



St. Bede's College

Shimla-171002

(UGC-NAAC "A+" Grade Re-Accredited)

College with Potential for Excellence

Phone: 0177-2842304, Fax:- 0177-2842498

www.stbedescollege.in, **E-mail:-** bedescollege@gmail.com

INSTITUTIONAL DEVELOPMENT PLAN (2023-28)

ST. BEDE'S COLLEGE, SHIMLA



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VISION AND MISSION OF THE COLLEGE:

Vision: To form well integrated individuals who are assets to contemporary society.

Mission:

We are committed to:

- Inspire young women to achieve academic excellence. Teach discernment so that our students think for themselves and think correctly.
- Encourage and recognize talent in individual students.
- Create awareness that education is a continuous quest.

Socially we work towards:

- Preparing young women for their role in the future as good career women, wives and mothers for creating happy homes.
- Fostering team spirit and encouraging a sense of responsibility and self-discipline.
- Teaching them to adjust to the changing social milieu while not forgetting the traditional values.
- Sensitizing them to reach out to the marginalized and the underprivileged.

Spiritually we work towards:

- Leading them to have faith in God, themselves and others, who would live their lives in the light of faith.
- Exposing them to values that are eternal and nurturing them to become beacons of light and ambassadors of harmony.
- Women whose very presence anywhere would exude goodness and touch the lives of others.

BROAD OBJECTIVES OF THE COLLEGE

- Aligned with the vision of the NEP 2020, the college aims to promote holistic and multidisciplinary education.
- Prioritizing student-centered education, employing a combination of traditional and innovative teaching methods to create an engaging learning environment.
- Facilitating the ABC system, the college encourages students to create their ABC IDs by logging into DigiLocker. This forward-thinking approach promotes a dynamic and adaptable education system that empowers students to shape their academic paths according to their interests and aspirations.
- Promoting the integration of the Indian knowledge system by incorporating various initiatives.
- Employing various mechanisms to measure the achievement of POs and COs, including performance in internal assessments, mid-term and end-term exams, participation in extracurricular activities, academic progression to renowned institutions, internships, placements, and feedback from stakeholders.



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- Upholding its commitment to ethics, equality, values, environment, and sustainability through an integrated approach to the curriculum.

PREPARING FOR THE IMPLEMENTATION OF NEP 2020

By collaborating with Skill Clout and Technoledge, the college has initiated the establishment of a Centre of Excellence for Multidisciplinary Research. This initiative aims to promote interdisciplinary collaboration and innovation, providing cutting-edge research opportunities for both students and faculty members. These endeavours not only enhance students' competitiveness in the job market but also position them favourably for higher education opportunities in regions where the National Education Policy (NEP) has been implemented.

MULTIDISCIPLINARY / INTERDISCIPLINARY APPROACH

St. Bede's College aligns with the vision of the NEP 2020, promoting holistic and multidisciplinary education. The college has implemented the Choice Based Credit System (CBCS), allowing students to choose subjects from various streams, thus encouraging the exploration of interests and the development of competencies in multiple domains. To support the implementation of NEP 2020, a committee facilitates discussions among faculty members. Faculty development programs and orientation/training sessions enhance their understanding of the new curriculum and pedagogical reforms. The college boasts modern infrastructure, well-furnished classrooms, and advanced teaching resources. Blended project-based teaching, supported by a learning management system, enables effective online and offline learning experiences. The curriculum integrates internships, sports, and extracurricular activities through Continuous Comprehensive Assessment (CCA), cultivating social responsibility and nurturing connections among students. While full implementation of NEP 2020 awaits college affiliation with HPU, St. Bede's College is prepared to embrace its transformative vision. The college has established a Centre of Excellence for Multidisciplinary Research, promoting interdisciplinary collaboration and cutting-edge research. This provides additional opportunities for student-faculty collaborations, placements, industry interaction, and skill development. These initiatives offer a competitive edge to students pursuing higher studies in regions where NEP 2020 has been implemented.

SKILL DEVELOPMENT COURSES

The college places a strong emphasis on skill-based courses aimed at equipping students with essential competencies for their future pursuits. It offers a diverse range of add-on courses, including communication skills, personality development, foreign languages, tally, physical fitness and yoga, web designing, core Java, nutrition and health education, and self-defense. These courses provide students with practical skills and knowledge beyond their academic curriculum, empowering them to navigate the challenges of the ever-evolving job market.



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In addition to in-house offerings, the college has forged partnerships with external organizations through Memorandums of Understanding (MOUs), enabling students to benefit from hands-on training and industry exposure. The Placement Cell plays a pivotal role in organizing capacity-building programs, career guidance sessions, campus drives, mock interviews, and group discussions. The college actively encourages students to pursue internships, engage in fieldwork and industrial visits, and participate in project-based learning experiences, promoting their experiential learning and skill development.

This initiative aims not only to elevate students' competitiveness within the job market but also to strategically position them for advanced educational prospects, particularly in areas where the National Education Policy (NEP) has been put into effect.

FOCUS ON OUTCOME BASED EDUCATION

St. Bede's College places a strong emphasis on Outcome-Based Education (OBE) in all undergraduate and postgraduate programs across Humanities, Science, and Commerce, following the guidelines set by Himachal Pradesh University. The college has successfully implemented the OBE framework, which includes Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs).

During induction programs, students are familiarized with the concept of outcome-based education, providing them with a clear understanding of the PSOs and COs before the commencement of their courses. This approach enables students to assess their learning at various cognitive levels, ranging from remembering and understanding to applying, analysing, evaluating, and creating.

The college employs various mechanisms to measure the achievement of POs and COs, including performance in internal assessments, mid-term and end-term exams, participation in extracurricular activities, academic progression to renowned institutions, internships, placements, and feedback from stakeholders. Through this comprehensive assessment process, the college ensures that students acquire the desired outcomes and develop the necessary competencies in their chosen fields of study.

STUDENT-CENTRIC EDUCATION

The college prioritizes student-centred education, employing a combination of traditional and innovative teaching methods to foster an engaging learning environment. Emphasis is placed on experiential learning, offering practical experiences through well-equipped laboratories, interactive exercises, field visits, and industry partnerships.

Students actively participate in planning and executing activities through the student council, thereby developing leadership skills and real-world preparedness. Participative learning is encouraged through debates, quiz competitions, and special lectures. Interactive approaches such as group discussions and presentations facilitate greater participation and engagement among students.

Special lectures, seminars, and conferences are organized to encourage active participation and engagement, promoting students to become active learners rather than passive recipients of



knowledge. Problem-solving methodologies, including case studies, brainstorming sessions, and open-book tests, are utilized to promote analytical thinking and explore alternative solutions. Furthermore, students are trained in critical analysis, creative writing, and design skills through various activities. Additional resources such as question banks, charts, diagrams, and others are provided to equip students with effective problem-solving techniques.

INSTITUTIONAL DEVELOPMENT PLAN (NEP-2020)

Aligning the Institutional Developing an Institutional Development Plan (IDP) aligned with the National Education Policy 2020 (NEP-2020) is crucial for ensuring that the college's strategies and initiatives resonate with the policy's objectives and vision for the future of education in India. The IDP shall work under six parameters:

- a) **Physical Infrastructure Plan**
- b) **Digital Infrastructure Plan**
- c) **Academic Infrastructure Plan**
- d) **Research and Intellectual Property Infrastructure Plan**
- e) **Student Support Services Plan**
- f) **Governance Infrastructure Plan**

PHYSICAL INFRASTRUCTURE PLAN

Developing the physical infrastructure of a college is crucial for its growth and improvement. The college can contribute to enhancing its physical infrastructure through a strategic plan:

- **Assessment of Current Infrastructure:** Begin by evaluating the existing infrastructure, including buildings, classrooms, laboratories, libraries, sports facilities, and administrative offices. Identify areas that require immediate attention and improvement.
- **Long-term Vision and Planning:** Create a comprehensive long-term plan outlining the future infrastructure needs of the college. This plan should consider projected growth in student enrollment, new programs, technological advancements, and changes in educational methodologies.
- **Budget Allocation and Funding:** Allocate a dedicated budget for infrastructure development. Explore various funding sources such as government grants, private donations, alumni contributions, and partnerships with industries.
- **Modernization and Upgradation:** Upgrade existing facilities to meet modern standards. This could involve renovating classrooms, updating laboratories with the latest equipment, integrating smart technologies, and ensuring accessibility for differently abled individuals.
- **Expansion and Construction:** Construct new buildings and expand existing ones to accommodate the growing needs of the college. This may include constructing new lecture/conference halls, recreational spaces, and research centres.



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- **Green Initiatives and Sustainability:** Incorporate eco-friendly practices in infrastructure development. Implement renewable energy sources, install garbage treatment plants, create green spaces by developing botanical gardens, and adopt sustainable building designs to minimize the college's environmental impact.
- **Technological Integration:** Invest in technology infrastructure by upgrading internet connectivity, installing high-speed Wi-Fi, providing digital resources and a digital library, and creating smart classrooms to facilitate modern teaching and learning methods.
- **Safety and Security Measures:** Ensure the safety and security of the college premises. Install surveillance systems, emergency response mechanisms, fire safety equipment, and conduct regular safety audits.
- **Collaboration Spaces:** Design and develop collaborative spaces such as student lounges, group study areas, and common rooms to foster interaction and collaboration among students and faculty.
- **Transportation and Accessibility:** Enhance parking spaces and ensure that the campus is accessible for individuals with disabilities.
- **Community Engagement and Feedback:** Seek input from stakeholders, including students, faculty, staff, and local community members. Their feedback can provide valuable insights into identifying priorities and areas for improvement.
- **Regular Maintenance and Upkeep:** Develop a system for regular maintenance and upkeep of the infrastructure to ensure that the facilities remain in good condition over time.

Outcome: By addressing and implementing a strategic plan for physical infrastructure development, the college significantly enhances its facilities, promotes a positive learning atmosphere, and improves the overall experience for students, faculty, staff, and the broader community associated with the institution.

DIGITAL INFRASTRUCTURE PLAN

Digitalization is an integral aspect of modernizing education and training systems globally. Through digitalization, access to learning resources and research activities can be increased, teaching and learning practices can be transformed, business processes can be streamlined, and decision-making can be improved. Digitalizing higher educational institutions plays a vital role in the overall digital landscape of a country.

Aims and Objectives:

- **Improving Internal Processes:** Enhancing the efficiency and effectiveness of institutional functioning.
- **Enhancing Teaching-Learning Quality:** Elevating the quality of teaching and learning experiences.



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- **ICT Skills Enhancement:** Developing proficiency in Information and Communication Technology (ICT) skills among students and faculty.
- **Online Teaching Platform Development:** Creating digital platforms and tools with two-way video and audio interfaces to facilitate online teaching.
- **High-Speed Internet and Access:** Providing high-speed internet connectivity and ensuring access to online/digital information.

Digital Plan:

- **High-Speed Internet:** Ensuring high-speed internet connectivity throughout the campus.
- **ICT-Enabled Classrooms:** Equipping all classrooms with ICT infrastructure.
- **Virtual Labs and Language Labs:** Establishing virtual labs and language labs for relevant subjects.
- **Online Proctoring System:** Implementing a system for real-time monitoring of students' activities during examinations.
- **Digital Management System:** Utilizing digital systems for attendance marking, salary calculations, salary disbursement monitoring, and online evaluation.
- **Digital Content Repository:** Establishing a digital repository of course materials, cases, and publications for easy access by teachers and students.
- **Promoting Online Teaching Tools:** Encouraging teachers to use online teaching platforms with two-way video and audio interfaces.

Outcomes:

- **Access to Quality Education:** Digital platforms provide students with access to high-quality education resources, enhancing their learning experiences.
- **Performance Monitoring:** Facilitating easy monitoring of students' performance and skill development.
- **Improved Student and Staff Experiences:** Enhancing the experiences of students and staff through digitalization.
- **Paperless Office System:** Implementing an automated management system for teaching, learning, examination, and evaluation activities, reducing paper usage.
- **Enhanced Transparency:** Increasing transparency in admission processes and daily operations.
- **Interactive Teaching-Learning:** Enabling interactive teaching and learning experiences between teachers and students, contributing to overall student development.



ACADEMIC INFRASTRUCTURE PLAN

Academic infrastructure development is a crucial component of institutional development plans, aimed at enhancing facilities and resources to support academic activities and foster overall academic excellence. Integrating academic infrastructure development into an institutional development plan contributes to the growth and competitiveness of the institution. Here are key aspects and initiatives to consider:

- **Classroom Facilities:** Upgrade and expand classrooms to accommodate a growing student population, equipped with modern teaching aids and technology.
- **Laboratory Enhancements:** Improve and maintain science and research laboratories with the latest equipment to foster hands-on learning experiences.
- **Library Resources:** Develop and update library facilities, both physical and digital, to provide comprehensive access to academic resources for students and faculty.
- **Information Technology:** Invest in IT infrastructure, including high-speed internet, computer labs, and software to support digital learning initiatives.
- **Research Centers:** Establish and enhance research centers to foster innovation and contribute to advancements in various academic disciplines.
- **Student Support Services:** Develop counseling centers, career services, and academic advising resources to support students' personal and academic development.
- **Faculty Development:** Invest in professional development opportunities for faculty members, providing training, conferences, and resources to enhance teaching and research capabilities.
- **Student Accommodation:** Improve and expand student housing options to ensure a comfortable and conducive living environment.
- **Recreational Facilities:** Develop sports and recreational facilities to promote physical well-being and extracurricular activities among students.
- **Accessibility:** Ensure that academic infrastructure is designed to be accessible to all individuals, including those with disabilities, promoting inclusivity in education.
- **Sustainability Initiatives:** Integrate environmentally sustainable practices in the construction and maintenance of academic infrastructure to contribute to a greener campus.
- **Community Engagement:** Develop initiatives that connect the institution with the surrounding community, fostering partnerships and collaborative projects for mutual benefit.
- **SWOC Analysis:** Conduct SWOC analysis at the department and college levels to identify strengths, weaknesses, opportunities, and challenges, guiding improvement initiatives.
- **Student-Teacher Ratio:** Maintain an ideal student-teacher ratio to ensure effective academic delivery and personalized attention.
- **Vocational and Skill-Based Education:** Introduce vocational and skill-based courses to impart practical skills and enhance employability among students.



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- **MOOCs:** Create world-class open online blended learning resources through MOOCs to supplement traditional teaching methods and broaden educational access.

By implementing these initiatives, institutions can create an environment conducive to quality education, research, and holistic student development.

RESEARCH AND INTELLECTUAL PROPERTY INFRASTRUCTURE PLAN

RIPI (Research and Industry Partnership Initiative) is set to launch as a separate entity, following UGC and NEP 2020 guidelines, operating as a self-sustaining center based on the Research and Strategic Business Unit concept. The aims, objectives, plan, and outcomes are outlined as follows:

Aims & Objectives:

- **Promotion of Industry Institute Programme:** Create awareness and strategies for fostering a synergistic interface with the industry.
- **Research Development:** Develop research methodologies, endowment funds, and consultancy services catering to industry-specific needs.
- **Resource Utilization:** Optimize the use of resources available in both industries and institutions.
- **Tailored Research Programs:** Generate research programs and technical components tailored to industrial requirements.
- **Theme Identification:** Identify specific themes for mutual interest with relevance to contemporary needs.
- **Cultural Research:** Encourage research on regional culture and translation projects.
- **Curriculum Recommendations:** Recommend need-based courses to industry and prepare relevant learning materials.

RIPI Plan:

- **Facilitation of Information:** Provide teachers with information related to research projects, funding opportunities, seminars, conferences, workshops, and courses.
- **Publication Support:** Publish PG students' projects in peer-reviewed journals with ISSN numbers.
- **IPR Seminars and Entrepreneurship Courses:** Organize seminars on Intellectual Property Rights (IPR) and Entrepreneurship in collaboration with departments.
- **Research Orientation for Students:** Conduct orientation classes on research scope and ethics for first-year PG students.
- **Scholarship Assistance:** Encourage students to seek scholarships for their final year projects from government and NGO schemes.
- **Research Paper Guidelines:** Provide guidelines for publishing research papers in indexed journals.
- **Quarterly Meetings:** Convene quarterly meetings with IQAC to track research growth.



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- **Faculty Development:** Encourage faculty to complete Ph.D. by 2026, publish in UGC-CARE list journals, participate in FDPs, and join professional bodies.
- **Project Support:** Promote faculty-led projects and support departmental conferences/workshops.
- **Student Engagement:** Encourage student internships, workshops, and projects aligned with NEP-2020.

Outcomes:

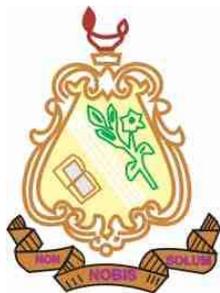
- **Policy Alignment:** Compliance with current policies, fostering a culture of quality research, and ethical practices.
- **NEP 2020 Impact:** Contribution to transforming the education system by enhancing access, equity, quality, and affordability.
- **Research Oversight:** Effective monitoring and coordination of research activities, ensuring timely project completion.
- **Faculty Involvement:** Increased faculty engagement in research development programs.
- **Research Culture:** Promotion of scientific inquiry, ethics, funding opportunities, collaboration, and competition.
- **Teaching-Learning Quality:** Improvement through empirical and proactive teaching approaches.
- **Student Research Quality:** Enhancement of graduate research quality demonstrated by publications.
- **Industry Collaboration:** Increased collaboration in research and innovation.
- **Institutional Development:** Funding for infrastructure development and academic advancement.
- **Innovation Impact:** Breakthroughs in product development, intellectual property registration, and academic publications.

STUDENT SUPPORT SERVICES PLAN

Student support services are crucial components of an institutional developmental plan, focusing on providing academic, personal, and social support to facilitate student success. Here are the key elements and initiatives included in these services:

Academic Advising:

- Providing academic advisors to guide students in course selection, degree planning, and career paths.
- Establishing an optimal learning environment with compassionate teachers, appropriate facilities, and effective mentoring.



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- Offering modern facilities including smart classrooms, research labs, and online learning resources.

Tutorials and Career Guidance:

- Providing tutorial facilities and career guidance to address student questions and enhance communication skills.
- Offering research facilities and opportunities for students to publish in international conferences and journals.
- Facilitating self-learning through access to online platforms like NPTEL, Swayam, Coursera, and library resources.

Financial Aid and Scholarships:

- Assisting students in navigating the financial aid process and accessing scholarships, freships, and concessions.

Industry-Academic Partnership:

- Increasing field/industry visits, internships, and interaction with industry experts through seminars and workshops.
- Collaborating with placement agencies and industries for job-oriented courses and placement opportunities.

Student Engagement and Leadership Development:

- Encouraging student engagement through sports, arts, community-based activities, and participation in inter-college events.
- Empowering student councils to advocate for student interests and address their concerns.

Mental Health Support:

- Providing counseling, mentoring, and stress-relieving sessions to promote good mental health.
- Offering yoga, fitness awareness classes, and volunteering opportunities in health screening camps.

Remediation Classes:

Creating remedial classes tailored to students with slower learning paces to address their unique needs and enhance their confidence and performance.

Alumni Engagement:



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- Actively engaging alumni through meetings, online interactions, and participation in institution events.
- Involving alumni in workshops, guest lectures, placements, internships, and community projects.

Community Engagement:

- Engaging in community development activities such as adoption of government schools, environmental initiatives, health camps, and technical awareness training.
- Instilling a sense of social responsibility in students through participation in community service projects.

Student Feedback and Evaluation:

- Establishing mechanisms for students to provide feedback on support services and overall institutional experience.
- Using student input to continuously improve and refine support services and institutional practices.

GOVERNANCE INFRASTRUCTURE

Governance plays a pivotal role in directing and controlling entities, ensuring effective decision-making, accountability, and performance optimization. It encompasses structures, processes, and behaviours that influence an organization's objectives, risk management, and performance. Here's an outline of governance importance, scope, objectives, and specific areas of focus within an institutional context:

Importance of Governance:

- Provides the foundation for a sustainable, high-performing organization.
- Ensures adaptability to changing external environments.
- Supports the implementation of institutional development plans.
- Promotes employability and the startup ecosystem.
- Enhances institutional excellence through autonomy, accountability, and improved performance.

Scope:

- Administration
- Infrastructure
- Academics
- Admissions



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- Examinations
- Library
- Environment

Objectives:

- Promote transparency and accountability across all college functions.
- Establish a paperless environment for efficiency.
- Provide easy and quick access to information.
- Ensure campus-wide Wi-Fi connectivity.
- Equip classrooms with ICT tools such as desktops, laptops, smartboards, and projectors.
- Establish a fully automated library.

Specific Initiatives:

1) Administration:

Introduce new software like A K Desire for transparency and formality.

2) Infrastructure:

- Develop sports infrastructure.
- Establish an incubation center.
- Set up a cultural room.
- Upgrade and beautify the college campus.
- Establish a studio for MOOCs.
- Upgrade laboratories.

3) Academics:

- Offer skill development and certificate courses based on student interests.
- Implement electronic notice boards and digital displays for information dissemination.
- Optimize mechanisms for online examinations and enhance transparency in internal assessments.
- Digitize the library and install central heating and footfall machines.
- Focus on achieving better NAAC accreditation, NIRF ranking, and other rankings.

4) Environment:

- Increase reliance on renewable energy sources like solar lighting and panels.
- Reduce paper usage by transitioning to e-documents and digital mechanisms.



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- By implementing these governance initiatives, the college can enhance transparency, efficiency, and overall performance across administrative, infrastructural, academic, and environmental domains, ultimately fostering institutional excellence.

CONCLUSION

In conclusion, the Institutional Development Plan (IDP) outlined above, aligned with the National Education Policy 2020 (NEP-2020), presents a comprehensive roadmap for promoting holistic development and excellence within the college. By strategically addressing physical, digital, academic, research, student support, and governance infrastructure, the plan aims to create an environment conducive to quality education, innovation, and student success. Through the implementation of targeted initiatives, such as modernizing infrastructure, enhancing digital resources, promoting research and industry partnerships, and providing robust student support services, the college endeavours to achieve its objectives of academic excellence, sustainability, and community engagement. By embracing the principles of good governance and leveraging the opportunities presented by NEP-2020, the institution is poised to thrive and contribute significantly to the advancement of higher education in India.