

## INSTITUTIONAL BASIC INFORMATION

<b>Name of the College:</b>	Jaintia Eastern College, Khliehriat West
<b>Address:</b>	P.O. Khliehriat, East Jaintia District, Meghalaya – 793200
<b>Programmes:</b>	i). Bachelor of Arts and Commerce (BA & B.Com) ii). M.A in Khasi and MA in Education
<b>Type:</b>	Co-education
<b>Date of Establishment:</b>	01.08.1992
<b>Name of Principal:</b>	Dr Phervision Nongtdu
<b>Contact No:</b>	9436115484
<b>College Email:</b>	je_college@yahoo.co.in
<b>Website:</b>	www.jecollege.org
<b>Affiliated to:</b>	North Eastern Hill University, Shillong
<b>UGC Recognition:</b>	2(f) and 12 (B) of UGC Act 1956
<b>Area of Campus:</b>	2 acre
<b>Accreditation:</b>	‘B’ Grade by NAAC in 2016 in Cycle 1 (CGPA 2.5) and re-accredited with ‘B’ Grade in 2021 in cycle 2 (CGPA 2.4)
<b>RUSA Grant:</b>	First category college of Meghalaya to receive RUSA grants 1.0 & 2.0

**MEMBER OF THE INSTITUTIONAL DEVELOPMENT PLAN (IDP)  
PREPARATION COMMITTEE**

1. Dr Phervision Nongtdu, Principal & Chairman,
2. Dr. D. S. Diengdoh Assistant Professor Department of Khasi (PG)
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4. Dr (Mrs). Ibakordor Tiewsoh, Head Department of Education (PG)
5. Shri. S. Rymbai, Head Department of History
6. Shri. Beket Siangshai, Head Department of Political Science
7. Shri. N. Rymbai, Coordinator IQAC & Faculty of Political Science
8. Shri. Banpynskhem Papang, Head Department of Commerce
9. Smt. M. Sohshang, Head Department of Khasi (PG)
10. Shri. Deibormi Nongpoh, Head Department of Khasi (UG)
11. Smt. Dianghun Shadap, Department of English
12. Smt. Hannah Bell Lapasam, PO NSS & Faculty History Department
13. Smt. Eva Aibok Nongtraw, Member Secretary NEP 2020  
Implementation Committee & Assistant Prof, Department of Education
14. Smt. Pinky A Lamare, Nodal Officer SWAYAM & Faculty of English
15. Shri. Firsterborn Dkhar, Nodal Officer Anti Ragging Cell & Faculty of  
English
16. Smt. Affinda. G. Lapasam, NCC, CTO, & Faculty of English
17. Smt. F. Dalamky Lytan, Nodal Officer RRC & Faculty Economic
18. Smt. Renuka Pde, Head Department of Economic
19. Smt. Theilinda Kyndait, Teacher I/C JECAA & Faculty Education
20. Mrs. Ri-akor M Dkhar Teacher I/C Legal Care & Support Centre &  
Faculty of Sociology

## MESSAGE OF THE PRINCIPAL

The National Education Policy 2020 is a landmark initiative by the Government of India, aimed at transforming the entire education system through advancements in pedagogies, knowledge creation, innovative delivery mechanisms, and integrated management. It envisions greater access, equity, excellence, inclusion, and affordability, helping India emerge as a global knowledge superpower.

At Jaintia Eastern College, Khliehriat, the Institutional Development Plan (IDP) marks our commitment to the phased implementation of NEP 2020. The IDP outlines both short-term and long-term goals, which will be periodically assessed and reviewed to ensure effective implementation.

The IDP serves as a comprehensive roadmap for putting the key components of NEP 2020 in place. It focuses on critical aspects of the policy under eight major heads (Holistic, Multidisciplinary Education, Curriculum and Pedagogy Reform, Equity and Inclusion, Teacher Education and Training, Technology Integration in Education, Governance and Regulation, Research and Innovation, Vocational Education) with provisions to incorporate additional elements of NEP 2020 in a phased manner.

We believe that the reforms envisioned by NEP 2020 will be realized through the active engagement and cohesive efforts of all stakeholders. With this strategic approach, Jaintia Eastern College aims to fully embrace the transformative potential of NEP 2020, fostering an educational environment that promotes innovation, inclusivity, and excellence.

We feel that the Institutional Development Plan as the Comprehensive Roadmap for Implementation prepared by the IDP Committee shall facilitate the college fraternity in putting the vital components of the Policy in place in a time bound manner.



Dr. Nongtdu  
Principal  
Jaintia Eastern College  
& Chairman IDP Preparation  
Committee

## **Introduction:**

Jaintia Eastern College, affectionately known as "the People's College," recognised by the government of Meghalaya is affiliated with North Eastern Hill University (NEHU), Shillong. It holds recognition under sections 2(f) and 12(B) of the UGC Act 1956 and was reaccredited with a Grade 'B' by NAAC in 2021. In 2014, the college established an Internal Quality Assurance Cell (IQAC) under the leadership of a senior Assistant Professor to continually enhance the quality of education and monitor the teaching-learning process.

Jaintia Eastern College (JEC) is a premier co-educational institute of higher education in the district of East Jaintia Hills in eastern part of Meghalaya, sharing inter-state border with Assam and international border with Bangladesh. Since its inception in 1992, the college has been imparting Higher education in Arts and Commerce to the youth of this economically and educationally backward region of Meghalaya.

At present about 500 students is receiving education in Arts and Commerce with Honours course in almost all subjects available here. Moreover, the college offers PG in Khasi and Education. The college also started Certificate course in Retail Management from 2022 fund by Meghalaya State Skill.

## **Vision, mission and objective:**

### **Vision**

To provide quality and affordable, education to all sections of the society

### **Mission**

The College is committed to serve the society by developing the young generation to face the challenges of this contemporary world and to remain socio-economically alert. Through knowledge-based education, students are sensitized to be competent in the employment opportunities also. Apart from creating an atmosphere to promote all round development of an individual, the college also equip them to become good citizens and to meet the social needs of our nation, not just a mere job seekers. The College has incorporated environmental preservation and restoration awareness into its roadmap through various activities and initiatives.

### **Objective**

1. To impart higher and quality education in rural areas
2. To provide vocational training to the educated unemployment youths
3. To impart skills on Information Technology.
4. To provide better career guidance and counselling.

5. To Transform the young minds through moral and ethical education based on valuable system

### **Introduction to IDP**

The NEP 2020 IDP Preparation Committee of the college has undertaken the mission of designing an Institutional Development Plan for a period of ten years commencing from Academic Year 2024-2025 to Academic Year 2035-2036 for balanced growth of the college. The Quality Indicators of different criteria determined by National Accreditation and Assessment Council (NAAC) have been taken into consideration as the base to create Quality Radars and to make out milestones for the future.

### **Quality Policy of the college**

Jaintia Eastern College is committed to a culture of quality enhancement through a process of continuous quality improvement in all its endeavours, namely, teaching-learning, research, student support and extension services. For all round development of the students, the college is committed to provide platforms to focus on various areas of education, art and knowledge such Community and Social Service, games and Sports, etc.

The quality policy is also communicated and understood by all stakeholders within the college and is reviewed for continuing suitability. The policy is embedded in the process of self-evaluation and continuous improvement.

### **Guidelines of National Education Policy-2020**

As per NEP 2020, the purpose of the education system is to develop responsible human beings capable of rational thought and action, possessing compassion and empathy, courage and resilience, scientific temper and creative imagination, with sound ethical values. The policy aims at producing, engaging and contributing citizens for building an equitable, inclusive, and pluralistic society as envisaged by our Constitution.

### **Aims and Objectives of the Institutional Development Plan (IDP)**

The basic objective of the Institutional Development Plan is to make students a successful citizen by improving the quality and infrastructure of educational institutions. Based on the IDP, the college will develop initiatives, assess the progress and reach the goals set therein.

Considering the background of the college as an institution imparting quality Undergraduate and Post graduate education, the college has identified the broad aim of IDP as follows:

- To create a supportive academic environment for students in-built with sincerity, discipline and commitment.
- To institute a sustain quality system embedded with a conscious, consistent and programme action.
- To mould humane citizens of the nation.
- To make skilled manpower through effective use of emerging technological tools and to bridge the gap between social needs and higher education.
- To bring three 'H' together in an integrated manner, namely, Hand (to develop skills), Head (to gain advanced knowledge), Heart (to inculcate human values).

### Strategic Goals and Objectives

Jaintia Eastern College, Khliehriat, is committed to achieving these strategic goals and objectives to provide holistic and quality education. By focusing on academic excellence, infrastructure development, student support, community engagement, governance, and financial sustainability, the college aims to create a vibrant and inclusive educational environment that prepares students for the challenges of the future.

#### STRATEGIC GOALS AND OBJECTIVES OF THE COLLEGE

Sl. No	Objective	Goal	Action Plan
1	To Impart Higher and Quality Education in Rural Areas	Ensure accessible and quality higher education for students in rural areas.	<ul style="list-style-type: none"> <li>• Develop and maintain academic infrastructure to support effective learning.</li> <li>• Recruit and retain qualified faculty dedicated to academic excellence.</li> </ul>
2	To Provide Vocational Trainings to the Educated Unemployed Youths	Equip educated unemployed youths with vocational skills for employment.	<ul style="list-style-type: none"> <li>• Introduce and conduct vocational training programs aligned with market needs.</li> <li>• Partner with local industries and businesses for practical training and placements.</li> <li>• Monitor and evaluate the impact of vocational training on employment rates</li> </ul>
3	To Impart Skills on Information Technology	Enhance students' proficiency in Information Technology (IT).	<ul style="list-style-type: none"> <li>• Offer IT courses and workshops to develop essential digital skills.</li> <li>• Encourage the use of technology in various academic and administrative processes.</li> </ul>
4	To Provide Career Guidance and Counselling	Support students in making informed career choices and achieving their career goals.	<ul style="list-style-type: none"> <li>• Establish a dedicated Career Counselling and Placement Cell.</li> <li>• Organize career guidance seminars, workshops, and one-on-one counselling sessions.</li> </ul>

			<ul style="list-style-type: none"> <li>• Develop partnerships with employers for internship and job placement opportunities.</li> </ul>
5	To Transform the Young Minds through Moral and Ethical Education Based on Value System	Instil strong moral and ethical values in students.	<ul style="list-style-type: none"> <li>• Incorporate value-based education into the academic programs.</li> <li>• Organize seminars, lectures, and discussions on moral and ethical issues.</li> <li>• Encourage participation in community service, etc.</li> </ul>

## SWOC ANALYSIS OF JAINTIA EASTERN COLLEGE

### I. Strength:

- The College possesses experienced and dedicated faculty members who are committed to providing quality education and support to students.
- The College has an eco-friendly, lush-green, hygienic, plastic-free campus with solar panels installed for energy conservation.
- The campus is well equipped with ICT and Wi-Fi facility and the campus is well secured under CCTV coverage.
- Offering undergraduate and postgraduate programmes, the college caters to diverse academic interests.
- RUSA 2.0 grant is an added impetus to the college's strength.

### II. Weakness:

- There is a persistent need of additional classrooms and for updated modern facilities and infrastructure.
- There is a scarcity of financial resources, and the College requires substantial funding support to address this challenge.
- The college has not been able to contribute effectively in reducing drop-out rates and expanding placement opportunities for students.
- Located in rural area, the college struggle with retaining and attracting good students and faculty from other regions.

### III. Opportunities:

- Opportunities for constructions/extension of additional classrooms, and procurement of equipment's through RUSA 2.0 grant.
- Scope for organizing skill-based programmes,
- A language lab remain a possibility.
- Establishing collaborations with other educational institutions, industries, and national universities to enhance academic and research opportunities.
- Improving technology to offer online courses and distance learning programs.

### IV. Challenges:

- The primary challenge lies in the successful implementation of the NEP 2020 and the initiation of postgraduate courses in select subjects.
- There is a need to enhance staff strength and develop effective methods for collecting feedback from all stakeholders.
- Facing competition from other institutions in attracting and retaining students and faculty.

- Keeping pace with rapid technological changes and integrating them into the educational framework.
- Adapting to changes in educational policies and regulations at the state and national levels

## **ROAD MAP FOR IMPLEMENTATION OF NEP-2020**

### **A. Strategic Goals**

#### **STEP 1:**

#### **ANALYSIS OF PRESENT SCENARIO IN TERM OF ACCESS, QUALITY AND FUTURE READINESS**

##### **Access**

- Ensuring the enrolment of students from socio-economically weaker sections and strictly adhering to government reservation policies during admissions.
- Healthy support through close mentoring, career counseling, and placement services, along with various grievance redressal cells, anti-ragging measures, promotion of communal harmony, and internal complaint committee. Financial assistance and Scholarship are also available for needy students.
- Both the UG and PG course are running as per new CBCS under North Eastern Hill University.
- Offering add-on courses for skill acquisition and enhance employment opportunities.
- Policies include lecture programs, workshops, a research cell, and grants for participation in seminars and workshops.
- Extension services through community outreach programs, village and school adoption schemes.
- Organizing excursions, study tours, and field trips.
- Active units of National Cadet Corps (NCC), National Service Scheme (NSS), Red Ribbon Club (RRC) and Unnat Bharat Abhiyan (UBA).
- Established Internal Complaint Committee in compliance with UGC guidelines.
- Digital classrooms and online platforms such as institutional/individual YouTube channels, Facebook pages, Twitter, WhatsApp, and Google Classroom.
- A well-equipped library open to all, with more than 10, 000 books including journals, periodicals, newspapers, and bulletins.
- Facilities include common rooms, girls' hostels, canteen and taxi stands.
- Well-equipped computer labs.
- Access to sports amenities like playgrounds, gymnasium halls, table tennis, badminton and basketball court.
- A registered alumni association to engage outgoing students.

##### **Quality**

- Modern ICT-enabled, well-equipped, and accessible facilities.
- Energetic, experienced, dedicated, well-trained, and research-oriented faculty members.



- Focus on holistic development, progression, and placement.
- Decentralized, transparent, dynamic, and practicing good governance.
- Active participation in community service, school adoption, village surveys, and village adoption programs.
- Regular feedback from internal and external stakeholders to ensure quality.

### **Future Readiness**

- Increasing ICT facilities and digital resources.
- Dynamic and visionary leadership and administrative setup.
- Continuously updated and ready-to-be-upgraded faculty.
- Instilling traditional Indian cultural values.
- Emphasis on skill-based and vocational education to promote self-employment.
- Introduction of multidisciplinary courses.
- Encouraging enrolment from diverse backgrounds.
- Initiatives like e-depositories and credit banks.
- Promoting effective team building, exploring individual skills, and fostering teamwork.



## **STEP 2:**

### **STRATEGIC PLAN OF ACTION FOR COLLEGE IN LINE WITH NEP 2020**

#### **Targets:**

- Effective coordination among all domains.
- E-Governance implementation.
- Maintaining transparency.
- Promoting decentralization.

#### **Strategies:**

- Develop an overarching plan to oversee the functioning of all domains
- Fostering interdisciplinary collaboration and seamless integration across all academic and administrative functions.
- Create an institutional plan with specific targets for desired outcomes.
- Prepare an annual budget.
- Implement online admissions, transactions, and digital record-keeping for a paperless administration.
- Empowering departments and administrative units with greater autonomy and responsibility for enhanced responsiveness and innovation.
- Ensure computer literacy for all staff and students.
- Introduce a Management Information System (MIS).

#### **Targets:**

- Develop state-of-the-art infrastructure.
- Meet NEP 2020 requirements.

#### **Strategies:**

- Construct additional classrooms.
- Build a new library and enhance its automation and resources.
- Construct a boys' hostel and increase seat capacity in the girls' hostel.
- Equip every classroom with ICT facilities and install digital and smart classrooms.
- Transform the campus into a green and eco-friendly environment through tree adoption initiatives and MoUs with environmental organizations.
- Renovate toilets and improve water supply facilities.
- Utilize college land at Moowakhu, Dkhiah West
- Establish cafeterias with photocopying, printing, and other stationery services in all building premises.
- Ensure accessibility for differently-abled individuals in all buildings and facilities.
- Implement solar energy solutions for alternative power supply.

- Introduce rainwater harvesting systems.

**Targets:**

- Achieve distinction and recognition for innovative pedagogy.
- Integrate skill-based/vocational courses with general education
- Enable students to succeed in national-level entrance tests and public service commission examinations.
- Produce skilled, employable, and responsible professionals.
- Ensure holistic development of students.
- Contribute to increasing the Gross Enrolment Ratio (GER) in higher education.

**Strategies:**

- Evolve an innovative and dynamic learner-centered pedagogy, research-based and ICT-enabled.
- Introduce skill-based/vocational courses with general education (e.g., Graphic design, photography, Bakery, Fashion design, Beauty Care, Electrical, Automobile and etc.).
- Map students' skills for better employability.
- Integrate ancient and modern knowledge systems into the curriculum, focusing on Indian traditional knowledge through value-added courses on philosophy, yoga, and life skills.
- Foster inquisitiveness and promote independent and critical thinking.
- Introduce postgraduate courses and integrated B.Ed. programs, enhance research activities, and establish academic exchanges through MoUs/linkages with other institutions.
- Create a special cell for regular coaching for competitive examinations and placement.
- Utilize technology-based education platforms like SWAYAM.
- Install and upgrade laboratories (e.g., GIS, psychological, and language labs).

**Target:**

- Foster holistic development of students (intellectual, aesthetic, social, physical, emotional, and moral).

**Strategies:**

- Develop a phased roadmap for curricular reforms focusing on a multidisciplinary and holistic approach.
- Encourage student participation in co-curricular activities.
- Introduce community-based vocational/skill-based courses.
- Enhance sports and recreational facilities.
- Promote creative and critical thinking through club activities.

- Integrate sports, yoga, and performing arts into the curriculum.
- Establish a center for cultural and gender studies.

**Targets:**

- Enhance Support and Inclusivity
- Enforce strict anti-discrimination and anti-harassment rules
- Promote Engagement and Infrastructure
- Boost student participation
- Support Well-being and Career Development
- Ensure access to medical support facilities and health insurance
- Foster industry linkages

**Strategies:**

- Implement a robust mentor-mentee system for guidance, counseling, and grievance redressal.
- Enforce strict no-discrimination and anti-harassment rules.
- Promote active student participation in co-curricular, community-based extension activities, and various committees/cells/clubs related to student welfare.
- Provide campus-wide Wi-Fi access.
- Develop online learning and assessment systems.
- Ensure medical support facilities and health insurance for all students.
- Foster industry linkages for employment generation.
- Explore the possibility of introducing an "Earn While You Learn" scheme to support deserving students.
- Focus on sensitivity towards diverse gender, social, cultural, and religious identities.
- Establish mechanisms for students' physical and mental wellness, psycho-social well-being, and ethical grooming.

**Targets:**

- Faculty Induction and Development ensuring incremental progress
- Career Progression and Research Engagement
- Promote faculty engagement in research
- Promote Research and Innovation
- Empower faculty with innovative pedagogical approaches
- Recognition and Library Development
- Incentivize outstanding teachers
- Develop the library as a central attraction

**Strategies:**

- Implement a faculty induction program for newly recruited faculty.
- Ensure incremental progress for faculty through institutional efforts.
- Promote faculty engagement in research projects and collaborative research.
- Institutionalize a research promotion policy.
- Empower faculty to adopt innovative pedagogical approaches.
- Organize faculty development workshops and seminars.
- Develop the library as a central attraction for the learning community.
- Incentivize outstanding teachers through appropriate rewards, recognitions, and administrative responsibilities.

**Targets:**

- Enhance research engagements to contribute to new knowledge creation.
- Identify potential and relevant areas of research to increase research programs.
- Improve the number and quality of research contributions.
- Integrate research into pedagogic exercises.
- Disseminate research outcomes and find practical applications.

**Strategies:**

- Activate the Research and Development Council by organizing motivational and orientation programs on research.
- Form action groups to oversee various research concerns/domains.
- Publish research works in reputed, recognized, high-impact factor journals.
- Undertake research programs funded by leading national and global agencies.
- Motivate and support students in undertaking research projects.
- Provide seed grants for faculty research projects.
- Convene national/international seminars and workshops.

**Strategies:**

- Establish a research center for corporate social responsibility (CSR).
- Adopt villages and schools.
- Initiate community projects and outreach programs (e.g., tree plantation, cleanliness drives, blood donation, and surveys on literacy, health, socio-economic status, and drinking water).
- Provide financial assistance to economically disadvantaged students.
- Offer support during natural disasters.

**STEP 3**

## **MISSION OF THE INSTITUTION: IDENTIFYING GOALS, STRENGTHS, OPPORTUNITIES, PRIORITIES AND COMMITMENT**

### **Mission to identify goals**

The mission to identify goals at the institution is pursued through a comprehensive three-phased approach. This begins with preparing students to face contemporary world challenges and regularly assessing the evolving educational landscape to understand new trends and demands. The institution also aims to ensure that students are socio-economically alert and responsible, providing education that enhances their employment opportunities and promotes the holistic development of individuals. Additionally, the institution equips students to become responsible and proactive citizens while raising awareness about environmental preservation and restoration. To stay relevant and effective, the institution modifies its current goals to align with new requirements and emerging challenges.

To realize this mission and ensure that goals are relevant and achievable, the college engages various bodies, including the Governing Body, staff meetings, parents meetings and the Students' Union.

### **Mission to Identify Strengths and Opportunities**

The college's strengths lie in its emphasis on both academic and personal development, providing education that enhances job competence, a commitment to social needs and community service, and active engagement in environmental preservation efforts. Opportunities for the college include strengthening ties with the community through various programs and services, leading local and regional efforts in environmental conservation, providing platforms for students to develop skills and competencies beyond academics, and incorporating vocational training to increase employability.

The institution conducts regular, rigorous, and objective SWOC (Strengths, Weaknesses, Opportunities, and Challenges) analyses to identify its strengths and opportunities. This analysis is applied both to the college as a whole and to its constituent units and bodies, ensuring a comprehensive understanding of internal and external factors that can influence success.

### **Mission to identify priorities**

The college is dedicated to continuously improving the quality and relevance of the education it offers. This involves ensuring the all-round development and well-being of students, prioritizing environmental education and conservation activities, and enhancing the college's role in community service and social responsibility.

Identifying institutional priorities involves prioritizing the needs and requirements of students, incorporating feedback from all stakeholders to address rising demands, and enhancing educational outcomes. By focusing on these areas, the institution ensures that its priorities are aligned with the needs of its community and its mission.

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### **Mission to Identify Commitments**

The college is dedicated to serving society by developing well-rounded individuals who are ready to face contemporary challenges. It demonstrates a strong commitment to environmental sustainability and restoration, empowering students to become competent professionals and responsible citizens. The institution also promotes continuous learning and development among students.

The mission to identify commitments includes placing a strong emphasis on commitments of social, local, and national relevance. This involves fostering the all-around development of students to prepare them for future challenges and ensuring that institutional commitments reflect and address broader societal needs. Through these efforts, the institution strives to fulfil its commitments and contribute meaningfully to the community and nation.

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### **STEP 4:**

#### **IDENTIFY THE STRENGTHS AND CAPACITY OF THE INSTITUTION (HUMAN AND FINANCIAL) IN REGARD TO ORGANIZATIONAL GAPS AND DEVELOP THE PROCESS TO MITIGATE THESE GAPS.**

<b>Strengths and Capacity of the Institution (human and financial) in regard to organizational gaps</b>	<b>Process to mitigate the organizational gaps</b>	<b>Action plan</b>
The College possesses an experienced and energetic faculty committed to achieving better outcomes.	Facilitation of a conducive work culture for qualified, dedicated faculty members.	<ul style="list-style-type: none"> <li>• Form teams at the micro-level with different areas of interest to develop a robust work culture.</li> <li>• Grant rewards to dedicated faculty and staff for outstanding work to boost motivation.</li> </ul>

The institution undertakes extensive community engagement programs to collaborate with neighbouring rural societies.	Undertake more community engagement programs to collaborate with neighboring rural societies.	<ul style="list-style-type: none"> <li>• Identify and adopt villages lagging in education, health, sanitation, gender sensitization, culture, sports, and the environment.</li> <li>• Undertake outreach programs covering these areas in adopted villages.</li> </ul>
As the only government-aided college in the area, the institution plays a proactive leadership role in enhancing quality education.	Augment a proactive leadership role involving schools and other educational institutions in the District.	<ul style="list-style-type: none"> <li>• Identify and adopt schools in East Jaintia Hills District with special needs.</li> <li>• Mentor adopted schools.</li> </ul>
The college has sufficient sports facilities, including a gym, basketball court, table tennis, and arm-wrestling bench.	Utilize sports facilities to produce sport personalities of national and international repute.	<ul style="list-style-type: none"> <li>• Conduct talent hunt programs in various sports in collaboration with sports authorities.</li> <li>• Organize district-level sports competitions to motivate talented students.</li> </ul>
Classroom utilization	proper utilization of classrooms	<ul style="list-style-type: none"> <li>• Conduct/introduce multi-disciplinary courses and vocational education in existing rooms.</li> </ul>
Entrepreneurship Facilitation	Engage in collective and joint ventures with Govt. and Non-Govt. agencies/Industry to foster entrepreneurship.	<ul style="list-style-type: none"> <li>• Organize skill development and entrepreneurship programs in collaboration with government and non-government organizations.</li> </ul>
Collaborative Study Programs	Undertake more linkage and collaborative study programs with nearby HEIs	<ul style="list-style-type: none"> <li>• Sign MoUs with nearby HEIs within and outside the district.</li> <li>• Conduct student and faculty exchange programs with nearby HEIs.</li> </ul>
Computer Lab Utilization	Proper utilization of the well-equipped computer lab.	<ul style="list-style-type: none"> <li>• Certificate and Diploma courses in computer education such as PGDCA, C and C++ etc. will be conducted.</li> </ul>

#### **STEP 5:**

### **IDENTIFY INSTITUTIONAL GOALS- LONG TERM AND SHORT TERM.**

#### **Long term goal**

1. Transform the college into a centre of excellence, offering young learners comprehensive opportunities to pursue their dreams by acquiring in-depth knowledge and essential global-standard skills.



2. To continue to serve with dedication in the field of higher education to meet the changing needs of society and develop responsible individuals.
3. To continue to pursue ethical conduct and a high order of integrity in all spheres of institutional functions.
4. To develop and maintain significant networks between Institution, alumni and industry.
5. To upgrade the college to a multidisciplinary centre of learning.
6. To increase access, equity, and inclusion.
7. Offering new programmes like integrated B. Ed and Vocational courses, Post Graduate Course in all the subjects.
8. Convert into a self-governing degree granting autonomous institute of higher education.
9. Provision of bridge courses for students of disadvantaged educationally backgrounds.
10. Regularly organising students' visit to places of importance to know the history, scientific contributions, traditions, indigenous literature and knowledge as a part of holistic education.
11. Creating online educational resources which students can use for independent learning.
12. Ensure quality based education and student exchange programmes.
13. Providing counselling and mentoring system to all students.
14. Establishment of more Students Clubs to nurture the creativity and skills of the students and organise various activities under these clubs.
15. Providing with sufficient basic infrastructure and facilities, including clean drinking water, clean working toilets, whiteboards, offices, teaching supplies, libraries, labs, and pleasant classroom spaces and campuses.
16. Regular upgradation of the campus infrastructure according to the changing needs and frequent maintenance of the same.
17. Technological upgradation of the campus with centralized Wi-Fi, ICT enabled classrooms, modernisation of computer labs and fully automated library.
18. Encourage start-up and entrepreneurship.
19. Hostel facilities for the desired students.
20. Providing opportunities for participation in sports and cultural activities.
21. Apply for various grants to Central and State Govt.
22. Empowering the faculty to conduct innovative teaching, research and service.
23. Providing support to the faculty/staff for capacity building and promote leadership.
24. Develop a fully automated Management Information System.
25. Promote decentralized administrative mechanism with participation, flexibility and accountability.
26. Providing a disabled-friendly college campus and introduction of disabled-friendly initiatives like introducing mobile apps and QR codes to facilitate easy movement.
27. Fostering research culture in the institution, establishment of research centres and encourage Citizen Research'.
28. Fostering greater engagement with the local community.
29. Preparation of detailed Campus Safety guidelines and its circulation among all stakeholders.
30. Promote sustainable development through eco-friendly practices and implementation of the green protocol.
31. Undergo regular accreditation of the institution by the appropriate body.

### **Short term goals**

#### **I. Curricular aspects**

## **Target**

- Ensure effective implementation the National Education Policy 2020.
- Adding more multidisciplinary courses to provide options for students in the electives.
- Promote Skill development and employability options for the students.
- Organise students' visit to places of importance to know the history, scientific contribution, traditions, indigenous literature and promotes Indian knowledge system.
- To augment placements by establishing a centre for Career Guidance and Placement Cell which will remain connected with the different departments of the college.
- Establish a networking team consisting of all stakeholders to get feedback for the curriculum and its transaction.

## **Strategy**

- Initiate outcome-based education (OBE) wherein students will learn to structure activities to prioritize the end result.
- Introduce more multidisciplinary & Add-on courses/Vocational courses to enrich students in various domains to promote effective implementation of NEP 2020.
- Encouraging students to participate in programme like, creative writing, drama, recitations etc. in their native language to promote local and indigenous dialects/Indian language.
- Design, compile and publish study materials for the restructured and newly introduced Add on courses.
- Give importance to placement activities by conducting job fairs and hosting Recruitment drives.
- Systematic collection and analysis of feedback from all stakeholders and action taken.

## **II. Teaching, learning and evaluation**

### **Target**

- To position itself as the primary choice of institute for higher education by ensuring high quality output consistently.
- Strengthening of own Learning Management System (LMS) for online mode of teaching learning.
- Holistically uplift weaker students by making special provisions based on their unique needs and learning style.
- Use of more ICT in teaching and learning process.
- Introduce more student-centric teaching-learning process with special emphasis on technology.
- Strengthening the mentoring system.

### **Strategy**

- Encourage students and teachers to pursue online courses.
- Compulsory 'Diagnostic test' for the beginners to evaluate the learning level and draw a comparison at the end of the course to map their progress.
- Remedial classes/bridge courses for the slow learners.
- Encourage teachers to incorporate new methods of teaching and learning into the curriculum by attending Faculty Development Programs.
- Organise collaborative learning, like group project, Group discussion, etc. to improve teamwork among students.

- Arranging programme on innovative teaching, pedagogy, classroom delivery techniques, etc.
- Development of smart class rooms with state-of-the-art facility.
- Establishment of MoUs Academic Institution for Student Exchange and other Programmes.
- Organising students' visit to places of importance to know the history, scientific contributions, traditions, indigenous literature and knowledge.

### **III. Research, innovation and extension**

#### **Target**

- Fostering research culture in the institution.
- Educational linkages in terms of more MoUs with premier institutions and take up collaborative research projects.
- Promote faculty members for major/ minor projects.
- Abide by the guidelines for plagiarism prevention by introducing a plagiarism checker software.
- Motivate faculty to apply for Patent
- Encourage Start-up and create an innovation ecosystem.
- Assist Government and local bodies in community projects.
- Adoption of villages.
- Encourage research on local issues.

#### **Strategy**

- Promote inter-disciplinary research within the college.
- Encourage the students to publish their project work in collaboration with their teacher-guide.
- Encourage innovative, location specific and society relevant research among teachers and students.
- Efforts will be made to undertake awareness programme on various Government schemes for community.
- To arrange programme/competitions where students can explore their ideas and transform those into the prototype.
- Continuation of activities under organic linkages with the neighbouring schools.
- Invite Industry experts for motivating students and provide practical knowledge.
- Promote students to work on real projects for industries.
- Conduct extension and proactive research programmes that would facilitate local developments in line with emerging global changes.

### **IV. Infrastructure and learning resources**

#### **Target**

- Regular upgradation of the campus infrastructure according to the changing needs.
- Enhance use of technology in teaching-learning and administration.
- To revamp existing academic and other common facilities.

- Introduction of disabled-friendly Initiatives like introducing mobile apps and QR codes to facilitate easy movement.

### **Strategy**

- Technological upgradation of the campus with centralized Wi-Fi, ICT enabled classrooms, modernisation of computer labs and fully automated library.
- Establishment of facilities like guest house, playground, health club, Medical Centre, convention centre, faculty hostel and campus radio centre.
- Installation and upgradation of solar panels, wastewater treatment plants, Chemical waste treatment plant and rainwater harvesting.
- Upgradation of college canteen facilities.

## **V. Student support and progression**

### **Target**

- Ensure quality based education and student exchange programmes.
- Ensure more scholarships for students.
- Engage students in research studies and motivate them to optimize publication and design based projects.
- Improve placement activities.
- Fully functional counselling cell to cater the needs of students.
- Enhance the employability skill of the students.
- Fully automated library.
- Encourage start-up and entrepreneurship.

### **Strategy**

- Extend scholarship facilities to eligible and financially needy students.
- Appeal will be made to NGOs and philanthropic persons/groups to extend their financial help to the students from socio-economic deprived group (SEDGs).
- Conduct job fairs in collaboration with other institutes.
- Special counselling and mentoring for slow learners.
- Organising capacity enhancement programme.
- Organising various programme to enhance the leadership capacity of the students, with a special emphasis to girl students.
- Establishment of Start-up incubation centre to support the entrepreneurship.

## **VI. Governance, leadership and management**

### **Target**

- Develop a fully automated Management Information System.
- Promote decentralized administrative mechanism with accountability.
- Ensure transparency in Financial Audit.
- To conduct various quality audits.
- Undergo regular accreditation of the institution by the appropriate body.
- Apply for various grants to Central and State Govt.
- Providing support to the faculty/staff for capacity building and development.
- Continuous Professional Development (CPD) for faculty and staff, and leadership training.

## Strategy

- Promote participation of staff members in FDPs like refreshers, orientation programmes, and short term courses.
- Facilitates participation in online and Face-to-face training programme organised by UGC/NEHU and other agencies on leadership training.
- Undertake academic and administrative audit, green and environment audit, library audit, energy audit and to implement the recommendations.
- Uphold efficient Students Grievance Redressal Cell, Anti ragging Cell, Internal Complain Cell with the participation of staff and students.
- Preparation of Detailed Project Report and submission of the same to respective agency for funding.
- Organising faculty and staff development programme (including pedagogical training, workshops, seminars and conferences) for improved competence.

## VII. Innovations and best practices

### Target

- Promote sustainable development through eco-friendly practices.
- Ensure proper waste management and water management system.
- Implementation of the green protocol.
- Awareness and sensitivity about environmental issues.
- Ensure gender equity and parity.
- Make a global impact on society through education, empowerment, research, innovation and philanthropic activities.
- Introduction of full-fledged e-governance in areas of operation.

### Strategy

- Enhance energy management by installation of solar panels, use of LED bulbs, sensor-based energy conservation system.
- To limit the use of paper in office administration.
- Preservation of various varieties and species of trees in the ecosystem.
- Preservation of natural water resources in the campus.
- Establish Environment & Climate Cell, Eco club of the college.
- Observation of environmentally important commemorative days with students, staff and community.
- Undertake Green and environment audit, energy audit, fire audit and implementation of the recommendations.
- Regular Gender sensitization programs.
- Undertake Gender Audit
- Programs for Transgender Communities.

## STEP 6

### INSTITUTIONAL LEVEL CHALLENGES: LONG TERM AND SHORT TERM

Implementation of NEP-2020 and its ramification is a major challenge

### Challenges

- To create more faculty position.

- To overcome the hurdle affecting out of Academic Autonomy
- To increase the number of students
- To make internet facility exclusively available
- Drop out of students from college.
- Lack of motivation of the faculty members to write textbooks in local language which is very important for increasing access through Indian language.
- Challenges of infrastructure and manpower to run multidisciplinary courses.
- Lack of orientation about research (academic and community based) and innovation for majority of the faculty members.
- Stagnant mind set of some faculty members creates hindrance to attend/participate in various capacity building programme.
- Paucity of industry and entrepreneur in and around East Jaintia Hills District is a disadvantage factor for enhancing employability.
- Lack of awareness about the use of IT facilities in teaching-learning reduces the potential capability of the teachers.
- Maintenance of quality to attract learners.
- Inadequate funding for implementation of full-fledged e-governance.

#### STEP 7

#### WORKABLE HYPOTHESIS TO MITIGATE AND OVERCOME THE CHALLENGES IN A PHASED MANNER

Challenges	Hypothesis to mitigate the issue	Timeline			In-Charge
		2	5	10	
To create more faculty position	<ul style="list-style-type: none"> <li>• Determine the current faculty-to-student ratio, identify the gap, and assess the specific needs of each department.</li> </ul>	√			GB, Principal
To overcome the hurdle arousing out of Academic Autonomy	<ul style="list-style-type: none"> <li>• Establishing special committee to navigate the challenges of academic autonomy.</li> </ul>			√	GB, Principal
Drop out of students from the college	<ul style="list-style-type: none"> <li>• Awareness to parents/guardians about the important and need of higher education</li> </ul>	√	-	-	GB, NSS, UBA, NCC, RCC
Lack of motivation of the faculty members to write text books in local language	<ul style="list-style-type: none"> <li>• Conduct workshops/ seminars to encourage and inspire the faculty</li> </ul>		√		RDC
Challenges of infrastructure and	<ul style="list-style-type: none"> <li>• Apply for Govt. grants</li> </ul>		√		
	<ul style="list-style-type: none"> <li>• Search out alternative</li> </ul>		√		

manpower to run multidisciplinary courses	fund				GB
	<ul style="list-style-type: none"> <li>Appoint tenure-based faculty as and when needed</li> </ul>	√			
Lack of orientation about research and innovation	<ul style="list-style-type: none"> <li>Providing awareness programmes</li> </ul>	√			RDC
Stagnant mind set of some faculty members creates hindrance to attend/participate in various capacity building programme	<ul style="list-style-type: none"> <li>Providing awareness and organizing programme related to Continuous Professional Development</li> </ul>	√			GB & IQAC
The paucity of industry and entrepreneur is a disadvantage factor for ``enhancing employability	<ul style="list-style-type: none"> <li>To provide necessary exposure to students in industries and industrial areas within the state</li> </ul>	√	√		GB & IQAC
Lack of awareness about the use of IT facilities in teaching-learning reduces the potential capability of the teachers.	<ul style="list-style-type: none"> <li>Organize training and workshops</li> </ul>	√			CETE
Maintenance of quality to attract increase the number of students	<ul style="list-style-type: none"> <li>Framing of syllabus of local folk and culture, tradition, medicinal plants and local biodiversity, which can be taught in online mode</li> </ul>	√			IQAC
Inadequate funding for implementation of full flagged e-governance	<ul style="list-style-type: none"> <li>Apply for grants to State and Central Govt.</li> <li>Searching of other funding agency</li> </ul>		√		GB & IQAC
To make internet facility exclusively available	<ul style="list-style-type: none"> <li>Establish a robust and secure infrastructure to support exclusive internet access.</li> <li>Ensure campus-wide Wi-Fi coverage, including classrooms, libraries, administrative offices, and common areas.</li> </ul>				

**Note:** GB- Governing Body, RDC- Research Development Cell; NSS-National Service Scheme; UBA – Unnat Bharat Abhiyan; NCC- National Cadet Corps; RCC- Red Ribbon Club; IQAC-Internal Quality assurance Cell. CETE- Computer Education & Technical Education



**STEP 8**  
**STRATEGIC TO DEVELOP LEADERSHIP**

**Target**

To produce leaders capable of leading the society, the nation and humanity at large in diverse spheres.

**Strategies:**

- Developing and inculcating leadership skills with proper orientation and formal coaching programmes.
- Inculcating the values of honesty, accountability, social responsibility and enhancing emotional intelligence.
- Encouraging the employees to create their own vision
- Creating an ambience and culture of team work.
  - Appreciating, recognizing and rewarding good leadership.
  - Identifying the skills and abilities of students and employees.
- Categorizing the employees on the basis of experience, proficiency, confidence level etc. and assigning tasks and autonomy accordingly and in a graded manner.
  - Confidence building: Newly appointed/ inexperienced faculty/ students will be assigned tasks, giving clear guidelines/instructions and making them work under close supervision.
  - Capacity building Giving tasks with clear instruction giving autonomy to carry out.
  - Building Self Reliance; assigning tasks with no instruction for execution.
  - Total Empowerment/ Autonomy: Giving autonomy to make own decisions for setting agenda, devise plan and strategy and execute them.

**STEP 9**

**MECHANISM TO ENSURE TRANSPARENCY IN GOVERNANCE.**

Transparency is widely recognized as core principles of Good Governance. It implies openness, communication and accountability. The following initiatives will be helpful to ensure 'transparency' in governance

**Strategies.**

- Constituting Governing body of the college with responsible persons.
- Implementation of full-flagged e-governance in various areas of operation, like, administration, student admission and support, examination and finance.
- Availability of information about college in the college website



- Active Grievance redressal system
- Undertake regular Financial Audit by CA and Govt. Auditor
- Admission of students by following the Govt. rule, strictly on merit basis
- Development of E-Office (E-Governance) Model.
- Digitization and accessibility of all record.
- Digital financial management system (Public Finance Management System- PFMS).
- Biometric attendance system.
- Online admission system.
- Digital transaction of information.
- Decentralized and Democratic, Decision and Policy Making System.
- Discussion and inputs system from all stakeholders before taking decision.
- Representational system from all stakeholders at apex decision making body.
- Green audit
- Energy audit at regular interval
- Academic and Administrative Audit (AAA)
- Open Assessment System of Students' Performance.
- Distribution of evaluated answer scripts to the concerned students.
- Notification of their performance in class tests, group discussion, seminars and attendance.
- Publication of annual report of the college.
- Parent-Teachers and Alumni meet at regular interval and open discussion on academic and administrative matters.

**STEP 10**

**PHASE WISE ACTION PLAN OF THE INSTITUTION**

Target	Strategies	Time frame			Personal In-Charge
		2	5	10	
<b>Effective Governance in Administration</b>	• Regular Annual Budget Preparation.				Governing Body (GB), Principal, Vice Principal, HoDs, IQAC, relevant officers
	• Online Admission, online transaction, digital record keeping for paperless administration.	√			
	• Computer literacy for all.	√			
	• Introducing Management Information System (MIS).		√		
<b>Infrastructural Plan (Expansion and Creation of Assets)</b>	• Construction/extension of building/canteen			√	Governing Body
	• Extension of Library and Automation & Enrichment		√		
	• Construction of Hostel for Boys and increase of seat capacity in Girls Hostel.			√	
	• To equip every Classroom with ICT facility,	√			
	• Installation of Digital and Smart classroom.	√			
	• Access to all buildings and facilities for Divyang Jan	√			
	• Friendly Campus, (adoption of trees by every student and teacher, MoU with Forest Department. and organization involving with environment).		√		
	• Solar energy for alternative power supply	√			
	• Rainwater harvesting		√		
	• To evolve an innovative and dynamic learner- centered pedagogy and ICT enabled.		√		HoDs and Teaching Staffs
	• Integrating Skill-based Courses with General Education	√			GB, IQAC, *IC NEP 2020
	• To encourage students to relate the curricula and domain knowledge to contemporary real life situation.	√			HoDs and Teaching Staffs
	• Empowering the faculty to adopt innovative pedagogical approaches to enable them to perform creatively.	√			

<b>Curriculum and Pedagogy</b>	• Special Cell for Regular Coaching for different level Competitive Examination and Placement.	√			Career Guidance and Placement Cell
	• Optimum use of technology-based education platforms, such as SWAYAM	√			Nodal Officer MOOCs
	• Up gradation of Psychological and Language Labs	√			Education & English Departments
<b>Introduction of new programmes and departments and online courses</b>	• To take initiative for enrolling more numbers of students by introducing P.G. Courses, Integrated B.Ed. Academic Exchange through MoU/Linkage with other institution			√	Governing Body, HoDs
<b>Optimum Learning Environment and Support for Student</b>	• A robust mentor-mentee system for constant guidance, counselling and grievance redressal	√			Academic Committee
	• Strict enforcement of all no-discrimination and anti-harassment rules;				Internal Complain Cell
	• Active participation of students in co-curricular, community based extension activities, and other committees/clubs relating to students' welfare	√			Students Welfare /Games & Sports Committee
	• Wi-Fi Campus	√			CETE
	• Online learning and assessment with offline			√	Nodal Officer MOOCs
	• Medical Support Facilities.	√			Health & Sanitation Committee
	• Health Insurance for all the students			√	
	• Industry linkage for employment generation	√			Career Guidance and Placement Cell
	• Exploring the possibility to introduce Earn While you Learn Scheme to support deserving students.			√	
	• Focus on sensitivity towards diverse gender, social, cultural and religious identities	√			Internal Complain Cell
• Mechanism for students' wellness such as mental health, psycho-social well-being	√				
	• Faculty Induction Programme for newly recruited faculty.	√			Principal

<b>Motivated, Energized and Capable Faculty</b>	• Promoting the faculty for research projects and collaborative research.		√		GB & RDC
	• Faculty Development workshops/ seminars.	√			IQAC
	• Mechanism to incentivize the outstanding teachers through appropriate rewards.	√			
<b>Multidisciplinary and Holistic Quality education</b>	• Encouraging the students to participate in Co- curricular activities.	√			Students Welfare Committee and Game & Sports Committee, NSS, NCC, UBA & RCC
	• Introducing community-based vocational/ skill- based courses;	√			
	• Enhancement of sports/ recreation facilities.	√			
	• Developing creative and critical thinking through club activities.	√			
	• Integrating Sports, Yoga and Performing arts.		√		
<b>Research Plan</b>	• To galvanize the functioning of Research and Development Council by organizing motivational and orientation programmes on research at regular intervals.		√		Research Development Cell
	• Action groups to oversee various concerns/ domains of research.		√		
	• Publication of Research works in reputed, recognized and High impact Factor journals		√		
	• To undertake research programmes from leading National and Global funding agencies			√	
	• To motivate and help Students for undertaking Research Project.		√		
	• Seed Grants for Faculty to undertake Research Project.	√			
<b>Developing Leadership</b>	• Developing and inculcating leadership skills with proper orientation and formal coaching programmes	√			Governing Body
	• Inculcating the values of honesty, accountability, social responsibility and enhancing emotional intelligence.		√		
	• Encouraging the employees to create their own vision	√			
	• Creating an ambience and culture of team work and team spirit.	√			
	• Create opportunities and platforms for alumni to participate and contribute to college projects				
	• Organize workshops and seminars for alumni on relevant themes.				

<b>Strengthening of Alumni participation</b>	<ul style="list-style-type: none"> <li>• Connect alumni through social media platform</li> <li>• Request existing members in contact with the college to connect other alumni to the college through social media</li> <li>• Coordinate with alumni on best dates for meetings and seminars</li> <li>• Allocate budget</li> </ul>	√			Alumni Committee
<b>Academic autonomy</b>	<ul style="list-style-type: none"> <li>• Ensure that all administrative, academic, and infrastructural requirements are met to obtain the necessary accreditation as a college.</li> </ul>	√			Governing Body, Principal, Vice Principal, IQAC Coordinator
	<ul style="list-style-type: none"> <li>• Engage in discussions and negotiations with all stakeholder groups to gain their support for the autonomous status. Establish a committee to conduct a special study on the process. Visit and consult with other institutions that have undergone similar process for academic autonomy and organize workshops on this target.</li> </ul>		√		
	<ul style="list-style-type: none"> <li>• Ensure the necessary systems and mechanisms are established for the college to operate under the new autonomous status. Develop a blueprint to reorganize offices, departments, and infrastructure to align with the new status and appoint or assign personnel to manage tasks related to the implementation of autonomy at the college.</li> </ul>			√	

**Note:** GB-Governing Body; ICNEP 2020- Implementation Committee NEP 2020; IQAC- Internal Quality Assurance Cell; NSS- National service Scheme; NCC-National Cadet Corps; UBA-Unnat Bharat Abhiyan; RRC-Red Ribbon Club