisdiction.

3.4 Threats:

- Untimely extreme weather change (early and/or late winter) due to climate change leads to abrupt disturbances in the classwork due to difficulties of commuting, cold and poor heating arrangements in classrooms.
- Threat of flesh floods and landslides near buildings due to poor and/or no concrete fencing in some areas of the campus.
- Threat of transfer of permanent faculty and not getting a replacement quickly, thereby disruption in academics.

PART – IV (A) STRATEGIC GOALS AND PLAN/ROAD MAP 2020-24

The team of GDC Beerwah after several discussions and planning, guided by the Mission and Vision of the Institute, Quality Policy, Core Values, Stake holder's expectations and SWOT analysis has framed the following Strategic Institutional Goals:

- Following effective teaching and learning process in accordance with the NEP 2020.
- Developing and following leadership and participative management.
- Establishing a continuous Internal Quality Assurance System.
- Ensuring good governance in all domains of institutional functioning.

- Ensuring participatory planning in student growth and development.
- Ensuring staff development & welfare.
- Developing an effective and efficient financial management system.
- Put emphasize on Institute - Industry interaction and partnership.
- Development of entrepreneurship by introducing skill-oriented education.
- Encouraging research and development by creating research conducive environment and collaborations.
- Focusing on internal revenue generation.
- Increasing Alumni engagement and participation.
- Strengthening Community College ties by engaging students in community services and activities.
- Enhancing the physical infrastructure of the college.

PART – IV (B) QUALITY IMPROVEMENT STRATEGIES TO BE ADOPTED 2020-24

STRATEGIC GOALS	PLAN/ROAD MAP
Curricular aspects (Curricular planning and implementation)	<p>The college is affiliated to University of Kashmir. Faculty members of the college take active participation in design and development of the curriculum. Many faculty members are on Board of Studies (BOS) of the University. Some are invited on continuous basis for participating in syllabus reframing workshops which are conducted by the university from time to time. Some of the strategic curricular related aspects for future are:</p> <ol style="list-style-type: none"> a) Continued engagement of faculty members in designing and revising of syllabus through participation in UG BOS. b) Strengthening the research based of curricular in Science, Social Science, Arts, and Commerce wherever curriculum permits. c) Introducing more skill-oriented courses in view of New Education Policy 2020. d) Streamlining the system of internal assessments across all subjects of Social Science and Commerce.
Effective Teaching Learning methodology	<p>The college's focus is on enhancing the learning experiences through student centric teaching learning processes, by adopting following methodologies:</p> <ol style="list-style-type: none"> a) Strengthening of the Academic Monitoring Committee for managing and facilitating use of advanced teaching aids. b) Development of e-learning resources in all subjects, and promoting technology in teaching. c) Strengthening and streamlining the process of continuous assessments in all subjects.

	<ul style="list-style-type: none"> d) Creating a robust internal E-feedback system for the college and each subject. e) Academic planning and preparation of academic calendar. f) Introduction of new courses and program as envisioned under NEP 2020. g) Preparation of Teaching Plan as Per NEP- 2020 h) Use of more practical and participatory methods of teaching and learning – group discussions, projects, case studies etc. i) Promote research culture and facilities. j) Provide career counselling, mentoring and individual support to students. k) Performance enhancement of students through workshops and seminars. l) Implementation of best practices for students. m) Greater emphasis on field work oriented learning, internships, & industry-student exchange. n) Creating opportunities for academic and research exposure of students outside college.
<p>Research, Extension and Innovation</p>	<ul style="list-style-type: none"> a) Strengthening the college Research and Development Committee. b) Following with JKHED about the funds and infrastructure support for already nominate Social Science Research Hub. c) Establishing the languages lab in the college. d) Development of an innovation facilitation centre. e) Establishing laboratories in the departments which do not have laboratories, and enhancing the quality of those who already have laboratories with advanced research facilities. f) Advancing the Social Science, Arts and Commerce research environment in the college by strengthening the research infrastructure in respective departments and library. g) Requesting the Department of Higher Education Govt. of JK for more research oriented staff in departments which do not have such, and filling the vacant position in various department which have no permanent faculty. h) Facilitating staff capacity development by allowing them to attend various seminars, workshops, and conferences.

	<ul style="list-style-type: none"> i) Conducting Faculty Development Programs in the college and facilitating staff in attending such programs outside college. j) Organizing research workshops and conferences. k) Encouraging faculty members to apply for different research grants and get more and more research funding for the college. l) Research collaborate with different institutions and Universities within and outside the country. m) Strengthening the student research culture by incorporating research subjects in the 4th year of degree under NEP 2020.
<p>Infrastructure and Learning Resources</p>	<ul style="list-style-type: none"> a) Ensuring the optimal allocation of budget to all departments of the college. b) Renovation of washrooms for staff and students in the college, including construction of specially abled washrooms. c) Enhancing the beauty and landscape of the college through more relevant infrastructural development, sports facilities, gardens, and planned tree plantation. d) Completion of work on pre-fabricated classroom huts. e) Construction of browsing centre. f) Setting of solar plant to overcoming electricity shortage. g) Purchase of generator to overcoming winter electricity shortage. h) Renovation and alteration of New Academic Building. i) Construction of parking space on the land outside college gate. j) Construction of guest house cum faculty quarters. k) Construction of indoor sports complex. l) Making campus a green campus and zero plastic use campus. m) Recycling of water. n) Construction of a mini conference room, and IQAC office in the main building. o) Turning classrooms into smart classrooms with LED panels. p) Strengthening the infrastructure of college dispensary. q) Enhancing the infrastructural quality of laboratories. r) Conducting external agency based green audit,

	<p>energy audit and environmental audit.</p> <p>s) Construction of library block with advanced facilities, and purchasing of more books and journals, including subscription to e-learning resources.</p> <p>t) Completion of the automation of the library.</p>
Student Support and Progression	<p>a) Facilitating increased participation of students in various competitions in and outside college.</p> <p>b) Conducting inter, intra, divisional and UT level extracurricular activities and competitions for students and ensuring their participation.</p> <p>c) Ensuring fair budget framing and allotment for student development programs and activities.</p> <p>d) Ensuring proper student representation in various committees of the college.</p> <p>e) Recognising the outstanding student achievement through awards and honours.</p> <p>f) Strengthening the NCC and NSS units of the college. Especially getting a Boys NCC wing to the college.</p> <p>g) Ensuring increased participation of students in community and extension activities through NCC, NSS, Department of Social Work and Environmental Science.</p> <p>h) Supporting the meritorious students from the weaker and vulnerable sections of society through college and other government and non-governmental scholarships.</p> <p>i) Ensuring a ragging, violence and harassment free campus.</p>
Placements	<p>a) Strengthening the Career Counselling and Placement Cell to the level that each student gets desired guidance for a successful career, and placement wherever relevant and needed.</p> <p>b) Making continued efforts towards campus placement of students, in courses wherever relevant.</p> <p>c) Continued interface between the students and industry for hands-on skill and exposure.</p> <p>d) Signing MOUs with industrial skill institutions and training partners.</p>
Advancement and welfare of employees	<p>a) Organising regular training of teaching and non-teaching staff for quality improvement.</p> <p>b) Creating a healthy and supportive working</p>

	<p>environment in the college.</p> <ul style="list-style-type: none"> c) Assuring continued safe working environment for teaching and non-teaching staff and students from diverse gender and social backgrounds. d) Proper implementation of staff welfare policy of the JKHED and of the college. e) Giving career advancement opportunities to the staff. f) Deputation of staff for seminars, conferences and workshops of relevance. g) Supporting research, consultancy and innovation.
Governance, leadership and management	<ul style="list-style-type: none"> a) Ensuring periodic institutional reviews for smooth running of the administrative activities of the college. b) Ensuring continued review of examination results – internal and external of all the programs and courses, result analysis and designing of improvement strategies. c) Ensuring six monthly and yearly review of the budget allocated for different works and activities, so that things are complete in a timely manner. d) Reviewing the performance appraisals of the faculty and giving suggestions for quality enhancement. e) Evaluate institutions annual performance and make changes for quality improvement accordingly. f) Ensure adherence to the JKHED E-reporting, appraisal, monitoring, and quality management systems. g) Making efforts towards strengthening of E-governance system in the college. h) Strengthening the internal financial and academic audit committee. i) Formulating and updating different policy documents of the college in line with NEP 2020. j) Ensuring decentralized management of the college. k) Ensuring effective system of monitoring and evaluation by setting different college Committees and Cells.
Financial planning and management	<ul style="list-style-type: none"> a) Making advanced financial planning for the development of college. b) Framing yearly financial budget in accordance with the strategic infrastructural development goals of the college. c) Ensuring effective and sustainable purchasing led by the Purchasing Committee through GEM.

	<p>d) Ensuring continued yearly internal and external financial and administrative audits.</p> <p>e) Strengthening the E-governance system in payments, purchases, financial planning and management.</p>
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PART – V MAJOR INITIATIVES UNDERTAKEN 2020-21

YEAR	MAJOR INITIATIVES UNDERTAKEN	REMARKS
1 st Apr 2020 to 31 st March 2021	Lecture hall block	Work in progress
	Pre-fabricated classroom.	Completed
	Setting Industrial courses.	completed
	Browsing centre.	Work in progress
	Multi-purpose hall.	No started
	Installation of solar panel.	Work in progress
	Retention wall and development of parking facility.	Not started
	Establishment of skill centre.	Not started
	Laboratory block.	Not started
	Digital classroom.	completed

PART – VI STRATEGIC IMPLEMENTATION AND MONITORING

After approval of Strategic development plan the next step is its implementation. During implementation the progress of strategy will be measured from time to time. Principal along with the IQAC Cell will periodically review the strategic plan and its deployment. The college has devised a number of committees for implementation and monitoring of SPDD.

- Advisory Committee
- Development Committee
- College Funds Management Committee
- Purchasing/GEM Committee
- Science Purchase Committee
- Admission Committee
- Timetable Committee
- Examination Committee
- Internal Quality Assurance Cell (IQAC)
- Grievance Redressal Committee
- Anti-Sexual Harassment Committee
- Financial Aid and Assistance and Scholarship
- Career counselling and Placement Committee
- Discipline and Moral Counselling Committee
- Academic Monitoring and Audit Committee
- Library Committee

- College Magazine & Printing Committee
- Debates & Seminar Committee
- Health Centre Committee
- Protocol Committee
- Excursion cum Transport Committee
- College Canteen Committee
- Landscape and Beautification Committee
- UGC/Rashtriya Uchcharat Shiksha Abhiyan (RUSA)
- National Green Corps (NGC)/ECO Club
- Anti-Ragging Cell
- Sports Council
- Legal Awareness/College legal cell
- Audit Committee
- LFE Committee
- Women Development Cell
- Electoral Awareness Committee
- Committee for Specially abled Students
- Research Committee
- ICT and Digital Initiatives Committee
- College Skill Committee
- Cultural Committee
- NCC
- NSS Advisory Committee
- Appointment of Coordinators for MHRD GoI Initiatives & Programs.

PART – VII MAJOR INFRASTRUCTURAL TARGET TILL 2024

1 st April 2021 to 31 st March 2022	TARGET INITIATIVES
	Lecture hall block
	Multipurpose hall
	Laboratory block
	Retention wall and development of parking facility.
	Raising of first floor
	Installation of solar panel.
	Digital classroom
	Browsing centre.
	College bus
1 st April 2022 to 31 st March 2023	Lecture hall block
	Retention wall and development of parking facility.
	Raising of first floor
1 st April 2023 to 31 st March 2024	Development and levelling of play field
	Establishment of language lab
	Repairing and renovation of toilet block
	Construction of multipurpose lab block
	Upgradation of science and computer science labs
	Macadamisation of internal roads.
	Development of 30 nod language lab
	Compensation of walnut trees
Renovation of principal chamber	

PART – VII PHYSICAL AND FINANCIAL TARGETS AND ACHIEVEMENTS OF GDC BEERWAH
April 2020 to March 2024

YEAR	TARGETS		ACHIEVEMENTS		REMARKS
	FINANCIAL	PHYSICAL	FINANCIAL	PHYSICAL	
1 st Apr 2020 to 31 st March 2021	₹83196000	Lecture hall block	₹61730524	Lecture hall block	Work in progress
		Pre-fabricated classroom.		Pre-fabricated classroom.	Completed
		Setting Industrial courses.		Setting Industrial courses.	completed
		Browsing centre.		Browsing centre.	Work in progress
		Multi-purpose hall.		Multi-purpose hall.	No started
		Installation of solar panel.		Installation of solar panel.	Work in progress
		Retention wall and development of parking facility.		Retention wall and development of parking facility.	Not started
		Establishment of skill centre.		Establishment of skill centre.	Not started
		Laboratory block.		Laboratory block.	Not started
		Digital classroom.		Digital classroom.	completed
1 st April 2021 to 31 st March 2022	₹92277000	Lecture hall block			
		Multipurpose hall			
		Laboratory block			
		Retention wall and development of parking facility.			
		Raising of first floor			
		Installation of solar panel.			
		Digital classroom			
		Browsing centre.			

			Indoor sports hall			
1 st April 2022 to 31 st March 2023	₹54200000		Lecture hall block Retention wall and development of parking facility. Raising of first floor Indoor sports hall			
1 st April 2023 to 31 st March 2024	₹124200000		Establishment of language lab Development and levelling of play field Repairing and renovation of toilet block Construction of multipurpose lab block Upgradation of science and computer science labs Macadamisation of internal roads. Development of 30 nod language lab Compensation of walnut trees Renovation of principal chamber			



IQAC COORDINATOR



ADVISORY COMMITTEE



PRINCIPAL