INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032)
FOR HIGHER EDUCATIONAL INSTITUTIONS IN GOA

As part of the implementation of National Education Policy-2020

Submitted by

PONDA EDUCATION SOCIETY'S
COLLEGE OF EDUCATION, FARMAGUDI, PONDA, GOA - 403401

E.mail: princi_pescoe@yahoo.in
Phone No. 0832- 2335016
Mobile No. 9766909191

30th November, 2022

INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032)
FOR HIGHER EDUCATIONAL INSTITUTIONS IN GOA
As part of the implementation of National Education Policy-2020

1. Institutional Basic Information

1.1 Institutional Profile:

Name of the Institution	**Ponda Education Society's College of Education, Farmagudi, Ponda, Goa**
Head of the Institution	**Mr. Ratnadeep Nanaso Khade**

Contact Details	Email - **princi_pescoe@yahoo.in**	Cell No. **9766909191**	Office **0832-2335016**
College Website	**https://www.pescoe.com/**		AISHE Code: **C-30868**
Name of the IQAC Coordinator	**Mr. Ketan Kamble**	Email. **ketankamble@gmail.com**	Cell No. **9892741425**
Name of the NEP Coordinator	**Mr. Rajendra Chavan**	Email. **rajendrachavan1@gmail.com**	Cell No. **9665318867**
Name of the RDI Coordinator	**Dr. Sachin Salgar**	Email. **ss.salgar@gmail.com**	Cell No. **8668312524**
Name of the TLET Coordinator	**Mr. Rajendra Chavan**	Email. **rajendrachavan1@gmail.com**	Cell No. **9665318867**

NAAC Accreditation Status	1st Cycle: - **Nil**	Grade: - **Nil**	2nd Cycle: - **Nil**	Grade: - **Nil**
	3rd Cycle: - **Nil**	Grade: - **Nil**	4th Cycle- **Nil**	Grade: **Nil**
NIRF Ranking	2020-21: - **Nil**	2019-20:`- **Nil**	2018-19:- **Nil**	2017-18: **Nil**
UCG Recognition	2(f)		**No**	12 B		**No**
NBA accreditation			No		**No**	
Financial Status	Government /Aided: **No**			Self-Finance: **Yes**		
Under National Education Policy (NEP 2020), would your institute prefer to be:	i. Constituent college of the State University ii. Autonomous degree granting College. **iii. Part of Higher-educational institution (HEIs) cluster.**					

1.1. Institutional SWOC Analysis

Strengths:

- Strategic Location of an Institution considering Goa State
- Well furnished and rich Library with more than 2500 Titles and 5000 books
- Clean and lush green campus
- Highly qualified faculty with strong research profile
- Tradition of institute of producing University rankers
- Faculty with vast experience in teaching diverse students from different universities
- Sufficient teaching and nonteaching staff

Weaknesses:

- There is no permanent affiliation from University
- College is not recognised under section 2(f) and 12(B) of UGC Act 1956.
- There is no NAAC Accreditation and NIRF ranking of college.
- Majority of the faculty lack strong communication in Konkani language.
- College lacks Advanced ICT facilities.
- There is no Financial assistance from government various departments and agencies

Opportunities:

- To become a part of HEI's Ponda Cluster.
- To enhance institutional status and faculty profile.
- To gain the autonomous status.
- To conduct multidisciplinary research activities in state.
- To become mentor institution for other educational institutes in state.

Challenges:

- To overcome financial constraints.

2. Institutional Development Plan (*for at-least next 10 years*)

2.1. Vision

COMMUNITY ENLIGHTENMENT THROUGH PROGRESSIVE, PROSPECTIVE AND QUALITY EDUCATION

2.2. Mission

It is our mission to create such an atmosphere, where we developed and enrich the potentials of our teacher trainees through life building experiences so that they emerge responsible, reflective professionals, with right percepts and positive attitudes and become effective teachers, living their profession in the society with the objective of including the national idea of quality, value and career oriented education in their students, producing committed leaders of the society enabling them to imbibe into their students the sense of patriotism , strengthening the unity, integrity and solidarity of our nation with all its diversity.

2.3. Goals and Objectives

1. To provide an opportunity for higher Education to the rural population of the surrounding areas

2. To provide an opportunity for quality education that is value based and career oriented

3. To inculcate among the student and staff a sense of patriotism for strengthening the unity, integrity and solidarity of our nation and uphold the spirit of unity in diversity as well.

4. To encourage the faculty in improving their academic qualification, training and experience and in pursuit of research, so that they are well versed with the latest development in their respective subject.

5. To create an atmosphere in which the best possible curricular, co curricular and extra-curricular programme are available to the students for their all round development.

2.4. Executive Summary

Ponda Education Society's College of Education, Farmagudi, Ponda – Goa shall accomplish its objectives in order to achieve mission and fulfill its broad vision of Community Enlightenment Through Progressive, Prospective And Quality Education through following plan which is objective wise and in summarized form.

Institution shall motivate and energize faculty towards professional development through encouraging pursuing doctoral studies, research activities, employing advanced web tools and pedagogical methods and upgrading professional knowledge and skills through collaboration and faculty exchange programme with national and international institutions. **(Objective No.1 and 4)**

Institution plans for outcome based teaching learning and assessment by using advanced pedagogical assessment and ICT based tools and promote teaching, learning, academic and life skills through academic engagement of students by providing remedial teaching, enrolling in online course, visiting renowned HEIs and faculty and students exchange programme through collaboration with national and international level institutions. (**Objective No.2**)

Institution plans to develop research and innovation aspect by encouraging and promoting faculty to publish research papers in Scopus, Web of Science and UGC care listed journals, participating in national and international level seminar, conference and symposia and workshop, research colloquium for students and faculty, apply for minor and major research project grants and establishing research centre, consultancy and patent cell. (**Objective No.4**)

Institution shall tie-up with schools, cottage industries, local artisans and craftsmen for internship and real world learning experiences, to know latest industrial demands to upgrade syllabus and design add on courses and generate funds under CSR scheme. For effective placement of students, institution shall do tie-up with various schools, organization of lectures and workshops to face interview process, workshop on CTET, GTET, NET, SET and GPSC, periodic job fairs and creation of online alumni database. Institution shall apply for NAAC accreditation and NIRF ranking. Institution shall establish incubation cell and provide access to open learning resource of national and global level institutions, research and consultancy services and organizing comprehensive training programmes. Institution shall build knowledgeable and experienced team for guiding start ups and mentoring other institutions. (**Objective No.5**)

Institution shall establish alumni association to form network for knowing job vacancies, promotion of innovation and entrepreneurship and fund raising for institutional, infrastructural, academics, research, cultural and sport related activities. (**Objective No.3**)

Institution plans for digital classrooms, upgrade various educational labs, provide internet facilities to individual students, library automation, develop audio-video and art studio and make college campus differently abled friendly and CCTV enabled. (**Objective No.2**)

Institution plan to enhance English communication, computer, ICT, interpersonal, soft skills and specific job profile skills, through various guest lectures, workshops and online courses. Institutions plans to design add on courses as per demand in educational field. (**Objective No.4)**

2.5. Developing Motivated and Energized Faculty

Short Term Plan (2Yrs)

2.5.1 Calculate API Scores for PBAS

2.5.2 Faculty Induction and Refresher course

2.5.3 Orient Faculty for Application of Advanced Web tools and pedagogical methods

2.5.4 Encourage to publish academic books

2.5.5 Conduct Basic Certificate Course in Konkani language

Mid Term Plan (5Yrs)

2.5.6 Motivate Faculty towards Doctoral studies

2.5.7 Apply for major research grants from funding agencies such as, ICSSR and UGC

2.5.8 Minor research grants from Universities and NGO's

2.5.9 Continuous Professional Development of faculty

2.5.10 Designing Course using MOOC Platform by faculty

2.5.11 Encourage Faculty to apply for Ph.D. Supervisor

2.5.12 Faculty and Student Exchange Programme, Academic and Research Collaborations with sister and State level institutions

Long Term Plan (10Yrs)

2.5.13 Establishment of Research Centre

2.5.14 Collaboration with National and International Universities and institutions for Faculty and Student Exchange Programme

2.5.15 Academic and Research projects

2.6. Teaching, Learning and Education Technology

Short Term Plan (2Yrs)

2.6.1 Mapping of Programme Educational Objectives (PEO), Programme Specific Objectives (PSO), Programme Outcomes (PO), Course Specific Objectives (CSO) and Course Outcomes (CO).

2.6.2 Design course wise Outcome Based Education (OBE) assessment strategies in alignment with course outcomes.

2.6.3 Development of Academic e-portfolios of students.

2.6.4 Promote teaching, learning, academic and Life Skills through various academic, cultural, social, community based and sports related activities.

2.6.5 Promote students to use advanced pedagogical, assessment and ICT based tools.

2.6.6 Conduct remedial teaching programme to cater the need of students.

2.6.7 Motivate students to enrol in SWAYAM and NISHTHA Online courses.

Mid Term Plan (5Yrs)

2.6.8 Faculty and student exchange programme, academic and research collaborations with sister and State level institutions

2.6.9 Visit to renowned Institutes like RIE and or University Departments (CASE, MSU Baroda) in field of Educational Sciences.

Long Term Plan (10Yrs)

2.6.10 Conduct Mentoring Programmes for Competitive exams such as GTET, CTET, SET, NET in Education, PET (Goa University), GPSC.

2.6.11 Faculty and student exchange Programme, academic and research collaborations with national and international institutions.

2.7. Research Development and Innovation

Short Term Plan (2Yrs)

2.7.1 Apply for Minor Research Projects.

2.7.2 Organise various research related workshops.

2.7.3 Participates and present research papers in national and international level seminar, conferences, symposium and workshops.

2.7.4 Organisation of action research workshop for students and faculty.

2.7.5 Enrol B.Ed. students for online courses on action research through SWAYAM

2.7.6 Establishment of Research Centre

2.7.7 Organisation of Research Colloquium for students and faculty.

Mid Term Plan (5Yrs)

2.7.8 Preparation Major Research Proposal.

2.7.9 Publish research papers in Scopus, Web of Science and UGC care listed journals.

2.7.10 Organisation of National and International level Seminar, Conferences, Symposium and workshops in collaboration with prime institutes, Universities and Teaching Learning Centres.

Long Term Plan (10Yrs)

2.7.11 Apply Major Research Project

2.7.12 Organisation of Research Ability Enhancement Courses for faculty (REAC)

2.7.13 Establishment of Research Consultancy Cell

2.7.14 MoU with higher learning Research institutions in India and Abroad

2.7.15 Establishment of Patent Cell

2.8. Industry-Academic Partnership

Short Term Plan (2Yrs)

2.8.1 School and Industry linkage programme.

2.8.2 Collaboration with cottage industry, local artisans and craftsmen for direct experience.

Mid Term Plan (5Yrs)

2.8.3 Organisation of Internship programmes with local industries to provide real world learning experience.

2.8.4 Fund raising from industries under corporate social responsibility scheme.

2.8.5 Partnership with industries for designing add on courses and upgrading syllabus according to the latest industrial demands.

Long Term Plan (10Yrs)

2.8.6 To start professional and need based add on courses.

2.8.7 Provide Institutional Expertise to local industries.

2.9. Institution's Placement Plan for Students

Short Term Plan (2Yrs)

2.9.1 Strengthen existing placement cell by strategic-tie ups with various schools.

2.9.2 Organise expertise lecture series by school heads of different boards.

2.9.3 Organisation of CTET, GTET, NET, SET, GPSC workshop for students.

Mid Term Plan (5Yrs)

2.9.4 Organisation of Job Fairs

Long Term Plan (10Yrs)

2.9.5 Establishment of online placement database for effective placement process.

2.10. Achieving the Target for Accreditation

Short Term Plan (2Yrs)

2.10.1 Establish IQAC

2.10.2 Prepare and apply for NAAC Accreditation and NIRF ranking

Mid Term Plan (5Yrs)

2.10.3 Improvement in NAAC and NIRF ranking

2.10.4 MoU with Global Educational Institutions

Long Term Plan (10Yrs)

2.10.5 Improvement in NAAC and NIRF ranking

2.10.6 Achievement the status of world class institution

2.11. Incubation and Start-up

Short Term Plan (2Yrs)

2.11.1 Establishment of Incubation Cell for teacher trainees

2.11.2 Provision of Research and consultancy services through Incubation Cell.

2.11.3 Provide access to Open Learning Resources at national and global level institutions

Mid Term Plan (5Yrs)

2.11.4 Organisation of Comprehensive Training Programmes.

Long Term Plan (10Yrs)

2.11.5 Mentoring as Advisory for other institutes.

2.11.6 Fund raising various governmental and nongovernmental funding agencies

2.11.7 Build a strong team with adequate knowledge and experience in guiding start ups

2.12. Alumni Engagement/ Activities plan

Short Term Plan (2Yrs)

2.12.1 Establishment of Alumni Association

2.12.2 Develop Alumni network for taping job vacancies and promotion of Innovation and Entrepreneurship.

2.12.3 Fund raising for Institutional Infrastructural, academic, research, cultural and sports related activities.

Mid Term Plan (5Yrs)

2.12.4 Alumni Satisfaction Survey

Long Term Plan (10Yrs)

2.12.5 Set up Alumni Chapters in different cities.

2.13. Basic Infrastructure Development plan

Short Term Plan (2Yrs)

2.13.1 Bring campus under CCTV surveillance

2.13.2 Provide internet facilities to individual students

2.13.3 Set up Library Automation

Mid Term Plan (5Yrs)

2.13.4 Develop Digital Classroom

2.13.5 Upgrade various educational labs

2.13.6 Provide hostel facility to long distance male and female students

Long Term Plan (10Yrs)

2.13.7 Make college campus and infrastructure differently abled friendly.

2.13.8 Develop of Audio Video Recording Studio

2.13.9 Develop Art studio

2.13.10 Develop Green Campus

2.13.11 Provide canteen facilities

2.14. Skill Development of Non-teaching Staff
Short Term Plan (5Yrs) 2.14.1 Provide mentoring to enhance English Grammar and communication skills 2.14.2 Provide facility to upgrade computer ICT, Interpersonal and soft skills 2.14.3 Provide platforms to enhance specific skills as per Job Profile

2.15.   Any Other Initiatives for the Student's and Institutional Growth
2.15.1 Institution plans to design add on courses as per demand in education field.