



o/c

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Ref...CAC/DHE/IDP/2022/100

Date...28/11/2022

From:

Sri P.K. Dev Nath, M.A, B.Ed.
Principal
Chhamaria Anchalik College

To

The Director of Higher Education, Assam

Kahilipara, Guwahati-19

Sub: - Regarding submission of Institutional Development Plan

Ref. DHE Office letter dated. 06/07/2022

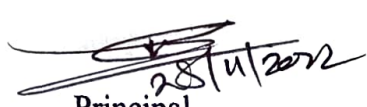
Sir,

With reference to the subject cited above, I have the honour to submit herewith Institutional Development plan prepared by NEP 2020 task force of Chhamaria Anchalik College for favour of your kind consideration and necessary action. The Governing Body of the college has approved the IDP of the college vide its meeting held on 03/11/2022 (G.B. resolution enclosed).

I am therefore requesting you to accept the IDP of the college.

With regards

yours sincerely


Principal

Copy enclosed

1. Institutional Development Plan
2. G.B Resolution

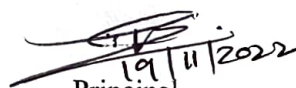
Principal
Chhamaria Anchalik College



ABSTRACT OF GOVERNING BODY RESOLUTION

MEETING HELD ON 03/11/2022

Resolution No- 04:- “A meeting of the Governing Body of Chhamaria Anchalik College was held under the Chairmanship of Sri Tapan Majumdar, the hon'ble G.B. President of Chhamaria Anchalik College on 03/11/2022 to discuss various issues including the Institutional Development Plan prepared by the NEP 2020 task force of the college. After a prolong discussion, the Governing Body of the college has approved the IDP of the college.”


Principal
Principal
Chhamaria Anchalik College


President
Governing Body
Chhamaria Anchalik College
President, G.B.
Chhamaria Anchalik College
Date 19/11/2022



PERSPECTIVE PLAN (2022-2036)



CHHAMARIA ANCHALIK COLLEGE

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Principal
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College at a Glance

With a cultural heritage that goes back to more than 27 years, Chhamaria Anchalik College, the only nest of higher education for never ending generations to come at Chhamaria and its adjoining areas of Kamrup district in Assam(India), earns authentic confidence to call ascending pursuit in higher education. The college was established on the 12th August 1994 by some intellectual pioneers of the time.

The first meeting for the college was held on the 24th January, 1982 at public information organized by the College preparation committee that was formed in 1981. The meeting was held at the premises of Chhamaria Yubak Sangha, a harbinger of social and cultural organization of Chhamaria Satra village. Sri Harendra Narayan Mazumdar was the president and Sri Khagen Bayan was the secretary of the preparation committee.

The first class started in B.A. first year in Arts stream. In its initial period, classes were held in the Chhamaria High School in the early morning. In the year 1997 the college activities were shifted to its own building. The first Principal of the college was Late Gajendra Thakuria.

The College is now permanently affiliated to Gauhati University and under 2(f) and 12(B) of the University Grant Commission. At the outset of the college, seven departments were introduced and the two departments – Arabic and Philosophy were introduced later on. All the departments excluding English have honours courses.

The present day college is compatible with building construction for infrastructural development. The college is being led under Governing Body and additionally charged by College Development Committee.

The college has been playing a pivotal role since its inception in 1994, a long walk of 27 years, doing development adequate infrastructural facilities. At present two nos. of new buildings have been completed in construction (sponsored by the UGC NERO) and another one is under construction granted by the Government of Assam. The college enjoys non-stop power supply as solar plant is being in operation with optimum capacity of 50 kv (sponsored by Ministry of renewable resources).

The University Grant Commission has blessed the college with 16 computers, two Xerox machines, and one smart class room. The books are available in the library and a big size LCD TV serving all-round development to student community.

Principal's Message

Chhamaria Anchalik College opened its portals on the 12th August 1994, aiming to impart quality and value based education in the greater Chhamaria area. The relentless effort of handful philanthropists of this communal harmonious area visualized their dream of higher education in 1994 at Chhamaria Anchalik High School. There were only 48 nos. of students in the beginning, and couple of teachers in the staff. There are at present five hundred students with 25 nos. of competent faculties. This increase in numbers of students has changed the character of the college from small well-knit educational institute to a large educational institution, though facing many challenges. There is a need to evolve relevant methods of imparting instruction and inculcating discipline.

The college has a large campus with several buildings under construction. With the development of better infrastructural facilities, it would be possible to offer more opportunities for the all-round development of the students.

Under such circumstances, the college authority going to prepare a perspective plan for the period of 2022-2037 to carry forward various developing steps for better excellence in the new millennium to pass.

The dedication of the staff and earnestness of the students propel us to commit ourselves to live up college motto: *dāmyata datta dayadham* as we have entered the new millennium. It is a pleasure to me that the IQAC of the college is very diligent to serve every aspect of the institutional matter for the betterment of the college.

At last, I am happy enough to forward this perspective plan to fulfill our aims and objectives within the target period. I appeal to all stakeholders of Chhamaria Anchalik College to share their fraternity hands in our efforts to concretize our cherished dreams.

P. K. Dev Nath

Principal

Chhamaria Anchalik College

Guiding Principle

The IDP drafting committee keeps in mind the under mentioned rationales at the time of Perspective Plan 2022-2036 preparation

- ✓ To provide education amidst the students with expectation to make strong communication skill and inspire them how to learn instead mere to learn.
- ✓ The college has cherished its own vision and mission to involve all stakeholders under one umbrella to do community development.
- ✓ The college aims to focus on educational leadership within the institution as well as outside of the same through a quality education.
- ✓ To strengthen socio-economic collaboration in outreach activities for the betterment of local and global community service and the future generation.

4. Vision and Mission:

4. 1. Vision:

- ✓ Be developed as inter-disciplinary institution of excellence in sustainable development, with value making impact factor in socio-economy and ecology.
- ✓ To integrate knowledge of Indian humanities with skills to generate graduates for better employment.
- ✓ To provide high quality education amidst students to enable them continuously critical thinkers for better life on Earth.
- ✓ To become one of the autonomous institutions by 2036 within the country.

4. 2. Mission:

“This institution hatches impulses to make Enrichment of learning, enhancement of competencies, and transforming of lives by collective approaches”.

For this, we have,

- To make the institutional mission in practical, the institutional stakeholders would like to proceed in collective way.
- To strengthen the internal quality of the institution, the IQAC (Internal Quality Assurance Cell) is messed up with diverse aspects of institutional strategy making and due planning ways round the year as per needs and vision of the college. The IQAC is visualised as a forum for not only a monitoring, but also closer scatter and brainstorming functional body of the institution. It is a pleasure that the IQAC is a pioneer of the institutional documentation in all matters of institutional initiatives.
- To match IDP with NEP-2020, the institutional task-force is bound to serve for the better development of the institution.

Objectives of the IDP:

The college has prepared this IDP on baseline of under mentioned objectives in two categories.

General objectives:

- i. To treat it as a future model guidelines for all institutional stakeholders as to serve the gaps that are at present exist in many folded yet to be developed sectors of the institution.
- ii. To focus on Access, Quality and Future Readiness.
- iii. To formulate a road map on basic norms, public self-disclosure, good governance and outcomes to practise transparency.
- iv. To enunciate parametres for performance assessment in relation to professional progression, students reviews, innovations in pedagogy, academic engagement, and contribution to corporate culture of the institution.
- v. To mastermind foundation for a quality institution.
- vi. To improve management of educational institution and simultaneously to flourish teaching-learning evaluation process in the institution.

Strategic objectives:

- i. To enhance Excellency in students' scholarship, research by faculties and impact factor in society.
- ii. To expand diversity of students from diverse states of the country enrolling in Chhamaria Anchalik College.
- iii. To build a standard infrastructure to cope with effective learning environment.
- iv. To develop this institution in one of the national standard institutions within the planning period.

Goals to be taken during the next fifteen years

- ✚ Chhamaria Anchalik College aims to be promoted itself in one of the national standard institutions across the country within the next fifteen years. For this, the college aims to find out its path towards excellence by earning cycle-wise more scores in the NAC accreditation framework than the prior to the end of its planning period.
- ✚ To create strong academic culture with proper students-teacher ratio and with efficient academicians in a process of quality knowledge exchange between students and teachers in connection with the curriculum designed for the college by its affiliated university.
- ✚ To make the institution a centre of excellence in learning, research done by faculties in terms of yearly publication in quality journals.
- ✚ Chhamaria Anchalik College aims to cover its target areas with outreach programmes in the period of its IDP. These outreach programmes will comprise strategically as under
 - a. To strengthen sustainability and to incorporate social responsibility.
 - b. The outreach programme will deal with geographical varieties and multi-colour societies in the next fifteen years multiplying the current scale of programmes.
- ✚ Chhamaria Anchalik College is bound to take mapping steps for its institutional adaptation within the next fifteen years of the IDP.
- ✚ Chhamaria Anchalik College aims to increase the enrolment of students year by year to mitigate as envisioned in NEP-2020. To do such task, the college aims to increase infrastructure and learning resources. Keeping these aims in mind, the college concern is interested to enlist the below mentioned goals.
 - a. The College will create a poor fund for meritorious students.
 - b. Community involvement and engagement for the institution is another extended activities during the next fifteen years of the present IDP.
 - c. To create opportunity for students the career guidance cell.
 - d. To activate NSS Cell, Red Ribbon Club, and its likes within the period of the next fifteen years.

Goal: 1

In NEP-2020, in para 18.4, it is said,

“The primary mechanism to enable such regulation will be accreditation. The second vertical of HECI will, therefore, be a ‘meta-accrediting body’, called the National Accreditation Council (NAC). Accreditation of institutions will be based primarily on basic norms, public self-disclosure, good governance, and outcomes, and it will be carried out by an independent ecosystem of accrediting institutions supervised and overseen by NAC. The task to function as a recognized accreditation shall be awarded to an appropriate number of institutions by NAC. In the short term, a robust system of graded accreditation shall be established, which will specify phased benchmarks for all HEIs to achieve set levels of quality, self-governance, and autonomy. In turn, all HEIs will aim, through their Institutional Development Plans (IDPs), to attain the highest level of accreditation over the next 15 years, and thereby eventually aim to function as self-governing degree-granting institutions/clusters. In the long run, accreditation will become a binary process, as per the extant global practice”.¹

Chhamaria Anchalik College has planned to attain the highest level of accreditation over the next 15 years to earn progressive score in its consequent cycles, and it is aimed as under

- Cycle-1 to be accredited by 2024.
- Cycle-2 to be done by 2029.
- Cycle-3 to be done by 2034.

Actions: cycle-1

- IQAC of the college is actively providing service to fulfil the goal 1.
- Sub-Committees of 7 criteria have already been formed and each committee is serving its concerned indicators.
- SSR is going to be processed.

Action: Cycle – 2

- To prepare AQAR yearly.
- To process SSR
- To secure better rank.

Action: Cycle-3

- To prepare AQAR yearly.
- To process SSR
- To carry the status that subjects to autonomy.

1. *National Education Policy, 2020, P.47.*

Action Plan:

To strengthen the administrative process and governance mechanisms through

- Active governing Body consisting of eminent academicians.
- Active leadership amidst all institutional stakeholders.
- Proper succession planning to earn 7 criteria weightage in cent percent.
- Strengthening the HODs to serve nook and corner of academic activities.
- Strengthening institutional relationship via MoU and accordingly to do faculty exchanges and students exchanges.
- Encouraging the institutional faculties to serve extension activities.

Goal No. 2.

According to, NEP-2020 in Para 12.3:

“Second, each institution will integrate its academic plans ranging from curricular improvement to quality of classroom transaction - into its larger Institutional Development Plan (IDP). Each institution will be committed to the holistic development of students and create strong internal systems for supporting diverse student cohorts in academic and social domains both inside and outside formal academic interactions in the classroom. For example, all HEIs will have mechanisms and opportunities for funding of topic-cantered clubs and activities organized by students with the help of faculty and other experts as needed, such as clubs and events dedicated to science, mathematics, poetry, language, literature, debate, music, sports, etc. Over time, such activities could be incorporated into the curriculum once appropriate faculty expertise and campus student demand is developed. Faculty will have the capacity and training to be able to approach students not just as teachers, but also as mentors and guides”.²

Chhamaria Anchalik College aims to create a strong academic integration with the students and faculties in proper ratio in terms of excellent learning resources, skill and attribute based curriculum as per design of Gauhati University, and high quality faculties. For this, we have strategies as

Strategy 2.1. Enrich student experience through pedagogical innovation, immersive learning, student-centric pedagogy, and living environment.

Action:

Curriculum improvement: For this,

- To prepare academic calendar immediately after its release by Gauhati University.
- To prepare Academic Class Routine prior to the beginning of each semester.
- To display sessional exam routine in time.
- To hang up semester exam routines on Notice Board as soon as Gauhati University releases.
- To introduce new courses.

Quality of Classroom:

To operate better transaction in classroom, the college aims as under

- a. To facilitate hygiene atmosphere in classroom.
- b. To install teaching-learning aids (tools) in proper place.
- c. To increase the ICT based classroom.

² National Education Policy, 2020, P. 39.

Holistic development for students: in this field, we have

- To gain holistic perspective through interacting with diverse set of cohorts, diverse community of students, staff, and faculty members are built under one umbrella to make students more experienced with vibrant cosmopolitanism.
- To establish clubs in relation to poetry, language, literature, debate, music, sports, yoga, and art. With these clubs, we increase students' engagement more and more to augment their life transforming experiences and favouring their development of abilities, skills, and competencies who will be mentored by faculties who (faculties) will be excelled in by proper training in need.

Commitment of the college:

Chhamaria Anchalik College commits to continue and strengthen efforts to innovate teaching model, enhancing the use of interactive methodologies, tools, and also technologies so that the learning process of the students' community can be improved. The college has envisioned formulating learning pedagogy that will make the institution distinct in the ambit of Teaching and Learning. More emphasis will be given on student centric learning methodologies. Assessment and Feedback will be next parameter to evaluate teaching and learning process.

Strategy-2.2. Hold and Build Excellent Faculty

The faculty is the key to succeed reputation for any institution. Chhamaria Anchalik College is bound to retain reputation of excellence in teaching-learning. To exploit quality teaching, faculties are compulsory to serve diligently. Research done, research publication, and resource supplement amidst students are kept in indication for faculty members. We will encourage to recruit and to retain quality faculty resource by providing greater rewards for excellence in teaching and research. The college will keep the under mentioned in the future execution.

- **Faculty size:** Each faculty stands alone in quality research and needful teaching. Three levels tracks will be implemented on faculties. These three tracks viz. Academic Track, Research Track, and Practice Track would be created with separate KPI (Key Performance Indicator) for each track. For this, the existing faculties who have no till date Ph. D. will be encouraged to earn doctoral degree. Our goal is to make the institutional faculties a cent percent in doctoral degree within next fifteen years of IDP.
- **Faculty Recruitment:** the future recruitment of this institution will follow the Para 13.6 in

NEP 2020.

In the Para 13.6, it is mentioned as

.” In keeping with the vision of autonomous institutions empowered to drive excellence, HEIs will have clearly defined, independent, and transparent processes and criteria for faculty recruitment. Whereas the current recruitment process will be continued, a ‘tenure-track’ i.e., suitable probation period shall be put in place to further ensure excellence. There shall be a fast-track promotion system National Education Policy 2020 for recognizing high impact research and contribution. A system of multiple parameters for proper performance assessment, for the purposes of ‘tenure’ i.e., confirmed employment after probation, promotion, salary increases, recognitions, etc., including peer and student reviews, innovations in teaching and pedagogy, quality and impact of research, professional development activities, and other forms of service to the institution and the community, shall be developed by each HEI and clearly enunciated in it's Institutional Development Plan (IDP)”³

³. *National Education Policy 2020*. PP. 40-41.

Strategy 2.3. Gear technologies to develop teaching and learning:

At present, we use traditional methods to provide education among students. But we have expectation to use new technologies in teaching-learning. We have planned to increase technical capacities in classrooms to provide faculty, students, and staff access to high quality, physical and virtual platform of education. It is our new reality to lead life skills in a face of challenge.

Actions

- Encourage faculty, students and staff to use the strength of technology to enhance the teaching-learning process. Chhamaria Anchalik College is using project device to impart visual educations among the students. We are bound to enhance the effective and robust power of technologies.
- The institution has an aim in future to introduce MOOC programme for the benefit of our student community.
- To create an effective ICT platform and well equipped infrastructure that must support academic needs. We also create collaborative activities between teachers and students.

2.4. Focus on learning outcomes:

Chhamaria Anchalik College has emphasized on learning outcomes that we exercise to be earned by students. The institution always is in expectation to ensure the best quality resources, environments and support of learning to obtain grand outcomes. To earn such learning outcomes in reality, the institutions would like to serve as under-

- To prepare a robust list of competencies for students. These competencies are
 1. Analysis/problem solving
 2. Quick thinking/learning
 3. Team work
 4. Communication
 5. Self-confidence/resilience
 6. Interpersonal effectiveness
 7. Personal motivation
 8. Flexibility/adaptability
 9. Initiative/independence

All these competencies will be used to derive the learning outcomes of various courses taught in the institution. Each Department should map these Learning Outcomes to courses as to embed these effectively at the end of the programme.

- Each Department should develop a robust assessment of learning outcomes to determine its quality standard and transparent.
- To ensure feedback given to students on their performance on the learning outcomes.
- Chhamaria Anchalik College wants to introduce Learning Outcome Assessment Committee in each Department that will discuss the assessment reports and take necessary steps on weaker outcomes.

Goal 3

Chhamaria Anchalik College is interested to open new courses to increase enrolment of students in every academic year.

- PG courses in relevant disciplines.
- Skill, art, and multi-lingual courses.

To do such initiative academic activities, we need extension of infrastructure. In the 13.2 of NEP-2020, it is mentioned as

“As the most basic step, all HEIs will be equipped with the basic infrastructure and facilities, including clean drinking water, clean working toilets, blackboards, offices, teaching supplies, libraries, labs, and pleasant classroom spaces and campuses. Every classroom shall have access to the latest educational technology that enables better learning experiences”.⁴

Basic infrastructure:

- i. To construct new building/classrooms to mitigate the gaps that the institution faces at the time of newly opening courses.
- ii. To build new buildings for Boys' Hostel, Boys' Common Room, Girls' Common Room, Auditorium, Car Parking, Cycle Stand, College Boundary Wall, Teacher Colony.
- iii. A College Central Library Building
- iv. Auditorium, Sports Stadium.
- v. Students' Union Hall
- vi. Alumni Club
- vii. Guest House

Facilities:

- i. To add more water tank for clean drinking water, clean working toilet as required, boards (digital and traditional), departmental offices (each Department, Students' union Body, IQAC, Library Counter, and other Cells), teaching aids and its supplies, ecological park, neat and clean classrooms with new technology instalment.
- ii. Hostels for students and residence for teachers will be made available during the IDP of this college.

Actions

- Infrastructure of the college will be updated on priority basis that necessitates for this institution.
- An infrastructure team will be created of which the functionaries will recommend the necessary details and making ways to budget.
- A task force has already been formed to serve in the line of NEP-2020.

Financial sources of the college:

At present the college generates yearly income so in limitation out of the under mentioned sources

- i. Land lease
- ii. Fishery lease
- iii. Magazine, sports and festival fees
- iv. Fee waiver return from Government of Assam.
- v. Other Govt. Fund.

Goal 4

Chhamaria Anchalik College has a College Central Library that has functional bodies to serve teachers and students of the institution. The library remains open from 10.00 AM to 5.00 PM in working days. It remains closed on Sunday. In the coming next fifteen years, it is aimed to develop library in multiple ways of which the under mentioned actions are granted for immediate effect as of priority basis.

1. Taken membership to INFLIBNET.
2. Membership to National Digital Library
3. Implementation and introduction of library hours in the class routine.
4. Computer facilities in the library to improve access to digital library and e-library.
5. Display all available facilities of library.
6. To create a better networking of college central library with all departmental libraries of the institution and it is subject to better utilisation of resources and their maintenance.
7. To make aware of both teachers and students of the college about the available facilities in college central library.
8. To declare a **Silence Zone** for sound functioning of the library in the working time. For this of action, we have aim-
 - i. To shift all students counter from library adjacent to another proper place.
 - ii. Motor cycles and cars remain bar to run by its side.
9. Reading facility in the library will be distributed appropriately in proper rooms equally for teachers and students. For this.-
 - i. Tables and chairs will be installed in right place.
 - ii. Digital/highly sophisticated facilities for reading news papers and journals.

Institutional priority:

The IQAC of the college is bound to prepare its interim action plan for every five years out of fifteen years of IDP on priority basis that subjects to need and inevitable to the institution.

Goal-5

The institutional authority will take initiatives to fulfil the requirements of Academic Bank of Credits (ABC) as proposed in NEP-2020. For this, the concerned authority is bound to serve as under—

- i. To be registered under the ABC to permit its learners to avail the benefit of multiple entries and exit during the chosen programme.
- ii. To serve good practice/s pertaining to the implementation of Academic Bank of Credits (ABC) in the institution in view of NEP-2020.

Goal-6

The institution has a plan to start Skill Development Programme. For this, the institution has aimed to introduce as under--

- i. Vocational education and soft skills of education.
- ii. Value-based education.

Last but not the least goal of Chhamaria Anchalik College is to make the institution a centre of multi-stream education. It is our aim to set Science and Commerce Stream within the next fifteen years. For this,

Goal-7

The college concerned authority is expected to serve as under---

1. To develop and increase the infrastructure as in the following-
 - i. More building
 - ii. Sufficient number of furniture
 - iii. Hostels for boys and girls
 - iv. Laboratory facilities for students
 - v. Available books in library for students (Science and Commerce).
 - vi. To recruit faculty members in time.
 - vii. To create hygienic environment in and around of the institution.

Ways of goal fulfilment:

1. To prepare project and plan for new infrastructure.
2. To prepare budget estimate for the plan.
3. To finalise each and every budget for project and plan after the approval of College Governing Body.
4. To submit the approved project and plan either to Government of Assam or to RUSA for budget allocation.
5. To foster a sound ecological park within the boundary of the institution.
6. To construct a highly sophisticated auditorium.
7. To make teachers aware for their respective academic activities.



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Date...29/4/2022

From:

Sri P.K. Dev Nath, M.A, B.Ed.
Principal
Chhamaria Anchalik College

To

The Director of Higher Education, Assam

Kahilipara, Guwahati-19

Subject: - Submission of Task Force to implement NEP in colleges

Ref. DHE/PA/Misc/3/2022/8 Date 28/4/2022

Sir,

Referring to the subject cited above, I have the honour to submit herewith the task force to implement NEP/22 for your necessary action.

With regards

yours sincerely

[Signature]
29/4/2022
Principal
Principal
Chhamaria Anchalik College

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