

# Institutional Development Plan (IDP) Under NEP 2020



**Dr. V. R. Godhaniya College of Arts,  
Commerce, Home Science & I.T. for Girls,  
Porbandar**

**Khidji Plot, M.G. Road, Porbandar – 360575.**

**Duration (2025-2030)**

**Date of Submission: 5<sup>th</sup> January, 2026**

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## **About Us:**

Dr. Virambhai Godhaniya College of Arts, Commerce, Home Science and Information Technology for Girls was founded by the Shri Maldevji Odedara Smarak Trust, Porbandar in 1988. It is a Grant-in-Aid college affiliated to Saurashtra University, Rajkot prior to Bhakt Kavi Narsinh Mehta University, Junagadh. This institute of higher education is a non-profit establishment offering undergraduate courses in the faculties of Arts (B.A.), Commerce (B.Com. with Business Administration), Home Science (B.Sc.) and Information Technology (B.Com. with Computer-Science). It is centrally located in Porbandar, in Gujarat & caters specifically to the students coming from the weaker sections of the society. The college is located in the heart of city. Its aim is to achieve excellence in academic education. It is devoted to preparing citizens for the nation. Its emphasis is on sound teaching & learning through value-based education which prepare each student to reach her/his potential for a satisfying life emphasizing the dignity of the individual and the continuous educational process of the society. The college believes in national integration and has an open admission policy, encouraging enrollments of girls irrespective of income, class, caste, region, religion or creed. In addition the college has a Post Graduate Centre in English and Commerce (Both English and Gujarati Medium) & Economics. Our College is the only College in BKMNU accredited with A Grade by NAAC (National Assessment & Accreditation Council, Bangalore) in October 2023.

## **Vision of Institute:**

The vision of the institute is to ennoble the heart and uplift the mind of every individual to new vistas of learning and teaching.

## **Mission:**

- ❖ To develop into a model educational institute that caters to the needs of Saurashtra and provides worthy citizens to the nation.
- ❖ To contribute to the development and implementation of an updated and effective curriculum that places the students in a position to compete with the best in the world.
- ❖ To assist in augmenting the educational standards of rural women and making them self-reliant.

## Key initiatives in the IDP:

The key objectives of the Institutional Development Plan are:

- ❖ **To strengthen governance and leadership** by promoting transparency, accountability, participatory decision-making, and effective institutional management.
- ❖ **To ensure financial sustainability** through systematic budgeting, optimal resource utilization, and diversified resource mobilization.
- ❖ **To enhance academic quality** by adopting innovative teaching–learning practices, multidisciplinary approaches, and outcome-based education.
- ❖ **To promote research, innovation, and extension** activities that address social issues, women empowerment, and community development.
- ❖ **To develop and modernize physical infrastructure** that supports safe, inclusive, eco-friendly, and learner-centric campus facilities.
- ❖ **To empower human resources** through continuous professional development, performance enhancement, and welfare initiatives for faculty and staff.
- ❖ **To strengthen digital infrastructure** by integrating ICT tools, e-governance, digital learning platforms, and cyber-aware practices.
- ❖ **To foster collaborations and linkages** with academic institutions, industries, government bodies, NGOs, and alumni for academic enrichment and employability.
- ❖ **To promote holistic development of students** by focusing on values, ethics, leadership, life skills, and entrepreneurship.
- ❖ **To align institutional growth with NEP 2020, UGC, and NAAC quality benchmarks** ensuring continuous improvement and excellence.

## Institutional Profile

### Basic Information:

- i. **Name of Institution:** Dr. V. R. Godhaniya Arts, Commerce, Home Science & I.T. College for Girls, Porbandar.
- ii. **Type of Institution:** Grant-in-Aid
- iii. **Category(Co-education/Girls):** Girls
- iv. **Location:** Urban
- v. **Website of College:** <https://www.drvginstitute.org/>
- vi. **Name of Head of Institution and Project Nodal Officers**

Head & Nodal Officer	Name & Department	Mobile Number	E-mail id
Principal	Dr. Ketan D. Shah	8320572135	<a href="mailto:drvgodhaniahl@gmail.com">drvgodhaniahl@gmail.com</a>
Vice-Principal	-	-	-
IDP, Coordinator	Dr. Janki M. Kotecha	8238065605	<a href="mailto:jankihindocha6111@gmail.com">jankihindocha6111@gmail.com</a>

### Establishment Details:

- i. **Year of Establishment:** 1988
- ii. **Name of University to which affiliated:** Bhakta Kavi Narsinh Mehta University, Junagadh, Gujarat
- iii. **Permanent Affiliation:** 1988 – Saurashtra University, Rajkot  
2016 - Bhakta Kavi Narsinh Mehta University, Junagadh, Gujarat

### NAAC Accreditation:

Cycle	Grade	CGPA	Year of Accreditation	Valid from	Valid to
Cycle 1	C++	2.67	2007	31/03/2007	30/03/2012
Cycle 2	B	2.81	2012	15/09/2012	14/09/2017
Cycle 3	B++	2.84	2017	27/11/2017	26/11/2022
Cycle 4	A	3.03	2022	27/10/2023	26/10/2028

**Programs Offered:**

Sr. No.	U.G./P.G.	Faculty	Core Subjects offered	Status
1	U.G.	Arts	Gujarati, Hindi, English, Sanskrit, Economics & Sociology	Grant – in – Aid
2	U.G.	Commerce	Business Administration & Computer Science	Grant – in – Aid
3	U.G.	Commerce	Business Administration, Banking & Finance and Computer Science	SFI
4	U.G.	Home Science	General Home Science	Grant – in – Aid
5	P.G.	Arts	English & Economics	SFI
6	P.G.	Commerce	Accountancy	SFI
7	Diploma	Yoga	Yoga	SFI

**Faculty Strength:**

Sr. No.	Type of Faculty	Total	PhD	G-Set	NET
1	Associate Professor	11	08	-	01
2	Assistant Professor	07	06	04	01
3	Visiting Faculty	36	03	09	-

**Non-Teaching Staff:**

Sr. No.	Type	Permanent	Visiting
1	Administrative Staff	03	11
2	Class 4 Employees	-	06

**Student demographics: (2025-2026)**

U.G./P.G.	SC	ST	OBC	GENERAL	EWS	TOTAL
U.G.	151	108	1240	189	25	1713
P.G.	34	12	279	34	13	372

## SWOC Analysis

### Strengths

- ❖ Dr. V. R. Godhaniya Arts, Commerce, Home Science and I.T. College for Girls, Porbandar is only college accredited with 'A' Grade by NAAC in 2023, affiliated to BKMN University, Junagadh, with a life span of 37 years of imparting education to the student fraternity.
- ❖ Being a Grant - in - aid College, we have a teaching staff of **58 (Permanent 17 + 41 Visiting faculty) with 17 Ph.Ds, 13 SET qualified and 02 NET qualified**. So, we have a highly qualified staff with most of them having more than 30 years of experience. As of now 2 of them are Ph.D. research supervisors. And many of our teachers are part of BOS in BKMNU, Junagadh.
- ❖ We are fortunate enough to have 28 teachers out of 58 in whole who were once the students of this college. Their alma mater is now their work place.
- ❖ The college has been imparting education to the students coming from the weaker sections of the society since its inception in 1988.
- ❖ Our management is very visionary related to academics, so, our every classroom is digitally equipped with internet facility.
- ❖ The campus is connected to Namo wifi.
- ❖ We have 9 smart classrooms out of around 50 classrooms with different capacities.
- ❖ Though ours is an Undergraduate College, 03 PG programmes are also running in our college viz., English, Economics and Commerce with SFI status.
- ❖ Being a granted college, our students get the benefit of various scholarships and we are very glad to be the medium between government and society in providing the facilities of UDISHA, SSIP, MYSY (Mukhyamantri Yuva Svavlamban Yojana), Digital Gujarat, NSP (National Scholarship Portal), Innovation Club, Entrepreneurship training, Finishing school, etc.
- ❖ We have good governance policy through IQAC strengthening decentralized decision-making through committees and cells defined for smooth functioning of academics.
- ❖ The Academic Bank of Credits (ABC) is an innovative system introduced by the Government of India under the National Education Policy (NEP) 2020 to provide flexibility in higher education. It allows students to accumulate, transfer, and redeem academic credits earned across various courses and institutions throughout their academic journey. Our College also actively considers ABC to Empower Students, Enhance their Employability, Support NEP Goals and Encourage International Collaboration.
- ❖ Remedial classes are provided to improve the performance of slow learners, absentees, and students engaged in sports and other activities. Standard lecture notes and additional reference materials are provided, along with special classes and workshops on skill development, including Communicative English, Personality Development, Digital Literacy and Indian Culture.
- ❖ We have a good hostel boarding facility for our students with the capacity of 1000 students.

- ❖ Our library is fully equipped with lots of books covering the books of syllabus, reference books and books related to yoga, food & nutrition, short stories, novels of famous writers and rare books with a total of around 26000 books in Hindi, English, Gujarati and Sanskrit language.
- ❖ We have a full-fledged working Health Centre and Career Counseling and Placement Centre for the students.
- ❖ We have NSS and NCC (Naval Unit) in our college through which the students engaged in it are able to cater jobs in Defense services.
- ❖ We have our own playground where students of our college as well as students from other colleges play many games regularly.
- ❖ Safety & Security is done for students & faculty & other stakeholders by CCTV surveillance, fire safety equipment, and emergency response systems
- ❖ Installation and use of solar panels and energy-efficient lighting for energy conservation & renewable energy.

### **Weaknesses**

- ❖ Being a granted college, sometimes we are given too many government programmes and celebrations and that affects routine classroom teaching.
- ❖ Our students belong to rural as well as working in agricultural areas and they commute every day through public and private transportation services; many a times these services dysfunction and that directly does not allow students to attend all the college activities regularly. Further, students can't come to college during agricultural seasons.
- ❖ Most of the students are from rural background and to girl students, sometimes due to pressure of their parents drop out ratio is very high.
- ❖ Awareness related to importance of career is very less among parents & students as most of the students want to become homemaker.

## **Opportunities**

- ❖ Our college is located in semi-urban area and it has very bright chances of development. The overall development definitely improves the level and quality of education as well.
- ❖ Our college has been an educational hub for more than three decades; hence, we might attract a large number of students for betterment of future society.
- ❖ Ours is the multi faculty college (Arts, Commerce, and Home Science) in the heart of Porbandar city where girls take admission and complete their various degrees with the choice of their subject. On this basis, we think of coming out with some special (Vocational - G.K., Spoken, Computer etc) courses within our faculty.
- ❖ We have one of the richest libraries in Porbandar, It has more than 27000 books and some of the books are rare and special editions of their copies.
- ❖ We run 03 PG centers in our UG affiliated college viz., English, Economics and Commerce and further more; we may offer few more subjects in PG.
- ❖ We have NCC Naval unit (girls) and students from different parts of the state come to join our college because of NCC. It allows students to join police and army services with minimum efforts in ground activities and it is also useful in getting jobs easily. In coming years we might start NCC with Army and Air force in future.

## **Challenges**

- ❖ Being a granted college, we get minimum amount of funds and that is not sufficient for many student-centric activities.
- ❖ Further, we hardly get funds from agencies other than government and that affects our desires to prepare our students survives in the era of competition.
- ❖ Competition with other self finance colleges of the town is one more of the challenge faced by us.

## Revised Vision, Mission and core values

### Revised Vision:

To emerge as a centre of excellence in women's higher education by fostering academic excellence, ethical values, research orientation, digital competence, and social responsibility, thereby empowering women to contribute meaningfully to society and nation-building.

### Revised Mission:

- ❖ To provide inclusive, affordable, and quality higher education that promotes intellectual growth, critical thinking, and lifelong learning among women students.
- ❖ To adopt innovative, learner-centric, and technology-enabled teaching-learning practices in alignment with NEP 2020.
- ❖ To encourage research, creativity, and innovation addressing societal and regional needs.
- ❖ To enhance employability, entrepreneurship, and skill development through academic and industry linkages.
- ❖ To promote ethical values, leadership qualities, and social commitment among students.
- ❖ To create a supportive, safe, and enabling environment for the holistic development of women learners.

### Core Values

1. **Women Empowerment:** Commitment to educating and empowering women for self-reliance, leadership, and social transformation.
2. **Academic Excellence:** Pursuit of high standards in teaching, learning, research, and evaluation.
3. **Equity and Inclusivity:** Ensuring equal opportunities, access, and support for learners from diverse socio-economic backgrounds.
4. **Ethics and Integrity:** Upholding honesty, transparency, accountability, and academic integrity in all institutional practices.
5. **Digital Readiness:** Embracing digital technologies for effective learning, governance, and skill development.

### Strategic Goals and Objectives

#### Short Term Goal: (1 – 2 years)

- ❖ To implement, enhance & strengthen the present education system.

#### Medium Term Goal: (3 – 5 years)

- ❖ To improve the present academic system and academic syllabus in line with the present reforms & changes occurring in the field of education at the moment.

#### Long Term Goal: (5 – 15 years)

- ❖ To amalgamate and strengthen academics, education with skills & talents of the students with modern technology like digital technology and embark on the projects with A.I. and robotics.

## Key Focus Areas with Action Plan & Activities

**Academic Development:** Along with the present trend of Holistic education even digital literacy and Technical collaboration is connected with academic education.

### Objectives

- ❖ To enhance the quality of teaching–learning processes through learner-centric and outcome-based education.
- ❖ To align curriculum delivery with **NEP 2020**, **National Credit Framework (NCrF)**, and contemporary societal and industry needs.
- ❖ To promote multidisciplinary, skill-based, and value-oriented education for holistic student development.
- ❖ To integrate innovative pedagogical practices and ICT-enabled teaching for improved learning outcomes.
- ❖ To strengthen academic support systems such as mentoring, remedial teaching, and enrichment programmes.
- ❖ To improve student learning outcomes, progression, and overall academic performance.

Sr. No.	Action Area	Proposed Activities
1	<b>Curriculum Enrichment &amp; NEP Alignment</b>	<ul style="list-style-type: none"> <li>• Enrichment of curriculum through value-added, skill-based and multidisciplinary courses</li> <li>• Introduction of experiential learning components such as projects, internships, fieldwork, and case studies</li> </ul>
2	<b>Innovative Teaching–Learning Practices</b>	<ul style="list-style-type: none"> <li>• Adoption of student-centric pedagogies: experiential learning, project-based learning, participative learning</li> <li>• Use of ICT tools, smart classrooms, and digital resources</li> </ul>
3	<b>Outcome-Based Education (OBE)</b>	<ul style="list-style-type: none"> <li>• Formulation and implementation of Course Outcomes, Programme Outcomes, and Programme Specific Outcomes</li> <li>• Periodic assessment and attainment analysis</li> </ul>
4	<b>Assessment &amp; Evaluation Reforms</b>	<ul style="list-style-type: none"> <li>• Continuous Internal Evaluation (CIE) methods</li> <li>• Transparent, fair, and timely evaluation practices</li> </ul>
5	<b>Faculty Capacity Building</b>	<ul style="list-style-type: none"> <li>• Faculty Development Programmes, workshops, and training on pedagogy, assessment, and digital tools</li> <li>• Encouragement for innovative teaching practices and best practices</li> </ul>
6	<b>Academic Support Systems</b>	<ul style="list-style-type: none"> <li>• Strengthening mentoring and tutorial systems</li> <li>• Remedial coaching for slow learners and enrichment programmes for advanced learners</li> </ul>
7	<b>Academic Flexibility &amp; Inclusivity</b>	<ul style="list-style-type: none"> <li>• Support for diverse learners including SEDGs and PwD students</li> <li>• Flexible learning pathways and blended learning approaches</li> </ul>
8	<b>Monitoring &amp; Quality Assurance</b>	<ul style="list-style-type: none"> <li>• Academic audits and feedback through IQAC</li> <li>• Student feedback on teaching–learning processes</li> </ul>

### Expected Outcomes

- ❖ Improved academic performance and graduate attributes.
- ❖ Enhanced employability and life skills of women students.

**Research, Innovation, and Extension:** Research and innovation is the central part of our education at present so we plan to do more practical work in field of research and our institution basically will centralize all focus on research and innovation

### Objectives

- ❖ To develop a strong research culture among faculty and students in alignment with national research priorities.
- ❖ To encourage quality research publications, projects, and innovation relevant to societal and regional needs.
- ❖ To strengthen institutional mechanisms for research governance, ethics, and quality assurance.
- ❖ To encourage socially relevant and women-centric research.

Sr. No.	Action Area	Proposed Activities
1	<b>Research Governance &amp; Structure</b>	<ul style="list-style-type: none"> <li>• Establishment/strengthening of Research and Development (R&amp;D) Cell and Research Advisory Committee</li> <li>• Formulation of research policies including ethics, plagiarism, and publication guidelines</li> </ul>
2	<b>Capacity Building &amp; Research Skills</b>	<ul style="list-style-type: none"> <li>• Organization of workshops, seminars, FDPs on research methodology, academic writing, and data analysis</li> <li>• Training on use of research tools, databases, and software</li> </ul>
3	<b>Research Projects &amp; Funding</b>	<ul style="list-style-type: none"> <li>• Motivation and guidance for faculty to apply for minor and major research projects</li> <li>• Facilitation of funding through UGC, state agencies, and other funding bodies</li> </ul>
4	<b>Publications &amp; Knowledge Dissemination</b>	<ul style="list-style-type: none"> <li>• Encouragement and incentives for publications in peer-reviewed journals, books, and chapters</li> <li>• Organization of conferences, seminars, and symposiums</li> </ul>
5	<b>Student Research Promotion</b>	<ul style="list-style-type: none"> <li>• Promotion of undergraduate research projects and student research clubs</li> <li>• Encouragement for paper presentations and participation in research events</li> </ul>
6	<b>Collaboration &amp; Consultancy</b>	<ul style="list-style-type: none"> <li>• Research collaborations with other HEIs, research institutions, industries, and NGOs</li> <li>• Promotion of consultancy and community-based research</li> </ul>
7	<b>Monitoring &amp; Quality Assurance</b>	<ul style="list-style-type: none"> <li>• Periodic review of research output through IQAC and Research Cell</li> <li>• Maintenance of research database and performance indicators</li> </ul>

### Expected Outcomes

- ❖ Increased research output and visibility.
- ❖ Stronger linkage between research and societal needs.

**Faculty Development:** The basic problem of present education is not the syllabus alone but on the ground level to strengthen and educate the Academic Staff to gear up for the changes that are taking place in NEP 2020. At the same time along with the academic empowerment, we need to give more focus and attention to the students in the present Technology environment.

### Objectives

- ❖ To enhance the academic, research, and professional competencies of faculty members.
- ❖ To promote continuous professional development in teaching, research, innovation, and leadership.
- ❖ To equip faculty with innovative pedagogical skills and digital competencies in line with NEP 2020.

Sr. No.	Action Area	Proposed Activities
1	<b>Professional Development Programmes</b>	<ul style="list-style-type: none"> <li>• Organization of Faculty Development Programmes (FDPs), refresher courses, orientation programmes, and workshops</li> <li>• Encouragement for participation in national and international seminars, conferences, and webinars</li> </ul>
2	<b>Teaching– Learning Enhancement</b>	<ul style="list-style-type: none"> <li>• Training in innovative pedagogy, outcome-based education, experiential learning, and assessment reforms</li> <li>• Promotion of ICT-enabled teaching and use of digital tools</li> </ul>
3	<b>Research Capacity Building</b>	<ul style="list-style-type: none"> <li>• Workshops on research methodology, academic writing, publication ethics, and grant writing</li> <li>• Motivation and support for faculty research projects and publications</li> </ul>
4	<b>Digital Skills &amp; ICT Training</b>	<ul style="list-style-type: none"> <li>• Training programmes on LMS, e-content development, online assessment tools, and blended learning</li> <li>• Capacity building in digital administration and e-governance</li> </ul>
5	<b>Leadership &amp; Academic Governance</b>	<ul style="list-style-type: none"> <li>• Leadership development programmes for Heads, coordinators, and committee members</li> <li>• Exposure to best practices in academic governance and quality assurance</li> </ul>
6	<b>Performance Appraisal &amp; Motivation</b>	<ul style="list-style-type: none"> <li>• Faculty welfare measures and counselling support</li> <li>• Initiatives for work–life balance and stress management</li> </ul>
7	<b>Well-being &amp; Work Environment</b>	<ul style="list-style-type: none"> <li>• Faculty welfare measures and counselling support</li> <li>• Initiatives for work–life balance and stress management</li> </ul>
8	<b>Mentoring &amp; Peer Learning</b>	<ul style="list-style-type: none"> <li>• Faculty mentoring systems and peer-learning forums</li> <li>• Sharing of best practices and innovations in teaching</li> </ul>

### Expected Outcomes

- ❖ Enhanced teaching effectiveness and academic quality.
- ❖ Improved faculty competencies in pedagogy, research, and digital tools.
- ❖ Increased faculty participation in research, publications, and funded projects.
- ❖ Strengthened leadership and governance capabilities among faculty members.
- ❖ Higher faculty motivation, job satisfaction, and retention.
- ❖ Improved student learning outcomes due to enhanced teaching practices.
- ❖ Alignment of faculty performance with NEP 2020, UGC, and NAAC quality benchmarks.

**Infrastructure Development:** Our priority has always been to update our infrastructure along with necessary educational facilities in modern way and means of education which involves Tech- support like compulsory computer application and use of Technology for enhancement and improvement of quality education.

**Objectives:**

- ❖ To develop and upgrade physical infrastructure that supports quality teaching, learning, research, and student activities.
- ❖ To create a safe, inclusive, and women-friendly campus environment.
- ❖ To ensure optimal utilization and maintenance of existing infrastructure.
- ❖ To promote eco-friendly, sustainable, and green campus initiatives.
- ❖ To strengthen infrastructure for academic innovation, research, sports, and co-curricular activities.
- ❖ To enhance accessibility for students from diverse backgrounds, including PwD learners.
- ❖ To support digital transformation through adequate physical and ICT-enabled facilities.

Sr. No.	Action Area	Proposed Activities
1	<b>Academic Infrastructure</b>	<ul style="list-style-type: none"> <li>• Modernization of classrooms with smart teaching aids</li> <li>• Upgradation of laboratories and academic facilities</li> <li>• Strengthening library resources and reading spaces</li> </ul>
2	<b>Student Support Infrastructure</b>	<ul style="list-style-type: none"> <li>• Improvement of common rooms, sanitation, drinking water, and health facilities</li> <li>• Development of safe and secure campus facilities for women students</li> </ul>
3	<b>Sports &amp; Co-curricular Facilities</b>	<ul style="list-style-type: none"> <li>• Development and maintenance of sports grounds, indoor sports facilities, and cultural activity spaces</li> <li>• Encouragement of physical fitness and extracurricular engagement</li> </ul>
4	<b>Green &amp; Sustainable Campus</b>	<ul style="list-style-type: none"> <li>• Rainwater harvesting, waste management, and plastic-free campus initiatives</li> </ul>
5	<b>Maintenance &amp; Utilization</b>	<ul style="list-style-type: none"> <li>• Regular maintenance schedules and audits</li> <li>• Optimal utilization planning through timetables and usage tracking</li> </ul>

**Expected Outcomes**

- ❖ Increased student satisfaction and campus engagement.
- ❖ Enhanced learning environment.
- ❖ Sustainable and eco-friendly campus.
- ❖ Efficient utilization and long-term sustainability of institutional infrastructure.
- ❖ Promotion of environmentally responsible practices and green campus culture.

**Industry Collaboration:** Our focus has always been associated with practical activities which involves MOU's and Association with the local commerce and industry institutions.

**Objectives:**

- ❖ To strengthen linkages between academia and industry for enhancing student employability and practical exposure.
- ❖ To promote internships, training, and placement opportunities for women students.
- ❖ To encourage industry-supported research, consultancy, and skill development initiatives.
- ❖ To facilitate knowledge exchange through expert interactions, industrial visits, and collaborative programmes.
- ❖ To support entrepreneurship and self-employment among students through industry mentorship.

Sr. No.	Action Area	Proposed Activities
1	<b>Formal Industry Partnerships</b>	<ul style="list-style-type: none"> <li>• Signing of MOUs with local, regional, and national industries</li> <li>• Collaboration with MSMEs, service sectors, and professional bodies</li> </ul>
2	<b>Internships &amp; Training</b>	<ul style="list-style-type: none"> <li>• Facilitation of internships, apprenticeships, and on-the-job training</li> </ul>
3	<b>Curriculum Enrichment</b>	<ul style="list-style-type: none"> <li>• Industry input in curriculum enrichment and skill-based modules</li> <li>• Guest lectures and workshops by industry experts</li> </ul>
4	<b>Digital Skills &amp; ICT Training</b>	<ul style="list-style-type: none"> <li>• Training programmes on LMS, e-content development, online assessment tools, and blended learning</li> <li>• Capacity building in digital administration and e-governance</li> </ul>
5	<b>Career Guidance &amp; Placement Support</b>	<ul style="list-style-type: none"> <li>• Campus recruitment drives and placement assistance</li> <li>• Career talks, aptitude training, and employability skill development</li> </ul>
6	<b>Industry–Academia Interaction</b>	<ul style="list-style-type: none"> <li>• Industrial visits, exposure programmes, and live projects</li> <li>• Organization of industry–academia meet and interaction session</li> </ul>
7	<b>Entrepreneurship &amp; Start-up Support</b>	<ul style="list-style-type: none"> <li>• Industry mentoring for entrepreneurship development</li> <li>• Linkages with local business units, start-up cells, and self-employment agencies</li> </ul>
8	<b>Monitoring &amp; Review</b>	<ul style="list-style-type: none"> <li>• Periodic review of MoUs and collaboration outcomes through IQAC</li> <li>• Documentation of student participation and outcomes</li> </ul>

**Expected Outcomes**

- ❖ Enhanced employability and industry readiness among women students.
- ❖ Increased student participation in internships, industrial training, and placements.
- ❖ Improved alignment of academic programmes with industry expectations.
- ❖ Strengthened industry–academia relationships and institutional networking.
- ❖ Opportunities for collaborative research, consultancy, and skill development.
- ❖ Promotion of entrepreneurship and self-employment initiatives.
- ❖ Improved institutional reputation and stakeholder confidence.

**Student Support and Employability:** Student support and employability have been always a weak point in our association and engagement with the local Industries commercial Enterprises and local ventures in different fields we do have a plan to have a placement cell which will collaborate and strength and our job availability and employee ability within our region

### Objectives

- ❖ To strengthen academic, psychological, financial, and career-related support systems for students.
- ❖ To enhance employability skills of women students in alignment with NEP 2020 and industry requirements.
- ❖ To support students from diverse socio-economic backgrounds through mentoring, counseling, and inclusive practices.
- ❖ To improve student progression to higher education, employment, entrepreneurship, and self-employment.
- ❖ To create a learner-centric ecosystem that promotes confidence, leadership, and lifelong learning among women students.

Sr. No.	Action Area	Proposed Activities
1	<b>Academic Support</b>	<ul style="list-style-type: none"> <li>• Strengthening mentoring and tutorial systems</li> <li>• Remedial coaching for slow learners and enrichment programmes for advanced learners</li> <li>• Academic counselling and exam preparedness sessions</li> </ul>
2	<b>Career Guidance &amp; Placement</b>	<ul style="list-style-type: none"> <li>• Establishment/strengthening of Career Guidance and Placement Cell</li> <li>• Regular career counselling sessions, aptitude tests, and career talks</li> <li>• Campus drives, internship facilitation, and job fairs in collaboration with local industries</li> </ul>
3	<b>Skill Development &amp; Employability</b>	<ul style="list-style-type: none"> <li>• Introduction of skill-based, value-added, and certificate courses (communication skills, digital literacy, financial literacy, entrepreneurship)</li> <li>• Soft skills, interview skills, resume writing, and personality development programmes</li> </ul>
4	<b>Competitive Exam &amp; Higher Education Support</b>	<ul style="list-style-type: none"> <li>• Coaching and guidance for competitive exams (NET, SET, banking, government exams)</li> <li>• Guidance for admissions to higher education and research programmes</li> </ul>
5	<b>Student Welfare &amp; Financial Support</b>	<ul style="list-style-type: none"> <li>• Effective implementation of scholarships, freeships, and financial aid schemes</li> <li>• Awareness programmes on government and institutional support schemes</li> </ul>
6	<b>Psychological &amp; Emotional Support</b>	<ul style="list-style-type: none"> <li>• Student counselling services addressing stress, mental health, and personal issues</li> <li>• Life skills and well-being programmes</li> </ul>
7	<b>Entrepreneurship Development</b>	<ul style="list-style-type: none"> <li>• Entrepreneurship awareness programmes and startup orientation</li> <li>• Linkages with local self-employment agencies and skill missions</li> </ul>
8	<b>Monitoring &amp; Feedback</b>	<ul style="list-style-type: none"> <li>• Student feedback on support services</li> <li>• Tracking progression, placement, and employability data through IQAC</li> </ul>

### Expected Outcomes

- ❖ Improved academic performance and reduced dropout rates.
- ❖ Enhanced employability skills and job readiness among women students.
- ❖ Increased student participation in internships, placements, and skill-based programmes.
- ❖ Improved progression of students to higher education, competitive examinations, and entrepreneurship.
- ❖ Strengthened confidence, leadership qualities, and holistic development of students.
- ❖ Alignment of student outcomes with graduate attributes prescribed under NEP 2020.

**Digital Transformation:** Digital Transformation has always been our priority. Soon after the implementation of NEP 2020, we have embarked on various projects which give them the opportunity to work with the modern technological equipment. We have been successful in diverting and reforming in the field of digital reformations. Our institution being a granted Institute but we have as a trust endeavour with the help of trained technological staff to give the teachers and students access to technology in our Institute.

#### Objectives:

- ❖ To integrate digital technologies into teaching, learning, administration, and governance.
- ❖ To enhance access, flexibility, and quality of education through ICT-enabled and blended learning.
- ❖ To strengthen digital literacy and competencies among students, faculty, and staff.
- ❖ To promote the use of digital platforms for academic delivery, assessment, and student support.

Sr. No.	Action Area	Proposed Activities
1	<b>Digital Teaching– Learning Systems</b>	<ul style="list-style-type: none"> <li>• Expansion of smart classrooms and ICT-enabled teaching tools</li> <li>• Adoption of Learning Management Systems (LMS) and e-content development</li> </ul>
2	<b>Blended &amp; Online Learning</b>	<ul style="list-style-type: none"> <li>• Promotion of blended learning, MOOCs, SWAYAM, and other online platforms</li> <li>• Integration of virtual labs and digital learning resources</li> </ul>
3	<b>Digital Administration &amp; E-Governance</b>	<ul style="list-style-type: none"> <li>• Digitization of administrative processes including admissions, attendance, examinations, and records</li> <li>• Implementation of e-office and paperless communication systems</li> </ul>
4	<b>Digital Library &amp; Academic Resources</b>	<ul style="list-style-type: none"> <li>• Subscription to e-journals, e-books, and digital databases</li> <li>• Development of institutional digital repository</li> </ul>
5	<b>Capacity Building &amp; Digital Literacy</b>	<ul style="list-style-type: none"> <li>• Training programmes for faculty, staff, and students on digital tools and platforms</li> <li>• Workshops on cyber security, digital ethics, and data privacy</li> </ul>
6	<b>Student Support through Digital Platforms</b>	<ul style="list-style-type: none"> <li>• Online mentoring, counselling, grievance redressal, and feedback systems</li> <li>• Mobile-friendly access to academic and administrative services</li> </ul>
7	<b>Monitoring &amp; Quality Assurance</b>	<ul style="list-style-type: none"> <li>• Periodic evaluation of digital initiatives through IQAC</li> <li>• User feedback and system audits</li> </ul>

#### Expected Outcomes

- ❖ Enhanced quality and accessibility of teaching–learning processes.
- ❖ Improved digital competencies among students, faculty, and staff.
- ❖ Increased efficiency, transparency, and accountability in institutional administration.
- ❖ Alignment of institutional practices with NEP 2020, UGC, and NAAC digital benchmarks.

**Sustainability and Green Campus Initiatives:** Our Institute in the area is first to implement and enhance green revolution movement with the help of local voluntary association to plant thousands of trees. This movement we started with our own campus and now it has become a part of our routine sustainable effort to make campus green and beautiful. In our campus we many medicinal plants also.

## Objectives

- ❖ To promote environmental sustainability and ecological responsibility within the campus.
- ❖ To integrate green practices into academic, administrative, and infrastructural activities.
- ❖ To create awareness among students and staff about environmental conservation and sustainable development.
- ❖ To reduce the institution's carbon footprint through efficient resource utilization.
- ❖ To promote water conservation, waste management, and renewable energy initiatives.
- ❖ To align institutional practices with Sustainable Development Goals (SDGs) and national environmental policies.

Sr. No.	Action Area	Proposed Activities
1	<b>Green Policy &amp; Governance</b>	<ul style="list-style-type: none"> <li>• Formulation and implementation of Green Campus Policy</li> <li>• Establishment of Green Campus Committee and eco-clubs</li> </ul>
2	<b>Water Conservation</b>	<ul style="list-style-type: none"> <li>• Rainwater harvesting systems and groundwater recharge</li> <li>• Efficient water usage and leak prevention measures</li> </ul>
3	<b>Plastic-Free &amp; Paperless Initiatives</b>	<ul style="list-style-type: none"> <li>• Promotion of plastic-free campus campaigns</li> <li>• Encouragement of paperless communication and digital documentation</li> </ul>
4	<b>Environmental Awareness &amp; Education</b>	<ul style="list-style-type: none"> <li>• Awareness programmes, workshops, and campaigns on environmental issues</li> <li>• Observance of environmental days and community outreach activities</li> </ul>
5	<b>Monitoring &amp; Evaluation</b>	<ul style="list-style-type: none"> <li>• Periodic assessment of sustainability practices</li> <li>• Documentation and reporting through IQAC</li> </ul>

## Expected Outcomes:

- ❖ Reduced environmental impact and improved ecological balance on campus.
- ❖ Increased awareness and participation of students and staff in sustainability initiatives.
- ❖ Efficient use of natural resources including energy and water.

## **Monitoring, Evaluation, and Review:**

Monitoring, Evaluation, and Review shall function as a continuous cycle supporting institutional learning and quality enhancement:

**Plan → Implement → Monitor → Evaluate → Review → Improve**

This cyclical approach ensures that the Institutional Development Plan remains dynamic, responsive, and aligned with the evolving needs of the institution and society.

**Plan** will be done by the IQAC.

**Implementation** will be done by different departments, cells, NSS, NCC, Sports, etc.

**Monitoring** shall be done by IQAC as the Nodal Agency, different committee for different strategic areas like digital transformation, green campus, sustainability, etc. with the Key Performance Indicators like academic outcomes and progression rates, research output and funding, student employability and placement data, Infrastructure utilization, digital adoption metrics and Stakeholder satisfaction levels by submitting the reports to IQAC bi-annually.

**Evaluation** of the Strategic goals shall be carried out through both qualitative and quantitative methods. Assessment of achievements against planned objectives, targets, and timelines shall be evaluated by student learning outcomes and employability, faculty performance and professional development, research impact and societal contribution. Another evaluation method of collection and analysis of feedback from students, faculty, alumni, employers, and community stakeholders is a guiding tool for control and progress of activity.

**Review and Course Correction** will be done by management twice a year with the help of IQAC. A mid-term review shall be conducted to assess progress, identify challenges, and revise strategies if required necessary corrective and preventive measures shall be initiated to address gaps and improve effectiveness.

**Improvement** is observed by reports presented by various committees to IQAC. If any discrepancy is observed the suggestions are taken by IQAC, stakeholders & management to check the outcomes & accordingly implement, rectify and enhance any weaknesses and loopholes.

## Risk Management:

Sr. No.	Risk Category	Identified Risks	Mitigation Strategies
1	<b>Academic Risks</b>	<ul style="list-style-type: none"> <li>• Decline in student enrolment</li> <li>• Inadequate learning outcomes</li> <li>• Curriculum misalignment with NEP 2020</li> </ul>	<ul style="list-style-type: none"> <li>• Introduction of multidisciplinary and skill-based programmes</li> <li>• Strengthening mentoring, remedial teaching, and outcome-based education</li> <li>• Periodic curriculum enrichment and academic audits</li> </ul>
2	<b>Financial Risks</b>	<ul style="list-style-type: none"> <li>• Insufficient funding and delayed grants</li> <li>• Overdependence on government funding</li> </ul>	<ul style="list-style-type: none"> <li>• Diversification of revenue through certificate courses, CSR, alumni contributions</li> <li>• Annual budgeting, internal audits, and financial planning</li> </ul>
3	<b>Human Resource Risks</b>	<ul style="list-style-type: none"> <li>• Faculty shortage or attrition</li> <li>• Limited research capacity among faculty</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic recruitment planning</li> <li>• Faculty development programmes, incentives, and mentoring</li> <li>• Support for research and career progression</li> </ul>
4	<b>Infrastructure Risks</b>	<ul style="list-style-type: none"> <li>• Aging infrastructure and inadequate facilities</li> <li>• Maintenance challenges</li> </ul>	<ul style="list-style-type: none"> <li>• Phased infrastructure development plan</li> <li>• Preventive maintenance schedules and utilization audits</li> </ul>
5	<b>Digital &amp; Technological Risks</b>	<ul style="list-style-type: none"> <li>• Cyber security threats and data breaches</li> <li>• Digital divide among students</li> </ul>	<ul style="list-style-type: none"> <li>• Adoption of secure digital platforms and cyber safety protocols</li> <li>• Digital literacy programmes and access support</li> </ul>
6	<b>Research &amp; Innovation Risks</b>	<ul style="list-style-type: none"> <li>• Low research output and funding</li> <li>• Plagiarism and ethical concerns</li> </ul>	<ul style="list-style-type: none"> <li>• Establishment of Research Cell and ethics committee</li> <li>• Training on research integrity, plagiarism checks, and grant writing</li> </ul>
7	<b>Industry &amp; Collaboration Risks</b>	<ul style="list-style-type: none"> <li>• Limited industry engagement</li> <li>• Low placement opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthening MOUs with industries and alumni</li> <li>• Regular industry–academia interaction and internship facilitation</li> </ul>
8	<b>Student Support &amp; Welfare Risks</b>	<ul style="list-style-type: none"> <li>• Student dropouts and stress-related issues</li> <li>• Inadequate counseling support</li> </ul>	<ul style="list-style-type: none"> <li>• Academic and psychological counseling services</li> <li>• Scholarships, mentoring, and wellness programmes</li> </ul>
9	<b>Reputational Risks</b>	<ul style="list-style-type: none"> <li>• Stakeholder dissatisfaction</li> <li>• Decline in institutional image</li> </ul>	<ul style="list-style-type: none"> <li>• Transparent governance, grievance redressal mechanisms</li> <li>• Continuous quality improvement and stakeholder engagement</li> </ul>

## Financial Budget for next Five Years

Sr.	List of Activities	Specify	Estimated Cost (Rs. In Lakhs)	Detail Project Report attached
1	ICT Classrooms	Smart Classrooms	36	Plan
2	Skill Lab	Digital Lab	15	Plan
3	New Version Computer	Digital Literacy	48	Plan
4	Gym	Gym Equipment	30	Plan
5	NEP Books	different Subject	5	Plan
6	Training for students (specify type of training)	Entrepreneurship and Employability Skills training - SSIP, UDISHA, Plan Innovation Club,	5	Plan

## New Version Computer

Master Computer Configuration wiring, Licensed Software: with keyboard & mouse with necessary		
Fully Equipped computers with latest version	120 X 40,000	48,00,000
	Total	48,00,000



# ICT Classrooms

Smart Television for Classrooms		
Latest Version of TV of LG Company	18 X 2,00,000	36,00,000
	Total	36,00,000



## Skill Lab

Accessories for SCOPE lab and Digital English Language Lab		
Computers with latest version	--	14,50,000
Head Phones	--	50,000
	Total	15,00,000



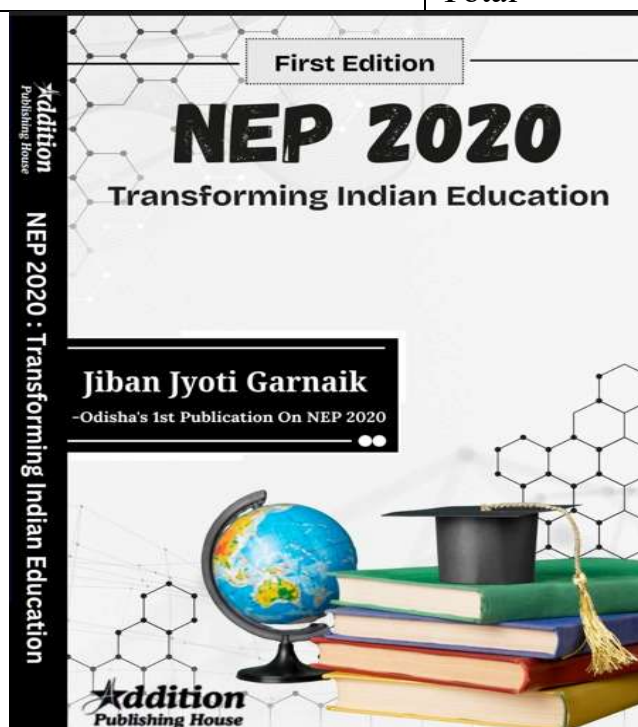
# Gym Equipment

Accessories for GYM		
Indoor & Outdoor Games Equipment	--	30,00,000
	Total	30,00,000



## NEP Books

As per students and Syllabus required Text Books		
Commerce		--
Arts		--
Home Science		--
Reference Books		--
	Total	5,00,000



## Training for students

As per students and Syllabus required Text Books		
Honorarium and Accommodation for Expert Faculty		--
MoU Charge		--
Company Fees for Training		--
	Total	5,00,000

# Annexure

## IDP Composition as on Academic Year 2025-26

Sr. No	Name	Designation
1	Dr. Ketan Shah	Chair Person
2	Dr. Janki M. Kotecha	Co-Ordinator
3	Shri Vanabhai Parmar	Admin Office
4	<b>Hod All</b>	<b>Members</b>
	1. Dr. Sulbhaben Devpurkar	Dept. Of English
	2. I/C Ranmal Karavadra	Dept. Of Sociology
	3. Dr. Bhavnaben Keshwala	Dept. Of Economics (UG & PG)
	4. Dr. M.N. Vaghela	Dept. Of Hindi
	5. Dr. Geetaben Unadkat	Dept. of Sanskrit
	6. Dr. K.P. Gohel	Dept. of Gujarati
	7. Prof. R.K.Modhwadiya	Dept. of Commerce (G.M.)
	8. Shri Kalpanaben Joshi	Dept. of Commerce (E.M)
	9. Dr. Jankiben Kotecha	Dept. of Commerce PG
10. Shri Kiranben Gosai	Dept. of English PG	
5	Librarian	Member
6	Dr. Virambhai Godhaniya President Maldevaji Odedra Trust	Member
7	Dr. Hinaben Odedra Academic Trustee	Member
8	Shri Akash Lakhani Member of Youth Chamber of Commerce	Member
9	Dr. A.R. Bharda Educationist	Member
10	Shri Aminbhai (Local Society – Minority Nominee)	Member
11	<b>Student</b> (1) Jayshri Manek (2) Bharti Khunti	Member
12	<b>Alumni</b> (1) Kajalben Khunti (2) Nathiben Rajshakha	Member
13	<b>Parents</b> Shri Bharatbhai Pathak	Member
14	Prof. Ranmal Karavadra	Co-Opt Member
15	Shri Chitra Jungi	Co-Opt Member
16	Nirav Dattani	Co-Opt Member