

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

(2023-24 TO 2037-38)



PANIGAON OMPRAKASH DINODIA COLLEGE
Panigaon, North Lakhimpur-787052

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Table of Content

1. Introduction	4
2. About the College	5
3. Strength, Weakness, Opportunity and Challenges (SWOC)	6
4. Strategic Plan for Next 15 Year	8
5. Plan for Enabling Effective Governance	8
6. Plan for Enabling Effective Financial And Funding Model	9
7. Roadmap to Holistic Development And Future-Ready Education	10
8. Plan for Enabling Effective Research, And Intellectual Property	11
9. Roadmap to Strengthen Human Resources	12
10. Plan for Enabling Better Physical Facilities	13
11. Roadmap to Enhance Digital Facilities for A Modern Learning Environment	14
12. Conclusion	15

INTRODUCTION

The Institutional Development Plan (IDP) is basically a 15 year road map of an educational institution based on present strengths and weaknesses, predicting the future standards, goals and targets. IDP is the vision document of education which assists in achieving academic quality and excellence. Overcoming resource constraints and managing of resources by focusing on optimum use will be essential to cope with any future situation and standards.

The IDP helps in increasing the Gross Enrollment Rate of Higher Education. The basic objective of the Institutional Development Plan is to make students successful citizens by improving the quality and infrastructure of educational institutions.

The Institutional Development Plan of Panigaon Omprakash Dinodia College for the next 15 years, i.e from 2023-24 to 2037-38 has been prepared considering the following key points:

1. Recommendations of the NAAC Peer Team of Cycle I and Cycle II
2. SWOC analysis of the college
3. Vision and Mission of the college
4. Previous year Feedback Reports.
5. Guideline of NEP, 2020.
6. Suggestions of the:
 - i) Governing Body
 - ii) IQAC
 - iii) Academic Advisory Committee
 - iv) NEP Task Force
 - v) Different Cells and Wings of the College

About the College

Panigaon Omprakash Dinodia College is a premier educational institution located in Lakhimpur district of Assam. In order to fulfil the aspiration of the local people, the College was established in the year 1984 under the accumulated efforts of a number of local social workers. Recognising the noble contribution made by Mr Om Prakash Dinodia, the College is named after him. The College is affiliated to Dibrugarh University. The UGC has recognised the College under section 2(f) and 12-B on 23/07/1998 and 08.02.2001 respectively. The Government of Assam has awarded the grants-in aid status to the College on January 11, 1996, and later it became a Govt. Provincialised College under the Assam College Provincialisation Act, 2005. It is a single streamed co-educational institution with eight departments- Assamese, Economics, Education, English, History, Philosophy, Political Science and Sociology.

Since its inception, the College has been trying its best for the holistic development of the students. In addition to the regular curricular teaching-learning activities, the College arranges programmes and trainings on cultural, literary, debating, games and sports, march past, yoga, soft skills etc. Game and sports facilities are provided to students adequately. There is an indoor stadium, gymnasium centre and a large playground with a gallery facility. The College is also in steadfast effort to provide self-employment facilities and to foster entrepreneurship amongst the students. The College has introduced several add-on courses in order to fulfil these objectives. The College has a Career Counseling Cell which is in consistent efforts to provide training, information and other facilities for placement of the students. ISR activities covering Field Works, Surveys and Awareness programmes on Women Empowerment, Aids Awareness, Drug Abuse, Environmental Consciousness etc. are organized regularly by the College in the catchment area. The College has different cells and wings viz., Career Counseling Cell, Electoral Literacy Club, Green Club, Literary and Drama Club, Legal Literacy Club, National Social Service Unit, Women Cell, Psychological Counseling Cell, Yuva Tourism Club, Unnat Bharat Abhiyan Cell etc. to carry out such ISR and Extension Activities efficiently.

Vision

- *To create an educational ecosystem of quality knowledge and optimum development of human resource for national and global requirement through all round development of the students.*

Mission

- *Advocating and adjusting a curriculum to inject skills, knowledge, attitude and human psychology based on equity principles.*

Strength, Weakness, Opportunity and Challenges (SWOC)

➤ **Institutional Strength**

- Good infrastructure
- Located amidst greeneries with pollution free environment
- Clubs for developing of hobbies.
- Students' responsive flexible education system.
- Cells and Wings for Extension Activities and ISR.
- Dedicative Teaching and Non-teaching Staff
- Robust Management System
- Co-education
- Well Equipped Library Facility with INFLIBNET and e-resources
- Well-Equipped Games and Sports, Gymnasium and Yoga facilities

➤ **Institutional Weakness**

- Limited teaching and non-teaching staff.
- Heavy workload
- Digital divide
- Less numbers of publications

- Limited Research activities
- Limited numbers of Add-on/Certificate/Diploma Courses

➤ **Institutional Opportunity**

- Scope for innovation and e-learning
- Strengthening of skills: problem-solving and critical thinking
- Eco-friendly environment
- Gender neutrality
- Prospect for reducing digital gap
- Expansion of ICT Enabled Classrooms
- Solar energy plant, Water-harvesting plant, pisciculture, farming, horticulture, floriculture etc. can also be developed
- Scope to enhance employability
- Scope to introduce the courses on performing arts like, music, dance, drawing, playing musical instruments etc.
- Flexible academic environment to implement NEP
- Scope for introduction of more skill enhancement courses

➤ **Institutional Challenge**

- Promoting research culture among the faculty and students
- Digital divide
- Locational disadvantage of the catchment area
- Disadvantageous economic condition of students
- High drop-out rate
- Consultancy activities
- Establishing linkage with industries

STRATEGIC PLAN FOR NEXT 15 YEARS

A. PLAN FOR ENABLING EFFECTIVE GOVERNANCE:

Effective governance is essential for the success and sustainability of any institution. It ensures transparency, accountability, and efficient management of resources, fostering trust among stakeholders. Good governance practices promote strategic decision-making, enhance institutional performance, and support the achievement of educational objectives. By involving diverse stakeholders in decision-making processes and maintaining clear communication channels, effective governance creates a collaborative environment that drives continuous improvement and innovation. Ultimately, it lays the foundation for a resilient and thriving educational community. Considering its importance the college plans as follows for the next 15 years.

Short-Term Plan	
Particulars	Stipulated Time Frame
1) Strengthen Governance Structures: <ul style="list-style-type: none">• Review and update the composition and roles of the Governing Body and other committees.• Ensure the inclusion of diverse stakeholders in decision-making processes.	Timely
2) Implement Feedback Mechanisms: <ul style="list-style-type: none">• Create robust feedback systems for students, faculty, and staff.• Conduct surveys and organize focus groups to gather input on governance and institutional policies.	Yearly
3) Improve Financial Management:	

a)	<ul style="list-style-type: none"> Conduct internal and external audits to ensure financial transparency and accountability. 	Yearly
b)	<ul style="list-style-type: none"> Establish a finance committee to oversee budgeting, fund allocation, and expenditure. 	2024-25
4) Capacity Building for Faculty and Staff:		
	<ul style="list-style-type: none"> Organize training programs and workshops on governance, leadership, and management skills. Encourage participation in faculty development programs. 	Timely
5) Upgrade ICT Infrastructure:		
	<ul style="list-style-type: none"> Adopt E-Governance system through SAMARTH Portal Ensure regular updates and maintenance of the college website. 	2024-25
Long-Term Plan		
1)	Conduct periodic strategic planning sessions involving all stakeholders.	Timely
2)	Develop own Digital platform to smoothen teaching learning process.	2024-2029
3)	Adapt and innovate based on feedback and changing educational landscapes.	Timely

B. PLAN FOR ENABLING EFFECTIVE FINANCIAL AND FUNDING MODEL

In addition to the salaries for approved teaching and non-teaching positions funded by the government, the college covers other expenses, including development projects, maintenance, and salaries for contractual teaching and non-teaching staff, using fees collected from students. Several construction projects have been completed, while others

are ongoing, with financial support from various agencies such as the University Grants Commission (UGC) and Rashtriya Uchchar Shiksha Abhiyan (RUSA).

To sustain and expand its operations over the next 15 years, the college will primarily depend on the followings.

SOURCES OF FUNDING	
Sl. No.	Particulars
1	Student fees or Refunds of Fee Waive Scheme
2	Government funding
3	Funding from various agencies such as the University Grants Commission (UGC) and Rashtriya Uchchar Shiksha Abhiyan (RUSA).
4	Targeted fund raising campaigns and public contributions through establishing partnerships with local businesses and alumni
5	By launching some self sustaining projects
6	Public donations

C. ROADMAP TO HOLISTIC DEVELOPMENT AND FUTURE-READY EDUCATION

The institution is committed to ensuring the holistic development of students through multidisciplinary courses and specialized training, in alignment with the proper implementation of NEP 2020. While the institution follows the curriculum provided by Dibrugarh University, which imposes certain limitations on curriculum design, it strives to offer students high-quality online courses from various platforms such as SWAYAM and NPTEL.

Based on the students' need in modern age, along with mission and vision of the college, it has outlined the following goals to achieve over the next 15 years:

Short-Term Plan	
Particulars	Stipulated Time Frame
1) Introduce NCC unit	2024-2025
2) Ensure internships opportunities for students in line with NEP	2024-2026
3) Provide good quality Sports facilities	2024-2026
4) Ensure a manageable student teacher ratio	2024-2025
5) Introduce skill oriented programmes	2024-2025
6) Training on the use of generative AI	2024-2025

7) Ensure alignment with the objectives of NEP 2020 to meet national educational standards.	2024-2025
8) Career guidance for students	Timely
9) Continuously upgrade infrastructure and resources to support advanced learning and research	2024-2026
Long-Term Plan	
1) Integration of ICTs in all classrooms	2024-2034
2) Expand access to quality online courses through partnerships with established platforms like SWAYAM and NPTEL	2024-2039
3) Develop a Digital student monitoring system.	2024-2029
4) Strengthen collaborations with industry and academia to enhance the educational experience	2024-2029

D. PLAN FOR ENABLING EFFECTIVE RESEARCH, AND INTELLECTUAL PROPERTY.

Fostering a strong research culture and promoting intellectual property awareness are essential for academic growth. The college is dedicated to enhancing research capabilities and supporting innovation through a series of strategic initiatives. This plan includes organizing seminars, workshops, and conferences, encouraging faculty and student participation in these events, and promoting research publications and projects. Additionally, the college aims to establish a fully equipped incubation center, form MoUs and collaborations, support faculty in pursuing PhDs, and publish its own research journal. By implementing these measures, the institution seeks to become a hub of intellectual activity and innovation.

Particulars	Stipulated Time Frame
1. Organize seminars, workshops, conferences in the college	Timely
2. Encourage participation of teachers and students in seminars, workshops and conferences.	Timely
3. Encourage research publications and projects from the faculties	Timely

4. Setting up of a fully equipped incubation centre in the college	2024-25
5. MoUs and Collaborations for research and innovation	2024-2029
6. Encourage the faculty members to pursue PhD and other research works.	Timely
7. Publish a own Research Journal	2024-2026
8. Organize Workshop on Intellectual Property Right (IPR)	Timely

E. ROADMAP TO STRENGTHEN HUMAN RESOURCES

The College has prioritized to fill the vacancies in teaching positions following the comprehensive DHE HRD policies at UG levels and ensure capacity building of the employees at all levels. Recruitment of faculties are being done as per the rules and regulations of the government. Various initiatives are being undertaken to implement Outcome Based Education (OBE) in the College. In addition to knowledge up-gradation by way of FDP, STC etc., various other practices are followed for faculty improvement and, thereby, achieving enhancement of teaching learning process. Faculty of the institute engage themselves in various activities to steadily improve teaching and learning over time.

The following roadmap will be followed to strengthen human resources in the college:

Particulars	Stipulated Time Frame
1) strengthen library, e-Recourse and Reading room facility	2024-2029
2) Ensure faculty's library visit hours	Yearly
3) Analyze student assessment data to identify trends in student performance and problems to be remedied by changing teaching strategies, course content, and learning activities, etc.	Timely
4) Student mentoring	Timely
5) Inclusion of ICT in teaching and learning process to Create state of the art teaching learning environment	2024-2029
6) Organize FDP, Workshops, and trainings, participation in FIP Seminar Conferences, Book writing and publication etc	Timely

7) Mental health and psychological counselling sessions for students and faculties	Timely
8) Address the needs of the students by Grievance Redressal Cell	Timely
9) A commercial selling point to be started in the College campus to help students earn while studying to meet their academic expenses which will prioritize to sell local food and cultural items to boost indigenouness	2024-2025
10) Walking zone and sports facilities will be provided to the staff members along with students as mind refreshers	2024-2029
11) Ensure ample amount of time and scope for Faculty to carry their research works.	2024-2025
12) Ensure transparency in All inclusive decision making practice along with proper documentation	2024-2025
13) Attempt to make core communication system flexible and departmental activities to include multilateral communication.	2024-25

F. PLAN FOR ENABLING BETTER PHYSICAL FACILITIES

The institution recognizes the vital role that physical facilities play in enhancing the overall educational experience and ensuring a conducive learning environment. To support this, the college is dedicated to improving its infrastructure and facilities, aligning with modern standards and the diverse needs of its student body. By focusing on both immediate enhancements and long-term projects, the college aims to create an inclusive, sustainable, and resource-rich campus. The following plan outlines specific initiatives designed to upgrade and expand the physical facilities, thereby promoting a better educational and work environment for all stakeholders.

Particulars	Stipulated Time Frame
1) Increasing the use of ICT facilities in teaching-learning process and in the administration	2024-2025
2) Construction of a health centre and a Counselling-service room	2024-2025
3) Establishment of a barrier free, disabled-friendly and inclusive college campus.	2024-2026

Construct disabled-friendly classroom, washroom and provide special facilities of ramps and rails in the college campus.	
4) Installation of sanitary napkin vending machine	2024-2027
5) Strengthening the Book-Bank facility wherein meritorious and economically backward students are provided text books from the library	2024-2026
6) Construction of an Open stage in the college campus	2024-2029
7) Construction of a volleyball court	2024-2029
8) Upgradation of the solar panels used in the college	2024-2029
9) Take additional Green campus initiatives such as recycling bin for e-waste, rain water harvesting, complete ban on polythenes inside the campus, etc.	2024-2025
10) Construction of Advance Computer Lab	2024-2029

G. ROADMAP TO ENHANCE DIGITAL FACILITIES FOR A MODERN LEARNING ENVIRONMENT:

In an era defined by technological advancements, the integration of digital facilities within educational institutions is crucial for fostering an effective and contemporary learning environment. The college is committed to leveraging technology to enhance teaching, learning, and administrative processes. This plan outlines strategic initiatives aimed at providing 100% ICT-enabled classrooms, expanding smart classroom capabilities, and adopting cloud infrastructure for centralized information management. Additionally, the plan includes the installation of a biometric attendance system in the library and the digitization of library resources to ensure greater online accessibility for students. Through these efforts, the college aims to create a digitally enriched campus that supports innovative education and efficient administration.

Particulars	Stipulated Time Frame
1. Provide 100% ICT enabled classroom for teaching learning	2024-2034
2. Establish LAN connectivity for the computers among different academic departments	2024-2029

3. Adoption of cloud infrastructure to enable centralized information management	2024-2039
4. Installation RFID system in library	2024-2029
5. Installation of Digital Library	2024-2038
6. Digital Display Board in the Library	2024-2027

Conclusion:

The comprehensive strategic plan outlined above is designed to guide the institution through the next 15 years, ensuring robust governance, financial sustainability, holistic development, research excellence, human resource enhancement, improved physical infrastructure, and advanced digital facilities. By setting clear short-term and long-term goals, the institution aims to create a dynamic and supportive environment that fosters academic excellence, innovation, and inclusivity. By following this strategic roadmap, the institution is poised to become a leader in education, providing exceptional opportunities for students, faculty, and staff, and making significant contributions to the broader community.



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Principal

Panigaon Omprakash Dinodia College