

Format of Institutional Development Plan

Institutional Plan Template

Sample Template for Institutional Plan

1. INSTITUTIONAL BASIC INFORMATION

1.1 Institutional Identity:

- Name of the Institution : **Govt. Degree College Kalakote, Rajouri**
- Is the Institution approved by regulatory body? : Yes
- Furnish approval no. : **Hr.Edu/Plan-Coll/242/2011, Dated: 12.08.2011**
- Type of Institution : **Govt. funded**
- Status of Institution : **Non- Autonomous**
- Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name	Phone	Mobile	Fax	E-mail
Head of the Institution	Prof.(Dr.) Shakeel Ahmed Raina	01962-275002	9419138385	01962-275002	gdckalakote1@gmail.com
RUSA Institutional coordinator	Mr. Anayat Ullah Khan		8492871110	...	gdckalakote1@gmail.com
Nodal Officers for:					
Academic Activities	Mr. Anayat Ullah Khan	Nil	8492871110	...	gdckalakote1@gmail.com
Civil Works including Environment Management	Mr. Anayat Ullah Khan	Nil	8492871110	...	gdckalakote1@gmail.com
Procurement	Mr. Anayat Ullah Khan	Nil	8492871110	...	gdckalakote1@gmail.com
Financial aspects	Mr. Manoj Kumar Sharma	Nil	9622286399	...	gdckalakote1@gmail.com
Equity Assurance Plan	Mr. Anayat Ullah Khan	Nil	8492871110	...	gdckalakote1@gmail.com
Research & innovation	Dr. Stanzin Namgail	Nil	9419264714	...	gdckalakote1@gmail.com
MIS	Mr. Anayat Ullah Khan	Nil	8492871110	...	gdckalakote1@gmail.com

1.2 Academic Information:

- UG/PG/PhD programs offered in Academic year 2018-19

S. No	Title of Programs	Level (UG,PG, PhD)	Duration (Years)	Year of starting	Sanctioned Annual Intake	Total student strength
1.	B. A.	UG	03	2012	300	75
2.	PG	NA	NA	NA	NA	NA

- Whether Institution is accredited? : No

- Grade..... : NA
- When..... : NA

- Accreditation Status of UG programs:

Title of UG programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31 st March 2019?	Whether "Applied for" as on 31 st March 2019?
B. A. Only	Not eligible yet	Not Applicable	Not Applicable

- Accreditation Status of PG programs:

Title of PG programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31 st March 2019?	Whether "Applied for" as on 31 st March 2019?
Not Applicable	Not Applicable	Not Applicable	Not Applicable

1.3 Faculty Status (Regular/On-Contract Faculty as on March 31st 2019)

Faculty Rank	No. of Sanctioned Regular	Present Status: Number in Position by Highest Qualification												Total Number of regular faculty in Position	Total Vacancies	Total Number of contractual faculty in Position
		Doctoral Degree				Masters Degree				Bachelor Degree						
		Engineering		Other		Engineering		Other		Engineering		Other				
		R	C	R	C	R	C	R	C	R	C	R	C			
														15=	16=	17=
1	2	3	4	5	6	7	8	9	10	11	12	13	14	(3+5+7+9+11+13)	(2-15)	(4+6+8+10)
Professor	-	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Associate Prof	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Asst. Prof. / Lect./A./Lect.	--	--	--	01	02	--	--	03	06	--	--	03	06	03	10	06
Total	--	--	--	01	02	--	--	03	06	--	--	03	06	03	11=(1-10)	06

Prof=Professor, Associate. Prof =Associate Professor, Asst. Prof = Assistant Professor, R=Regular, C = Contract

1.4 Baseline Data (all data given for the following parameters to ALL disciplines)

S. No.	Parameters	
1	Total strength of students in all programs and all years of study in the year 20XX-1X	167
2	Total women students in all programs and all years of study in the year 2018-19	88
3	Total SC students in all programs and all years of study in the year 2018-19	09
4	Total ST students in all programs and all years of study in the year 2018-19	59
5	Total OBC students in all programs and all years of study in the year 2018-19	02
6	Number of fully functional P-4 and above level computers available for students in the year 2018-19	14
7	Total number of text-books and reference-books available in library for UG and PG	5816
	Student-teacher ratio	18.55
8	% of UG students placed through campus interviews in the year 2018-19	NA
9	% of PG students placed through campus interviews in the year 2018-19	NA
10	% of high quality undergraduates (>75%marks) passed out in the year 2018-19	0%
11	% of high quality postgraduates (>75%marks) passed out in the year 2018-19	NA
12	Number of research publications in Indian refereed journals in the year 2018-19	Nil
13	Number of research publications in International refereed journals in the year 2018-19	Nil
14	Number of patents obtained in the year 2018-19	Nil
15	Number of patents filed in the year 2018-19	Nil
16	Number of sponsored research projects completed in the year 2018-19	Nil
17	The transition rate of students in percentage from 1 st year to 2 nd year in the year 2018-19 for: (i) All students (ii) SC (iii) ST (iv) OBC	(i) All students = 74.07% (ii) SC = 0% (iii) ST = 13% (iv) OBC = 0%
18	IRG from students' fee and other charges in the year 2018-19 (Rs. In lakh)	1.87 Lacs
19	IRG from externally funded R&D projects, consultancies in the year 2018-19 (Rs. In lakh)	Nil
20	Total IRG in the year 2018-19 (Rs. In lakh)	1.87 Lacs
21	Total annual recurring expenditure of the institution in the year 2018-19 (Rs. In lakh)	111.94 Lacs

2. INSTITUTIONAL DEVELOPMENT PROPOSAL (IDP)

2.1 Executive Summary of IDP

Govt. Degree College Kalakote is Govt. Funded College of the State and constructed under State Plan Scheme in 20. The college is non- autonomous institution of Govt. of Jammu and Kashmir.

The College has permanent affiliation with University of Jammu (NAAC A+ University) in 2012 vide No. CDC/2013/2945-54, Dated: 22-02-2013 for Arts Stream only and also recognized under 2F plans of UGC. Inspection team headed by Prof. Keshav Sharma, The Business School, University of Jammu along with Principal, GDC Rajouri and Assistant Registrar (CDC) on 21-12-2012 for running of Three Year Degree Course in Arts Stream for the Session 2012-13. 75 students took admission in BA. Part 1st in 2012, the college offered the subjects of English, Economics, Sociology, Political Science, Education, Hindi and Urdu. Beside Principal the College had seven faculty members and out of these seven, only one was a permanent faculty member and the rest were contractual.

At present Govt. Degree College Kalakote has been functioning in the buildings of Higher Secondary School Kalakote on make shifting arrangement and caters to knowledge in 09 subjects only i.e, English, Economics, Sociology, Political Science, Education, Arabic, EVS, Hindi and Urdu.

Govt. Degree College, Kalakote is located in a small beautiful village Sair at a distance of 115 kilometres from Jammu. The college is opened at a distance of 37 kilometres from the district headquarter, Rajour. The possession of land measuring 36 Kanals 19 Marlas has been take vide DM office letter No. SDM/KK/77-80, Dated: 05-05-2017. The construction work of the college along with the boundary wall has been allotted to the J&K Housing board, which has been started in 2017. Students of the college have brought laurels in both curricular as well as co-curricular activities. NSS unit of the college is also very active, and supplement academics. Debates, symposiums and various programmes have been organized from time to time to facilitate all round development of the students. The college is progressing by leaps and bounds, and it is the attempt of the staff to further this approach of sustainable inclusive progress of the institution in the future.

Vision of the College

Our vision is to provide the highest quality education to students, nurture their talent, promote intellectual growth and shape their personal development; remain dedicated and steadfast in the pursuit of truth and serve humanity through the creation of well-rounded, multi-skilled and socially responsible global citizens.

Mission of the college

Our mission of education telescopes well with the National Policy on Education (1986) which lays great emphasis on developing a national system of education, with Education for All, keeping in mind the elimination of disparities in the educational system and provision of more facilities through qualitative interventions, empowerment of women, access to education to disadvantaged sections of the society, educationally backward minorities and the disabled. It also calls for greater rigor and discipline in academic pursuits, autonomy and accountability, experimentation and innovation and nurture excellence and modernization of processes at different levels of education. In order to accomplish the mission, the objectives laid down are as under:

- To provide a wide range of holistic education by homogenizing the western knowledge while remaining anchored to the Indian cultural moorings;
- To act as a catalyst of change by spreading education, and by dismantling the cobwebs of ignorance and illiteracy;

- To develop individuals who are morally upright, intellectually well-informed, socially concerned, emotionally balanced, physically well-developed and culturally accomplished;
- To stimulate a scientific temper by crusading against superstitions and out-dated customs like child marriage, caste system, female foeticide, dowry, gender bias, regionalism etc;
- To sensitize individuals towards social welfare and to nurture creative and resourceful minds, who think big, think fast and think ahead, who care for the nation and the weaker sections of society, and are imbued with humanistic passions and values.
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2.2 Details of SWOT Analysis

Institutional Strength

Govt. Degree College Kalakote is located at Village Sair in the heart of Kalakote town in the Pir Panjal region. The college lies is surrounded by small beautiful mountains on each sides. The college has published its first newsletter "Black Gold" because of there are number of "Coal Mines" situated in Kalakote area and college prospectus. The institution caters knowledge to students in nine subjects, in Arts. In 2014, the College got affiliation with UGC under section 2(F). It has also been granted permanent affiliation with University of Jammu. The college has a Sports Club and also a Literary Club. A Women Development Cell and a Grievance Cell has also been established in the institution for increasing involvement of the female students as well the student community in general for ensuring inclusive and equal participation and redressing complaints.

The college has biometric attendance system for staff. The college is embracing digitalization, and admission and scholarship forms are submitted on-line. The college has WiFi internet facility and a well equipped library stocked with a comprehensive catalogue of relevant books.

The college has a vibrant, dynamic and efficient faculty dedicated to utilize available resources to the maximum extent possible for the development and progress of the institution and the students.

Institutional Weakness

The college is situated in a remote area, and although every effort is made to utilize available resources to their maximum extent, there are certain limitations imposed by geographical and other considerations. Road connectivity is poor, and no Bus Service is available for the students, adverse weather conditions such as rain, high temperature up to 45 °C. Extreme weather conditions sometimes affect electricity and telephone lines. The college presently functioning in the building of Higher Secondary School Kalakote and has adequate infrastructural facilities, some other facilities are not yet available i.e. playground, college bus, staff rooms, shortage of class rooms, residential quarters for staff, girls hostel, boys hostel, vacant posts of teaching and non- teaching staff etc.

Based on SWOT Analysis, "Strategic Plan" developed for Institutional Development proposal and linkage of key activities in SWOT with IDP

- Making NSS unit of the college more effective.
- To continue publication of Annual newsletter "Black Gold" and college prospectus for the betterment of students and civil society as well.
- Proper functioning of Sports Club, Literary Club, Women Development Cell, Grievance Cell etc. established in the institution.
- Construction of Multi Purpose Hall, Girls Hostel, Boys Hotel and residential quarters for staff.
- To organize national and international conferences/workshops inside the campus.
- Encourage faculty to participate in different conferences/workshop etc.
- Introduction of more UG Subjects.
- Introduction of more Science Stream in future.

- Enhance the ICT facilities.
- Modernize the computer lab. with new updated equipment.
- Modernize the college library with automation, E- resource centre etc.

2.3 State the specific objectives and expected results of your proposal (in terms of, “Institutional strengthening and improvements in employability and learning outcomes of graduates”. These objective and results should be linked to the SWOT analysis.

1. To create responsible citizens who are qualified, competent, and productive individuals.
2. To produce upright individuals who are capable of fitting in a modern, transparent and digital world.
3. To make students qualified and eligible for various Post-Graduate Courses offered in various Universities across the nation.
4. To make students qualified and eligible for various Competitive Examinations such as Civil Services Examinations at all.
5. To enable students to choose a profession according to their interest and ability.
6. To develop leadership qualities and moral vision in the students.
7. To develop a broad vision of the world, and to enable the students to think independently and responsibly with regard to themselves and to the world at large.

2.4 Provide an action plan for: (max 1 page each)

(a). Improving Employability of Graduates: Currently, this institution is not running any technical/professional courses and therefore, employability of graduates cannot be calculated.

(b) **Increased learning Outcomes of Students:** Various quality initiatives for improving the learning outcomes of students are as under:

- Organization of more seminars and workshops.
- Use of ICT in teaching and learning encouraged.
- Feedback from students and alumni has formally been taken.
- Apart from the regular class room lectures by the faculty members for each course, students are given opportunities to attend the guest lecture from experts.
- To conduct different national level undergraduate competitive examinations.
- Proper functioning of Career Counselling Cell inside the campus.
- To increase the Sports facilities.
- To make the Library fully automates and equipped with modern books etc.
- To enhance the infrastructure of various labs.

(c) **Obtaining autonomous institution status within 2 years:**

This institute was constructed in 2012 under state plan scheme and therefore, due to only 07 years of establishment and lack of both teaching and non-teaching staff and other things, it will be difficult to make the institute an autonomous college in the coming 2 years.

(d) **Achieving the targets of 60% of the eligible UG and PG programs accredited within two years of joining the Project and 100% accreditation obtained and applied for by the end of the Project of the eligible UG and PG programs**

Currently, the institute is offering only one Undergraduate Programs viz. B.A to students in limited subjects. Under this programme, there are only 09 subjects and these subjects lead to the formation of various combinations offered in the campus.

This college has no its own buildings and presently functioning in the building of HSS Kalakote and is not applicable for accreditation by the National Assessment and Accreditation Council (NAAC).

(e) Implementation of academic and non- academic reforms (details given in

RUSA Document)

Academic Reforms:

- Curriculum Development.
- To make the library of the college fully automated and to develop E-resource centre in it.
- More options of skill papers in order to enhance quality bar.
- Organization of lectures by prominent speakers in different areas.
- Publication of college newsletter and.
- Membership of board of studies of University of Jammu.
- Organization of Remedial classes and Student counselling sessions.
- Skill up gradation through participation in conferences, workshops, faculty development programmes and others.
- Innovative teaching practices
- Pursuing higher studies (Ph.D. etc.)
- Research activities.
- Publication works in the Scopus indexed / impact factor / e - journals & conference proceedings
- Publication of chapters in books and publication of books.
- Carrying out sponsored projects.
- Mentoring and Counselling methods.
- Feedback from HOD and Principal.
- Feedback from students.
- Rewards for outstanding achievements in their studies pursued after joining the institution.
- Attending specific conferences / workshops / training programs related to cells and clubs, for which they coordinate as team leads
- Awards and Rewards for being good academician – state and national level
- Encouragement to faculty members for qualification/up gradation on study leaves for two years and one year extension for Ph.D. and post doc programs.

Non-Academic Reforms:

- Extension activities for the community development by NSS unit of the college.
- Conducting Parent-teachers meet twice in a year.
- Making students aware about Government placement Initiatives like UDDAN.
- Conducting Alumni meet in every session.
- Filling up of vacant teaching posts.
- To generate more IRG with various academic and non-academic activities.
- To make arrangements for the solid and liquid waste management.

(e) Improving interaction with industry:

Currently, this institute doesn't require any stronger ties with professional bodies, industries and enterprises because at this stage it is offering only B.A UG programme and there is no provision of employability under this programme.

f) Enhancement of research and consultancy activities:

Our institution is very much focused for enhancement of research and consultancy activities. The proposed steps in this direction are:-

- To develop research temperament among students and staff and to make the students of this far flung area aware about the external world, college would organize various State and National level conferences in

which students will be encouraged to give presentations and to interact with scientists and scholars from different parts of the country.

- Creation of better learning infrastructure such as world class 24X7 operational computer Facilities, campus-wide networking, and smart class rooms etc.
- Introduction of B. Sc. B.C.A. B. Com. Programmes in the institution. More efforts will be made by the institution to increase internal revenue generation other than student fee by way of consultancy.
- Efforts will be made to join/collaborate/associate with other research based organizations.
- Efforts will be made to provide financial assistance to various faculty members to attend reputed workshops and conferences.

2.5 Provide an action plan for organizing a Finishing School and for improving the academic performance of SC/ST/OBC/academically weak students through innovative methods, such as remedial and skill development classes for increasing the transition rate and pass rate with the objective of improving their employability.

Proposed activities to be undertaken to improve the academic performance of SC/ST/OBC/academically weak students through innovative methods are as follows:-

- Conducting remedial teaching throughout academic sessions for improving transition rate and pass rate of students
- Making students aware of various scholarships at the undergraduate level.
- Efforts will be made to make them aware about various competitive examinations.
- Regular check on transition rate of these students.
- Honouring good students during college annual function.
- Special committee will be constructed and the committee will guide these students about social graces and upper-class cultural rites as a preparation for entry into society.
- In future, efforts will be made to organize a Finishing School.

2.6 Provide an action plan for strengthening of PG programs and starting of new PG programs.

At present Govt. Degree College Kalakote has been functioning in the buildings of Higher Secondary School Kalakote on make shifting arrangement and caters to knowledge in 09 subjects only i.e, English, Economics, Sociology, Political Science, Education, Arabic, EVS, Hindi and Urdu at UG level. The institution is not applicable to provide an action plan for strengthening of PG programs and starting of new PG programs.

Proposed for Strengthening of PG programmes:

The institution is not applicable to provide an action plan for strengthening of PG programs and starting of new PG programs.

2.7 Attach a summary of Training Needs Analysis carried out. Also, provide Faculty Development Plan for the first 18 months for improving their teaching, subject area and research competence based on Training Needs Analysis in the following areas.

Summary of Training Needs Analysis:-

a) Faculty to be trained for

- Improved competence in teaching training
- Management of community interactions
- New techniques in teaching and research

b) Faculty to be encouraged to

- Upgrade their qualifications
- Attend seminars and conference
- Interact with peer groups within India and abroad
- Establish linkages with academic institutions and industry etc.

c) For continuous improvement of faculty

- Upgrade their qualifications.
- Competence.
- Establish mechanisms for students.
- Evaluation of teachers
- Performance combined with feedback to teachers and peer counseling for improvement
- Introduce incentives for participating activities and securing projects from industry and community.

d) Establish system of recognizing merit and outstanding performance.

Faculty Development Plan for the first 18 months for improving their teaching, subject area and research competence based on Training Needs Analysis (TNA)

Area of Training	Training Duration	
	No. of persons	Duration
Basic and advanced pedagogy	10	1 Month (each) in two spells
Subject / domain knowledge enhancement	10	Minimum 21 days
Attendance in activities such as workshops, seminars	15	2 days- one week depending upon the programme duration
Improvement in faculty qualifications	02	depending upon the course duration
Improving research capabilities	05	Minimum 03 months

2.8 Provide an action plan for training technical and other staff in functional areas

Functional areas of training	Training duration	
	No. of Persons	In month
Student counseling	02	01 month (each)
Student performance evaluation	03	15 days (each)
Development of modern learning resources etc.	02	15 days (each)
Upgrade qualification	02	Depending upon course duration
Attend seminars and conferences	05	Depending upon duration of conference
Establish linkages with academic institutions	01	As per the requirement
Improved teaching competence	10	As per the requirement

2.9 Describe the relevance and coherence of Institutional Development Proposal with State's/National (in case of CFIs) Industrial/Economic Development Plan.

As stated earlier that currently, this institution isn't offering any technical education to students and therefore, relevance and coherence of Institutional Development Proposal with State's/National Industrial/Economic Development Plan is not there. However, the proposed plan can help the students to get good education and educated graduates can help in the planning /execution of State's/National Industrial/Economic Development Plan.

2.10 Describe briefly the participation of departments/faculty in the IDP preparation

The involvement of faculty and staff as a team has resulted in positive output of this proposal. As the action plan requires the proper coordination with faculties of various departments, a proper integrated and coordination mechanism was chalked out .

Following teams from different departments worked for the preparation of IDP as a unit:-

S.No	Department	Faculty
1	Arabic	Mr. Anayat Ullah Khan
2	Pol. Science	Mr. Sachin Kumar Bhagat
3	Sociology	Dr. Stanzin Namgail

2.11 Describe the Institutional project implementation arrangements with participation of faculty and staff.

The institutional level implementation of the project will be carried out by the College Development Committee and IQAC Committee of the College with the help of various coordinators mentioned in the first page of this project. If, needed, there will be constitution of some more committees as per the requirement. These committees will met on regular basis and took appropriate decisions for the smooth implementation of the project. Hence, the total coordination in the conduct of the project will not held up at any point of time during its implementation.

2.12 Institutional Project Budget (this is meant for existing institutions)

(Rs. In Crore)

S.No	Activities	Project Life Allocation	Financial year				
			2019-20	2020-21	2021-22	2022-23	2023-24
1	Infrastructure		2.0	2.0	2.0	2.0	2.0
1	1. Modernization and strengthening of laboratories	48%	0.1	0.25	0.15	0.15	--
	2. Establishment of new laboratories for B. Sc.& BCA programs		0.2	0.5	0.25	0.3	--
	3. Modernization of classrooms		0.025	0.01	0.005	0.005	--
	4. Updation of Learning Resources		0.01	0.025	0.015	0.005	--
	5. Procurement of furniture		0.025	0.015	0.0025	0	--
	6. Establishment/Upgradation of Central and Departmental Computer Centers		0.05	0.125	0.05	0.025	--
	7.Modernization/improvements of supporting departments		0.005	0.025	0.015	0.01	--
	8.Modernization and strengthening of libraries and increasing access to knowledge resources		0.005	0.05	0.125	0.005	--
	9.Refurbishment (Minor Civil Works)	5%	0.05	0.1	0.05	0.05	--
2	Research and Development Support	12%	0.06	0.09	0.125	0.15	0.175
3	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes in Engineering disciplines	--	--	--	--	--	
	Provision of resources for research support	10%	0.05	0.075	0.1	0.125	0.15
	Enhancement of R&D and institutional consultancy activities	2%	0.01	0.015	0.025	0.025	0.025
4	Faculty Development Support		--	--	--	--	--
	Faculty and Staff Development (including faculty qualification upgradation, pedagogical training, and organizing / participation of faculty in workshops, seminars and conferences) for improved competence based on TNA	10%	0.05	0.075	0.1	0.125	0.15
5	Institutional Reforms		--	--	--	--	--
	Technical assistance for procurement and academic activities	2%	0.01	0.02	0.03	0.02	0.02
	Institutional management capacity enhancement	----	--	--	--	--	--
6	Academic Support		--	--	--	--	--
	Creation of new departments/courses	5%	0.0035	0.045	0.08	0.07	0.07
	Enhanced Interaction with Industry						
	Student support activities	2%	0.01	0.02	0.03	0.02	0.02
7	Others	4%	0.025	0.04	0.04	0.045	0.05
Total			2.6885	3.48	3.1925	3.13	2.66

2.13 Provide the targets against the deliverables as listed below

Indicator	Weight-age %	Present rating	Present Scores	Target Rating	Target Score
GOVERNANCE QUALITY INDEX-16%					
% of Faculty positions Vacant	2%	4	8	4	8
% of non permanent faculty	4%	2	8	1	4
% of non teaching staff to teaching staff	3%	2	6	3	9
Total no of under graduate programs	1%	1	1	1	1
Total no. of post graduate programs	1%	0	0	1	1
Total no. of Doctoral Programs	1%	0	0	0	0
Faculty appointment- turn around /cycle time in months	2%	0	0	3	6
Delay in payment of monthly salary payment of faculty.	2%	0	0	0	0
ACADEMIC EXCELLENCE INDEX- 21.5%					
Delay in exam conduction and declaration of result.	3.5%	0	0	0	0
Plagiarism check	1%	4	4	4	4
Accreditation	4%	4	16	4	16
Teacher student ratio	4%	4	16	4	16
% of visiting Professor	1%	1	1	1	1
% of Graduates employed by convocation.	0.5%	0	0	0	0

% number of students receiving awards at national and international level.	0.5%	0	0	0	0
% of expenditure on library/ Cyber library and laboratories per year.	1%	1	1	3	3
Ratio of expenditure on teaching staff salaries to non teaching staff salaries.	1%	1	1	2	2
% of faculty covered under Pedagogical training.	1%	1	1	2	2
% of faculty involved in "further education "	0.5%	0	0	1	0.5
Dropout rate.	1.5%	1	1.5	0	0
No. Foreign collaboration.	1.5%	0	0	0	0
Subscription to INFLIBNET.	0.5%	0	0	0	0
EQUITY INITIATIVE INDEX- 12.5%.					
SC student %	3%	1	1	1	1
ST Student %	3%	1	1	1	1
Gender Parity.	3%	1	1	1	1
Urban to Rural Student Population	2%	1	2	1	2
Existence of Cash.	0.5%				
Existence of Social Protection Cell.	0.5%	0	0	2	1
Language assistance Programs for weak students.	0.5%	0	0	1	0.5
RESEARCH AND INNOVATION INDEX-24%					
Per - faculty Publications.	2%	0	0	1	2
Cumulative impact factor of publication.	3%	0	0	1	3
H Index of Scholars.	2%	1	2	1	2
% of staff involved as principal researcher.	1%	0	0	0	0
% of research Project fully or more than 50% funded by external agencies, Industries etc..	2%	0	0	0	0
Total No. of Patents granted.	1%	0	0	0	0
% of faculty receiving national/International awards.	1%	0	0	1	1
% of research income.	1%	0	0	0	0
Doctoral Degrees awarded per academic staff.	1%	1	1	3	3
% Doctoral Degrees in total no. of degrees awarded.	3%	0	0	0	0
% expenditure on research and related facilities.	1%	0	0	0	0
Digitization of Masters and Doctoral Thesis.	0.5%	0	0	0	0
UPE/CPE	3.5%	0	0	0	0
% of income generated from non grant sources.	2%	0	0	0	0
STUDENT FACILITIES- 15%					
No. of new professional development programs.	1%	0	0	1	1
Existence of placement cells and placement policy.	1%	0	0	1	1
% of Expenditure on infrastructure, maintenance and addition.	3%				
Availability of hostel per outstation female student.	3%	0	0	1	3
Availability of hostel per outstation male student.	3%	0	0	1	3
% of student on scholarship.	3%	1	3	1	3
Average scholarship amount per student.	1%				
INFRASTRUCTURE AND OTHERS:-11%					
% Income generated from training courses.	1%	0	0	0	0
% income generated from consulting	1%	0	0	0	0
Infrastructural sufficiency.	3%	1	3	4	12
Computer coverage.	3%	1	3	3	9
Internet connectivity of campus	3%	1	3	1	3
	100%				
Ratings of the Govt. Degree College, Kalakote					
Rating	% (Based on College data)				
0	NIL/Not Applicable				
1	1% to <=25%				
2	26% to <=50%				
3	51% to <=75%				
4	76% to <=100%				

Project Targets for Institutions

2.14 Give an action plan for ensuring that the project activities would be sustained after the end of the Project.

Govt. Degree College Kalakote has identified clear strategic directions for itself and has already engaged in various directions to improve Curricular and Co-curricular activities. The directions which GDC Kalakote is pursuing are therefore not externally imposed but internally determined. This project will remain the prime moving force behind our actions for the foreseeable future. It will provide a significant boost in these strategic directions and will force several streams of activity which include improved institutional management practices including excellence in academic activities, faculty research, R&D and consultancy services, improved curricular practices, higher internal efficiencies, Teaching and Research Assistantship. The project also includes a systematic program of faculty training and development. Both continuous attentions to teaching improvement and to curriculum development are likely to become part of the culture of the institution. The project will have improved networking and public relations capacity of our institute and will help in better tapping of its alumni and other networks, which will further increase its capacity to generate funds. Being Govt. funded institution, we also expect to receive encouragement & helping hand from the State government as provided to us from time to time in past.

2.15 Output and Outcome Targets

Outcome	Output	Indicator	Unit	2014-15	2015-16	2016-17
Higher GER	Enrolments	Number	Crores	140	164	123
	Vocationalisation	Greater pool of trained manpower	Number in lakhs			
Better employability	Relevant courses	Greater proportion of choice based credit subjects	%			
		Enrolment in job oriented courses	Lakhs	NA	NA	NA
	Inter disciplinary and cross disciplinary learnings	New courses/ programmes giving students a range of options to choose subjects	%	Arts Combination	Arts Combination	Arts Combination
	Better monitoring of student career progression	Results of student experience surveys and graduate destination surveys	% of graduating students at institutional level	Established Career Counselling Cell	Established Career Counselling Cell	Established Career Counselling Cell
Quality gains	Faculty (ratio)	Improved Student Teacher Ratio	Ratio	17.7	20.5	15.37
	Per student space classroom	Sq ft per student	Sq ft per student			
	Per student space laboratory	Sq ft per student	Sq ft per student			

Evaluation of Institutional Development Proposals (IDP)

S.No	Evaluation Parameters	Marks		
I	Institutional Preparedness and Implementation Feasibility			
	A	Clarity of institutional basic information including baseline data	5	
	B	Overall proposal implementation feasibility		
		1	Clarity in the identification of general development objectives, related specific objectives, their expected results, and its coherence with SWOT analysis	5
		2	Have the key activities been identified clearly and adequately for each specific-objective	5

	3	Adequacy of the Institutional Project Implementation arrangements	5
	C	Quality of SWOT analysis	
	1	Appropriateness for the procedure adopted for the conduct of SWOT analysis and adequacy of participation of stakeholders	5
	2	Clarity in the identification of strengths, weaknesses, opportunities and	5
	D	Coherence of proposal with State's/regional development plan	5
	E	Reasonability of proposed budget	5
Sub-total (I)			40
II	Clarity and Quality of the Action Plans for:		
	F	Scaling-up research and innovation	
	1	quality of action plan for quantitatively increasing and qualitatively	5
	2	Quality of action plan to transfer technology and for commercialization of R&D (the innovation agenda)	5
	G	Scaling-up PhD enrolment through existing and new programmes	10
	H	Scaling-up enrolment into UG/Masters programmes in existing and new programmes	10
	I	Research collaborative activities with Institution at National and International level	
	1	Identification of options to improve and increase research collaborations at National and International levels	5
	2	clarity in identification of expected quality enhancement in Masters and doctoral programmes and faculty research	5
	J	Potential impact and depth of proposed Industry collaboration	5
	K	Faculty development including pedagogical training to:	
	1	Develop faculty/technical staff in subject domain	5
	2	Improve pedagogical skills of faculty for better student learning	5
	L	Identification of weak students and for improvement in their learning outcomes	5
Sub-total (II)			60
TOTAL(I+II)			100