



2022- 2037

INSTITUTIONAL DEVELOPMENT PLAN



SREE NARAYANA COLLEGE

NATTIKA

(Affiliated to University of Calicut)

IDP COMMITTEE 2022

INSTITUTIONAL DEVELOPMENT PLAN

2022- 2037

Institutional Development Plan

PREFACE

Globally, higher education is experiencing rapid changes, requiring institutions and their stakeholders to adapt accordingly. No longer is it possible for an institution to simply react to whatever happens; rather, it must understand how new circumstances will affect its operations, and respond proactively.

Higher education in India is undergoing a paradigm shift with the implementation of National Education Policy 2020. The changes and challenges in the field of education in the post-pandemic context demand a concerted effort on the part of policy makers and its practitioners.

Higher Education Institutions' role in building the nation catalysing human empowerment, socio-economic development, and contributing to global scenario can never be over-estimated. For this, every institution has to set high academic standards, foster research, uphold inclusiveness and adopt technological advancements.

The Institution has to grow vertically and horizontally through academic collaborations, industry linkages, research projects, innovations and community engagements.

While aspiring to reach quality benchmarks, the Institution has to uphold and promote the principles of equity, integrity, gender equality, ethics, humanism, social justice and eco-centric sustainability.

PREAMBLE

An Institutional Development Plan (IDP) is a roadmap for an educational institution that outlines its goals, vision, and mission. It is a plan of action that helps institutions achieve academic excellence and professional success.

The Vision, Mission, Planning and Execution of the high-set goals will ensure Academic excellence, professional success and contribution to the overall social good.

Higher education should inculcate in students a refined character, respect to ethical, cultural and constitutional values, an attitude that recognises diversity, love and care towards the marginalised, environment-friendliness, rational thinking, scientific temper, creative bend of mind, commitment towards society, and capabilities and skills that suit the global scenario.

There should be continuous retrospection, introspection and modification of the developmental goals.

The Institutional Development Plan (IDP) is prepared with the joint participation of the Internal Quality Assurance Cell (IQAC) of the institution, management, faculty, students, administrative staff, alumni, former teachers and well-wishers. This is a prospective plan for 15 years, starting from 2022. It is based on this Plan that the institution develops its annual plan.

The philosophy and principles of Sree Narayana Gurudeva will guide the institution on its way forward.

VISION

To create an egalitarian & humanistic society by educating the youth in order to transform them to intellectually stimulated, emotionally strong and socially oriented global citizens as embodied in the teachings of Sree Narayana Guru: ***“Seek Freedom and Enlightenment through Education”***.

MISSION

To deliver balanced transformative education to all students irrespective of caste, creed or gender so as

- to equip them with skills and competencies required to adapt to the changing global scenario,
- to empower them to live in dignity & harmony with fellow beings and environment,
- to involve in nation building activities upholding traditional morals and values,
- to foster the spirit of enquiry and encourage critical thinking and research,
- to mould a society with realistic perspective and rational mind.

CORE VALUES

The Institution seeks to provide, nurture and promote The Core Values acronymised as ESSENCE:

Excellence

The faculty consistently strive to modernise the academic content and augment it with technological support. Quality standards are strictly maintained. Students are trained in keeping academic and professional excellence.

Skill Development

Co-curricular and Skill Development Programmes are arranged to develop leadership and to promote entrepreneurial, organizational, technological and life skills in students.

Social Commitment

Education is planned to encourage the students to be involved in nation building activities. They should be socially-accountable. They must be sensitive to ecological concerns, gender equity, human rights, social justice, inclusiveness and able to cultivate a wider perspective about the world.

Empowerment

It is necessary that education should strengthen the process of making the students stronger and more confident, in fulfilling responsibilities and claiming rights. It enables them to recognize and use their resources.

Nobility of Character

Education which does not mould character is absolutely worthless. Self-discipline, with ethics and values will equip them to live in dignity & harmony with fellow beings and environment. They must cultivate an appreciation and respect for the cultural heritage of the country.

Competency

The institution is set to secure the future of students by linking individual performance to professional goals. Global competency is ensured by giving adequate exposure to be successful in a highly competitive employment scenario.

Equity

The Institution is committed to be equitable in giving access, opportunity, ensuring quality higher education, especially to the backward, the women and the marginalized people. The thrust is on inclusiveness, integrity, and the promotion of equality and social justice.

INSTITUTION DEVELOPMENT PLAN

INSTITUTION'S CONTEXT

The call from Sree Narayana Guru, the great thinker, philosopher, social reformer and architect of modern Kerala, to "Seek Freedom and Enlightenment through Education" - inspired the founding of Sree Narayana College, Nattika, Thrissur District, Kerala State. The College was founded by the late Sri. R. Sankar, the 3rd Chief Minister of Kerala on 10 April 1966. It was formally inaugurated by the late Sri Sahodaran Ayyappan on 30 June 1967. The college was affiliated to the University of Kerala in 1967 and to the newly constituted University of Calicut in July 1969.

The management of the college is vested in the Sree Narayana Trusts, Kollam, one of the leading educational agencies in the state. The Secretary of the Trust is the manager of the College. Sri. Vellappalli Natesan is the present Manager. The Regional Development Committee (RDC) consisting of the members of the Trusts' Executive Committee from Thrissur District assists the Principal in the management of the college.

The College is situated in the coastal area of Nattika Panchayath in Thrissur District. Majority of the students admitted are from socially and economically backward areas. About 80% of the total strength of the students consists of girls. 80-85 % of the students belong to SC/ST, OBC and Minority category.

MILESTONES

The college attained the status of a First Grade college in 1970. It is a grant-in-aid institution and has been included in the 2(f) and 12(B) categories of the University Grants Commission. It is supported by FIST Programme of DST and RUSA of MHRD.

The college celebrated its Silver Jubilee in 1992 - 93 and Golden Jubilee in 2017-18.

The College has been included in the Rank band of 150-200 in the NIRF (National Institutional Ranking Framework) in 2018-19 and 2019-20. The college was accredited at B+ Grade in the third accreditation by NAAC in 2021.

The College is now included in the STAR Scheme of the DBT . The college has bagged

60th position in KIRF 2024 (Kerala Institutional Ranking Framework).

The college offers 8 Honours undergraduate programmes, 8 postgraduate programmes and an Integrated PG Programme in Statistics. Ph.D Programmes are offered in Botany, Chemistry, Zoology and Commerce. All the programmes are in Semester mode. The college is a Sub Centre of CCEK (Centre for Continuing Education, Kerala) and conducts Professional Diploma Courses also.

THE MASTERPLAN 2022 - 2037

The Institutional Development Plan of Sree Narayana College, Nattika for the next 15 years, i.e. from 2022-37 has been prepared taking into consideration the following:

1. Vision and Mission of the college
2. Recommendations of the NAAC Peer Team (Cycle III)
3. SWOC analysis of the college
4. Feedback Reports of Previous years from Stakeholders
5. Guidelines of NEP-2020.
6. Suggestions of the:
 - i) Governing Body
 - ii) IQAC
 - iii) Academic Monitoring Committee
 - iv) NEP Implementation Committee
 - v) Various committees, Centres & Clubs of the College

STRATEGY FORMULATION & IMPLEMENTATION

1. **Conduct SWOC Analysis:** To identify the Strength, Weakness, Opportunities and Challenges are of utmost importance as we plan for further development.
2. **Define Objectives:** Begin with well-defined, measurable objectives that align with the institution's mission.
3. **Breakdown Tasks:** Fractionate each strategic goal into specific, actionable tasks or initiatives.

4. **Allocate Responsibility:** Specific tasks are assigned to a particular department, team, or individual, ensuring collaboration with clarity in roles and outcomes.
5. **Operate in a Collaborative Mode:** Promote a culture of collaboration and knowledge sharing, allowing for synergies between departments and teams
6. **Devise Metrics & KPIs:** Establish clear metrics and Key Performance Indicators to evaluate progress and effectiveness of individual tasks and interlinked outcomes.
7. **Use Technological Tools:** Implement planning, management and monitoring software to automate tracking, reporting, and communication.
8. **Communicate continually and Transparently:** Maintain regular and transparent communication among all stakeholders to ensure and foster a sense of belonging and responsibility.
9. **Provide Training & Development opportunities:** Offer continuous training and professional development to equip staff with the necessary skills and knowledge.
10. **Mobilize & Allocate Resources wisely:** Ensure sufficient resources (financial, technological, human) are dedicated to each strategic initiative.
11. **Risk Management:** Develop a proactive and adaptive mind-set, timely decision making ability and unbiased solutions in the face of risks and challenges.
12. **Engage all Stakeholders:** Involve all relevant stakeholders, from faculty and staff to students and external partners, ensuring a holistic approach.
13. **Involve Community & Local Self Govt. Departments:** Participate in the programmes by LSGDs support them and involve them in the activities of the Institution.
14. **Feedback Mechanisms:** Regular reviews, surveys, and feedback to be put in place to gauge progress and make necessary modifications.
15. **Publicize the Achievements:** This will boost up the initiatives and raise the confidence level of the stakeholders.

OBJECTIVES

ACADEMIC OBJECTIVES

- i. Promoting and strengthening holistic education, multi-disciplinarity, cross-disciplinarity and interdisciplinarity with a systemic view to the interconnected and interdependent world of knowledge.
- ii. Create the environment for acquisition of learning outcomes stipulated in the curriculum.
- iii. Development of character, ethical and Constitutional values, intellectual curiosity, scientific temper, creativity, spirit of service, and capabilities related to the sphere of learning.

- iv. Enable integration and embedding of vocational education, training & skilling in the general education for holistic learning as per National Education Policy.
- v. Excellence in creation and dissemination and application of knowledge.
- vi. Promote innovation
- vii. Advocate and nurture integration of fine arts, sports and other creative endeavours.
- viii. Enabling HEIs to balance comprehensive academic, administrative and financial autonomy with accountability, alongside with responsibility and IDP framework flexibility.

ADMINISTRATIVE OBJECTIVES

- i. Good governance and smooth execution of Development Plans.
- ii. Bridging the gaps among stakeholders, addressing the genuine interests of all stakeholders.
- iii. Speed up all procedures involved with proper time management.

SOCIAL OBJECTIVES

- i. Access to high quality affordable higher education for all.
- ii. Creation of knowledge for the well-being and growth of society.
- iii. Creation of industry fit and entrepreneurial human resources for improving quality of life, standard of living, all-round development, wellbeing and social good.
- iv. Reducing inequalities and enhancing gender parity, ensuring diversity and inclusivity and environmental awareness towards Sustainable Development Goals (SDGs), and other such overall goals.
- v. Internationalization of higher education, skilling and mobility of students.

PARAMETERS FOR INSTITUTIONAL EXCELLENCE

A. GOVERNANCE

B. FINANCIAL RESOURCES

C. ACADEMIC EXCELLENCE

D. RESEARCH & DEVELOPMENT

E. HUMAN RESOURCES MANAGEMENT

F. NETWORKING AND COLLABORATIONS

G. PHYSICAL FACILITIES

H. DIGITAL SUPPORT

IP-SMCM