



**Government Degree College Dooru
(Affiliated)**

University of Kashmir

Accredited by NAAC in the 1st cycle with grade C

**STRATEGIC DEVELOPMENT PLAN
(2024-2030)**

**PRINCIPAL
GOVT. DEGREE COLLEGE
DOORU SHAHABAD**

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STRATEGIC DEVELOPMENT GOALS

Govt. Degree College Dooru, envisions a life oriented education that empowers the students through a humanizing and liberating process, to be agents of transformation and developments at different levels of life. Enabled and empowered, they respond proactively to the concerns and conflicts inherent in today's reality.

The Strategic Plan outlines the following imperatives:

- Define, Enhance, and Communicate the GDC Dooru Experience
- Enhance our Academic Profile
- Expand our Reach
- Embrace our regional values
- Support our People

Vision/Mission

We prepare the students:

- ✓ To ensure and encourage student participation in the functioning of the institution with a view to promote a culture of team work and cooperation to boost their democratic mannerism, leadership qualities, self-confidence and overall personality development.
- ✓ To emphasize the class room centric learning for maintaining a caring teacher-learner partnership with due appreciation for the latest tools and methods of learning and social outreach.
- ✓ To strive for making the institute a Centre of learning famous for the values and practices of discipline, moral uprightness, sense of social responsibility, fair-play and honesty.

Objectives:

- ✓ Excellence:-The institution strives to achieve excellence in curricular and co-curricular activities and administration.
- ✓ Dignity:-The institution strives to instill dignity among its students and inculcate core values like universal brotherhood, truth, honesty and non-violence.
- ✓ Ethics:- Institute strives to inculcate values among the primary stake holders like character building and social responsibilities. The Institution has declared campus Tobacco free/polythene free/Ragging free.
- ✓ Integrity:- Institution strives to develop personality of the students by encouraging their participation in sports, debates, seminars, cultural activities etc.
- ✓ Student Focus:- College is committed to initiate different student centric programmes/courses/activities to make them confident and self-reliant.
- ✓ Diversity:-The college admits students from all the sects of society like OM,

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OBC, SC & ST's (Gujjars, Bakerwalls and Phari Speaking people). Diversity is offered in programmes/courses/activities to encourage students to become self-reliant and confident.

- ✓ Public Engagement:- College NSS wing is committed to arrange public outreach programmes by involving the local community in initiatives like sanitation & environmental consciousness.

Scope

The Strategic Development Plan sets out a framework of priorities for the institution, its divisions and departments.

To transform GDC Dooru into institute with potential of excellence, provide quality education to its stakeholders from varied backgrounds and equip them to become global leaders and facilitators of change.

Themes and Commitments

Education

Through a commitment to the personal education of each student, we will provide a quality of education and experience which equips students with the values, skills and intellectual discipline that will enable them to make a positive contribution to society.

COMMITMENT 1

To attract and admit students from all backgrounds with outstanding academic potential.

To maintain and enhance its intellectual strength, the institution must admit and support students of outstanding potential at all levels, whatever their background. To achieve this, we will strengthen and expand outreach activities, based on rigorous evaluation of their effectiveness. We will work closely with colleges, universities and faculties to ensure effective coordination of outreach activity.

We will enhance our undergraduate admissions processes to ensure equality of opportunity for all applicants, and to improve efficiency and quality of service.

COMMITMENT 2

To offer an excellent academic experience for all our students and ensure that we fully equip graduates to excel in whatever they choose to do.

We will maintain the excellent undergraduate teaching.

We will ensure that teaching and assessment provide an equal opportunity for all students to achieve and demonstrate their full academic potential. We will work to reduce continuing gaps in attainment and encourage greater diversity in assessment.

Supporting student wellbeing is at the heart of our approach to providing the greatest opportunity for all our students to excel. We will work to strengthen the partnership between us

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and civil society, industries, academic institutes, corporates, Govt. etc. to provide the welfare support that our students need to flourish.

We will provide opportunities, through and outside the curriculum, for our students to develop the personal and transferable skills to succeed in a global workplace. We will also provide opportunities for skills enhancement and career preparation for all our students.

COMMITMENT 3

Enhance our Academic Profile

Strategic Objectives

Objective A: Create, implement, and utilize an academic planning process that will facilitate new program development as well as a defined process to support and encourage academic innovation.

Objective B: To enhancing existing academic programs and investing in our core curriculum to support critical and integrative thinking, ethical reasoning, quantitative and scientific analysis, literacy, communication skills, intercultural and global understanding, and experiential learning.

Objective C: Explore and create partnerships with nonprofit, healthcare, industry, and educational organizations which support the growth and expansion of programs and learning opportunities at all levels.

EDUCATION PRIORITIES

1. Aim to implement Outcome Based Education to increase the quality of Teaching and Learning environment.
2. Aim to increase by 2030 the infrastructure facilities pertaining to Teaching and Learning for students with a focus on strategically important subjects in Emerging Areas.
3. By 2030, expansion of the institution on account of construction of Science Block, Administrative Block, Library Block and other supporting infrastructure.

Research

We hope that our work enhances the lives of people, solving real problems through an extensive network of partnerships and collaborations. The breadth of our teaching & research and the connections between disciplines drive advancement in knowledge, understanding, innovation and creativity.

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COMMITMENT 1

To promote and enable ambitious teaching of exceptional quality & support our departments, faculties and students by investing in research-informed and research-oriented training opportunities to ensure integration of undergraduates in the research as envisaged under the NEP-2020. It is pertinent to mention that the research at undergraduate level is one of the focused area in NEP-2020.

By 2030 we will strive relentlessly to lead in the implementation NEP-2020 research agenda across the sciences, social sciences and humanities, and to convene multidisciplinary and interdisciplinary research aptitude to address the most significant problems facing the country and world today.

By 20230 the college envisages to establish multidisciplinary research Centre in the college.

RESEARCH PRIORITIES

1. Enhance the opportunities and support for early-career researchers.
2. Invest substantially in the research environment, both human and physical (including the estate, libraries, collections, equipment and IT) by 2030.
3. Engage with business, Skill institutes, NGOs and others to grow the research skill in the college.
4. Establishment of Multidisciplinary Research Centre in the college
5. Continue to broaden and invest in our innovation activities and foster the entrepreneurial environment for staff and students.

Community Development

People are the foundation of the success and the quality of our academic, research, professional and support staff is critical to our future. In order to remain as a leading institution we will support talented individuals and provide a diverse, inclusive, fair and open environment that allows staff to grow and flourish. We aim to frame our human resources policies and processes to provide the framework for departments and faculties to support their people and to respond to the ever-changing external environment.

COMMITMENT 1

Integration and Sustainability

Integrate community service into the broader institutional culture and curriculum of the college. Develop mechanisms to sustain community service efforts over the long term, ensuring that they remain a core priority for the college.

COMMITMENT 2

To work towards an increasingly diverse staffing profile

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We will foster an inclusive culture that promotes equality of opportunity, values diversity and maintains a working, learning and social environment in which the rights and dignity of all our staff and students are respected.

COMMITMENT 3

To support staff in personal and professional development

Personal and professional development is key to enabling individuals to reach their full potential and maximize their contribution to the Institution. We will encourage staff at all levels to participate in planning their personal development and we will strengthen and promote our development programmes for all staff, regardless of their employment status. In particular, we will provide dedicated personal development support for early career research staff and will ensure that those with management and leadership responsibilities are supported to be effective in those roles.

PRIORITIES

- Embed a supportive, inclusive culture and increase the diversity of staff at all levels through the implementation of our action plans to maintain and enhance quality.
- Create a policy and practice environment that is supportive of wellbeing, where responsibility for wellbeing is shared and owned by all.
- Regularly review and update the strategic plan for community service to reflect changing needs and priorities.
- Seek feedback from stakeholders and incorporate lessons learned to improve the effectiveness and efficiency of community service initiatives.

Engagement and partnership

By enhancing the public engagement, knowledge exchange and innovation culture of the institution, we aim to ensure that our research and education benefit wider public. To this end we will work in partnership with public, private, voluntary and commercial organizations, and our alumni.

COMMITMENT 1

To work with partners to create innovative ecosystem

We Aim to focus on entrepreneurship development mindset, enterprise and innovation fundamental to our continuing pedagogical success and to its positive impact on society.

Working with our Local Enterprise Partnership, local civil society, national government, panchayats and community Innovation, and we will foster an environment which nurtures social and commercial entrepreneurs. This promotional culture widened to encourage students

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in the campus through formation of an entrepreneurship development ethics.

COMMITMENT 2

To build a stronger and more constructive relationship with our local and regional community. We believe that it is vitally important that the college benefits local citizens. We will aim to increase the scale of innovation and translation in the environment and skill, including with our local partners.

We will continue to provide gateways for public engagement with the research and teaching of the institution via exhibitions, public education, schools and outreach programmes.

We are committed to working in partnership to increase our cultural, societal and economic impact at both local and regional levels.

We will work to preserve and increase access to funding and networks to undertake our research and collaborate with suitable partners wherever they may be located, enabling both small and large-scale research collaborations.

We will seek to improve mobility opportunities for students, support the role of our staff and students in an interconnected world and raise the profile of our research and teaching.

Priorities

- To sign MOUs with Chanakya IAS Academy Srinagar, DLSA Anantnag, Municipality Dooru etc.
- To adopt few more villages so that the community outreach is substantiated.

Resources

The college remain committed to enhancing the efficiency and effectiveness of our support services by simplifying systems and working together more collaboratively, will be key to delivering a sustainable platform to underpin our education and research.

COMMITMENT 1

To manage our financial resources to ensure the institution's long-term sustainability. The College will also seek to better integrate its support structures, to ensure that its excellent teaching and research is complemented by similarly excellent professional services.

COMMITMENT 2

To continue to invest in our information technology capability to enhance the quality of our research and education and to streamline our administrative processes.

We will invest in our information technology in order to increase research capability, enhance teaching and learning, and deliver efficiencies in support of administrative functions.

We will deliver infrastructure which enables all staff and students to communicate effectively,

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share information securely and collaborate locally and globally. With a continuing focus on training and best-practice dissemination we aim to empower teachers and researchers to innovate, staff to use IT systems effectively, and students to improve their digital literacy for discovering, evaluating and creating information using digital technologies.

Short Term Strategic Plan

Curricular Aspects

Target

To introduce courses of contemporary relevance such as:

- Environmental Studies, Information Technology, Gender Studies, Disaster Management, Social Work, Community Learning, location specific courses.

To introduce innovative and skill based vocational courses such as:

- Organic Agriculture, Catering Management, Visual Media and Communication, Beauty and Wellness, Mobile Repairing etc.
- Involving more faculty in course designing and syllabus formation.
- establish integrated interdisciplinary courses and include maximum number of elective courses which ensure employability.
- Take education out of the current rigid structure and encourage flexible and holistic learning.
- Instill an attitude of earning while learning by making internships a mandatory part of the curriculum and introducing a flexi-time system wherein students no longer have to adhere to the old system of a following a fixed timetable.

Strategy

- Initiate outcome based education (OBE) wherein students will learn to structure activities to prioritize the end result.
- Design, compile, and publish textbooks and study materials for the restructured and newly introduced courses.
- MoUs with different stakeholders to ensure internships as a part of the curriculum.
- Give importance to placement activities by conducting job fairs and hosting Recruitment drives.
- Establishment of Multidisciplinary research centre.

TEACHING, LEARNING AND EVALUATION

Target

- Improve existing teaching and learning plan by upgrading the existing Learning Management System.

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- To position itself as the primary choice of institute for higher education by ensuring high quality output consistently.
- Holistically uplift weaker students by making special provisions based on their unique needs and learning style.
- To encourage the students to be socially committed global citizens by improving their awareness about current socio-political scenarios.
- Incorporate a networking team consisting of faculty, students and subject experts.

Strategy

- Introduction of an Academic Audit of all the department and facilities.
- Introduce a new log frame for the departments to improve planning, implementation, management, monitoring and evaluation.
- Establish Google Classrooms for digitalized learning.
- Systematic collection and scientific analysis of feedback from students, parents and Teachers.
- Encourage students and teachers to pursue online courses.
- Encourage collaborative learning to improve teamwork among students.
- Introduce a system to evaluate the students' existing knowledge prior to joining the course, and draw a comparison at the end of the course to map their progress.
- Encourage teachers to incorporate new methods of teaching and learning into the curriculum by attending Faculty Development Programs.
- Introduction of open book examinations.

Target

- Foster research culture in the institution as envisaged in the NEP-2020.
- Augment the linkages with different academic bodies.
- Conduct extension and proactive research programmes that would facilitate local developments in line with emerging global changes.
- Develop knowledge partnerships with government agencies, private industries and public.
- Provide subject expertise to industry and society through consultancy services.
- To publish college magazine, newsletter and news bulletin.

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Strategy

- Encourage interdisciplinary research.
- Optimize the publication by research papers, books and other stuff.
- Encourage the UG students to publish their project work in collaboration with their guide.
- Ensure ample leave and maximum support to teachers for completing their research.
- Encourage innovative, society relevant and location specific research among Teachers and students
- To enhance networking between industrialists and institutional experts to promote consultancy.

INFRASTRUCTURE AND LEARNING RESOURCES

Target

- Enhance technology based education system
- Enhance Student centric teaching by enabling flexibility in choosing course and time.
- To revamp existing academic and other common facilities
- Regular upgradation of the campus according to the changing needs
- Lead an example with the introduction of creative disabled-friendly Initiatives like introducing different friendly software's.

Strategy

- Technological upgradation of the campus with centralized WiFi, ICT enabled classrooms, modernization of computer labs and fully automated library.
- Installation and upgradation of solar panels, waste water treatment facilities.
- Upgradation of college canteen facilities.
- Homestead vegetable production: kitchen garden, rooftop garden.
- Implementation of rain water harvesting
- Refinement of botanical garden, herbarium, green house, nursery.
- Pool funds together to buy sophisticated scientific equipments that can be accessed by all departments and students by maintaining a log register.

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STUDENT SUPPORT AND PROGRESSION

Target

- Ensure more Scholarships for students
- Engage students in research studies and motivate them to optimize publication, patent and design based projects
- Improve placement activities and make the students as well as parents aware about the various opportunities in and around the world.
- Refine quality based education and international exposure through faculty and student exchange programmes
- Instill a work culture among students by making internships a part of the curriculum
- Introduction of a fully functional counselling cell which caters to the needs of students, parents and teachers.
- Motivate and enhance the capabilities of the students to make them job ready.
- Analysis and updation of student progression annually

Strategy

- Extend scholarship facilities to eligible and financially backward self-financing students
- Developing e-content for students
- Introduction of rank system for academic excellence of outgoing students.
- To explore new and alternative career options in association with career Guidance Centre
- Conduct job fairs in collaboration with relevant organizations in the region as a short term initiative
- Special counselling for slow learners and failed students

GOVERNANCE, LEADERSHIP AND MANAGEMENT

Target

- Develop a Fully Automated Management Information System
- Encouraging Faculty for Refresher courses and non-teaching for training programmes
- Facilitate various quality initiatives, leading to achieving more quality standard certificates (NIRF)
- Enhance involvement of Alumni
- Ensure Transparency in Financial Audit

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Strategy

- Introduction of different workshops & training programmes for faculty and non-teaching staff

INNOVATIONS AND BEST PRACTICES

Targets

- Promote sustainable development through eco - friendly practices.
- Establish linkages with research development, educational and Entrepreneurial agencies and institutions for better extension networking.
- Ensure gender equity and parity.
- Strengthen existing systems and procedure for conflict resolution and redressal of grievances.
- Diversity among teachers and students by facilitating visiting faculty from different institution.
- Make a large impact on society through education, empowerment, research, innovation and other activities.

Strategy

Inculcate the idea of green campus by use of green energy (solar panel, LED bulbs,

- Ensure proper waste management, encourage good practices among all.
- Implement proper water management system, promoting cultivation of organic vegetables in the campus premises.
- Enhance energy management by installation of solar panels, use of LED bulbs
- To limit the use of paper in office Administration.
- To encourage use Public Transport System
- Contribute community development through activities in collaboration with hospitals, local authorities, NGO's and various companies
- Gender sensitization programs are to be regularly organized in association with Gender Studies Department.
- Gender Audit practices
- Programs and courses for Transgender Communities

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