

# D K D COLLEGE, DERGAON



## INSTITUTIONAL DEVELOPMENT PLAN

ACADEMIC YEAR - 2022-2023 TO 2037-2038



Prepared by

NEP TASK FORCE  
D K D College, Dergaon

## **Current Status of the College**

### **General profile**

1. Name and Address of the college : D K D College  
Rajabahor Gaon, FCI College Road, PO.  
Dergaon, Dist. Golaghat, Pin: 785614, Assam  
Mail id: principaldkdc@gmail.com  
Website: <https://www.dkdcollege.ac.in/>
2. Year of Establishment : 1962
3. Institutional Status : Provincialized
4. Award, Recognition, Accreditation : Re-accredited by NAAC for 3<sup>rd</sup> cycle with A<sup>+</sup> grade  
(CGPA: 3.37)  
College with Potential for Excellence (2016-2021)
5. Number of Programme offered  
UG : BA, BSc, BCOM  
PG : MA (Assamese, Economics), MSc (Physics, Chemistry)
6. No. of sanctioned post (teaching) : 69

## **About the College**

Dergaon Kamal Dowerah College, (DKD College) a premier higher educational institution under Dibrugarh University, had a humble beginning. The public in general and a host of leading personalities of the locality felt the necessity of establishing an institution for higher education and the result was the decision to start an Arts College initially. In 1962 the classes were started in a public theatre hall (Bapuji Mandir) and after four years the establishment was shifted to its present site located in scenic surrounding with glorious historical background just on the outskirts of Dergaon Town.

A generous donation from Late Kamal Dowerah, a pious and benevolent citizen of the locality, helped the promoters to give a concrete shape to the project and in memento of it the institution was christened as DERGAON KAMAL DOWERAH COLLEGE. The pioneering efforts of Late D.N. Kakoty, Naren Sarmah and H.K. Mahanta, the founder President, Secretary and Principal respectively helped it enormously in attaining its present prestigious status.

The College celebrated its silver jubilee in 1987 and marked the Golden Jubilee celebration on 16-08-2012 for completing fifty years of its glorious existence. The college is ready to celebrate Diamond Jubilee towards the end of this present year. Through these years it has made significant

strides in its development to become one of the best institutions under Dibrugarh University imparting education upto Major level in different streams and PG semester courses in Economics, Assamese, Physics and Chemistry to the student population of more than 2500. The college had been assessed by NAAC for the first time in 2003 and was accredited at the B+ level. This premier institute was assessed and re-accredited in 2010 and awarded B grade with CGPA of 2.73 and re-accredited for 3rd cycle of NAAC was conducted in 2023 and the college was accredited with A+ grade with CGPA 3.37. A Network Resource Centre (NRC) with internet connectivity has been set up in the college with a grant from the UGC.

A major grant was sanctioned to the college by DST, New Delhi under NER package support in FIST programme for upgrading of Science Laboratories. Construction of a multistoried construction of Girls' Hostel with a grant of Rs. 68.0 Lakhs from UGC was completed. Construction of another Boys' Hostel was also completed with a grant from the Govt. of Assam. A major grant was also released by the UGC for construction of an Indoor Stadium within the college campus. The project has already been completed.

In view of the Golden Jubilee of the college a well-equipped Seminar Hall was constructed from the contribution of the members of DKD College Teachers' Unit.

### **Introduction to IDP**

The NEP Taskforce of the college has undertaken the mission of designing an Institutional Development Plan for a period of fifteen years commencing from Academic Year 2022-2023 to Academic Year 2037-2038 for balanced growth of the college. The Quality Indicators of different criteria determined by National Accreditation and Assessment Council (NAAC) have been taken into consideration as the base to create Quality Radars and to make out milestones for the future.

### **Guiding Principles of IDP, DKD College**

The NEP Task Force has considered the following main objectives for preparing the Institutional Development Plan:

#### ***I. Vision Statement of the College***

The vision of D.K.D College is to provide quality higher education with an attempt to inspire, prepare, and empower students of its catchment area to succeed in a changing world.

#### ***II. Core value of NAAC - the observer of quality bench marking in higher education***

The Core values of NAAC are:

- Contributing to National Development
- Fostering Global Competencies among Students
- Inculcating a Value System among Students
- Promoting the Use of Technology
- Quest for Excellence

### **III. Quality Policy of the college**

D.K.D College is committed to a culture of quality enhancement through a process of continuous quality improvement in all its endeavours, namely, teaching-learning, research, student support and extension services. The quality policy is also communicated and understood by all stakeholders within the college and is reviewed for continuing suitability. The policy is embedded in the process of self- evaluation and continuous improvement.

### **IV. Guidelines of National Education Policy-2020**

As per NEP 2020, the purpose of the education system is to develop good human beings capable of rational thought and action, possessing compassion and empathy, courage and resilience, scientific temper and creative imagination, with sound ethical moorings and values. The policy aims at producing engaged, productive, and contributing citizens for building an equitable, inclusive, and pluralistic society as envisaged by our Constitution.

### **Aims and Objectives of the Institutional Development Plan**

The basic objective of the Institutional Development Plan is to make students a successful citizen by improving the quality and infrastructure of educational institutions. Based on the Institutional Development Plan, the college will develop initiatives, assess the progress and reach the goals set therein, which can then become the basis of Govt. funding.

Considering the background of the college as an institution imparting quality education in science, arts, and commerce field, the college has identified the broad aim of IDP as follows:

- To establish an environment of academic support for students that is rooted in discipline, sincerity, and dedication.
- Establishing a long-term quality system integrated with deliberate, planned, and consistent action.
- To cultivate compassionate national citizens
- To make skilled manpower through effective use of emerging technological tools and to bridge the gap between social needs and higher education.

## ROAD MAP FOR IMPLEMENTATION OF NEP-2020

➤ **Step 1.** Analysis of the present scenario in terms of ‘Access’, ‘Quality’ and ‘Future Readiness  
**Gender Parity**

- The college has been maintaining a Gender Parity atmosphere in all spheres exclusively in enrolment of students to its various UG courses along with PG course in Economics. The situational statistics of the institution in terms of Gender Parity is mentioned below for the current academic session 2021-2022 which shows that the female enrolment (54.20%) is more in comparison to male enrolment (45.80%) with a preference to study in B.A. course.

Class	Male	Female	Third Gender	Total
B.A.First/ Second Semester	228	275	Nil	503
B.Sc. First/ Second Semester	77	63	Nil	140
B.Com. First/ Second Semester	33	06	Nil	39
B.A.Third/ Fourth Semester	117	230	Nil	347
B.Sc Third/ Fourth Semester	98	38	Nil	136
B.Com.Third/ Fourth Semester	27	06	Nil	33
B.A. Fifth/ Sixth Semester	134	262	Nil	396
B. Sc Fifth/ Sixth Semester	78	46	Nil	124
B. Com Fifth/ Sixth Semester	07	06	Nil	13
P G Economics	03	17	Nil	20
Total	802 (45.80%)	949(54.20%)	-----	1751

- The Institution as a premier Institution of Northeast India gives importance to the maintenance of gender parity by enrolling students from all sections of the society with provisions for separate boys’ and girls’ hostels, separate toilets and common rooms for boys and girls. It has an active Internal Complaint Cell (ICC), Women’s Cell, Counseling Cell, and Sexual Harassment Prevention Cell which work for both boy and girl students. In addition, the institution gives emphasis on openness and equal participation in Students’ Union.
- The college has adopted various best practices in terms of equity including Gender parity. It creates an encouraging atmosphere of Gender equality in the college campus and conducts various Gender awareness programmes. There is the provision of giving Financial aid as well as support to the

meritorious girl students belonging to economically weaker class. The Women's Cell sells Dupatta to the girl students at a concessional rate. The College also acknowledges girl students for their achievements in different fields like Education, Sports, Literature, Culture and Music.

- The Institution planned dynamic strategies for the implementation of Gender Parity under NEP 2020 such as displaying of more messages within the college premises, inclusion of Third Gender through enrollment, inclusion of awareness session on Gender issues in class routine along with organizing National seminars, workshops, conferences, popular talks by experts, street plays etc. The Institution also plans to do extension programmes with all students regardless of their gender and to organize career counseling sessions as well as mental health counseling for all students by experts. To reduce the dropout from the Institution there will be regular visits to the families and community of the students on the part of the college authority.
- The college faces one important challenge in terms of equity including Gender parity that is dropout of few students from the Institution due to socio-economic conditions after the lockdown due to Covid 19 pandemic. Moreover, hesitation is visibly found in some students in expressing their personal issues to the teachers and authority as a result of which there increases gap of communication between teachers and students. Such Communication gap also prevails within the households of the students and they carry a hesitating attitude to the Institution.

#### **Socio-economic Deprived Group (SEDGs)**

- The college has been maintaining an atmosphere for social equity in all spheres exclusively in enrolment of students to its various UG courses along with PG course in Economics. The situational statistics of the institution in terms of inclusion of Socio-economic Deprived Group (SEDGs) is shown below for the current academic session 2021-2022 which establishes that along the General category OBC/ST/SC/Minority and TGL are enrolled following the Government regulations of reservation and societal demands. Out of total enrolled students (1751) for the academic session 2021-2022 in the present statistical data it is found that 60.65% (1062) belongs to Socio-economic Deprived Group (SEDGs)

Class	OBC	SC	ST	MINORIT Y	TGL	Total
B.A. First/ Second Semester	188	36	87	36	04	351
B.Sc. First/ Second Semester	52	12	10	07	01	82
B.Com. First/ Second Semester	12	01	11	10	02	36
B.A. Third/Fourth Semester	129	18	30	18	02	197
B. Sc Third/Fourth Semester	42	04	13	03	Nil	62

B.Com. Third/Fourth Semester	08	06	02	02	Nil	18
B.A. Fifth/Sixth Semester	127	22	58	20	Nil	227
B. Sc Fifth/Sixth Semester	48	05	11	04	Nil	68
B. Com Fifth/Sixth Semester	07	Nil	Nil	03	Nil	10
P G Economics	05	02	02	02	Nil	11
<b>Total</b>	<b>618</b>	<b>106</b>	<b>224</b>	<b>105</b>	<b>09</b>	<b>1062</b>

- The measures that are taken for implementation NEP 2020 in terms of inclusion including Socio-economic Deprived Group (SEDGs) are free admission and scholarship for SEDGs and reservation for seats for SEDGs. The college authority is keen on giving extra time and tutorial class for the needy students of such group.
- The best practices are adopted by the Institution in terms of inclusion including Socio-economic Deprived Groups (SEDGs) are provision of personal and financial aid and giving away of free text books to the students. Students' home and community visits by the faculty members to create awareness regarding the importance of pursuing education, is another best practice of the Institution.
- The Institution planned various strategies for implementing NEP 2020 for Socio-economic Deprived Group (SEDGs) such as to introduce vocational and skill based courses to uplift SEDGs, to increase the enrollment, to reduce dropout by conducting awareness programmes, to provide more academic support to the students through digital and physical modes of learning, facility of additional academic support within the working hours to the students of SEDGs who lack digital facilities, to establish High Quality Support Centre within the campus and special Counseling Cell for SEDGs to address their psychological, academic and career issues. The Stress Management Cell is a consideration for the institution to cope up with diverse challenges among the youth in present context.
- Implementation of NEP 2020 is a challenge in regard to SEDGs. However the college addresses the health issues affecting the students' attentiveness along with domestic issues; Another important challenge is compulsion on students to contribute to income generation by helping families in agricultural and allied activities which hampers their education and leads to cases of college dropout. Moreover natural calamities mostly flood that occurs every year in Assam effects students' attendance.

#### **Online and Open Distance Learning (ODL) Education**

- The college is equipped with the academic facilities for Online and Open Distance Learning (ODL) Education through the centres of IGNOU, KKHSOU. For the regular students of TDC Courses under Dibrugarh University there are the digital measures for online learning platforms like Google

class room, Google Meet, Zoom, YouTube and assignment submission through Email, WhatsApp groups etc. The college has been conducting Online talk sessions under the aegis of Gyansetu scheme in collaboration with Hansraj college, University of Delhi.

- The initiatives that are taken for implementing NEP 2020 in terms of measures for increasing access including Online and Open Distance Learning (ODL) education are creating awareness among the students regarding the importance of distance learning, and giving online certificate courses on computer application to students. Students are encouraged to access the library facilities whenever they need. Online admissions were offered during the time of Covid-19 lockdown and online forms are issued throughout the last few years. Digital platforms have been in use for open and ODL system and students' webinar are conducted. Students' participation is encouraged in national and international webinars.
- Continuous motivation is provided to get admitted to Open and Distance Learning (ODL) Education. Supporting classes are taken through online mode to address various information and issues of the students which are collected through Google forms.
- The college plans for implementing ODL system by emphasizing on the use of digital platforms; measures will be taken to continue Distance education under Dibrugarh University and a framework for quality ODL will be set up for systematic development, regulation and accreditation of ODL learning system.
- The Institution faces certain challenges and issues in terms ODL such as most of the students failed to access E-resources due to their lack of digital facilities, poor network quality hampers online teaching learning process and less interest in Open and Distance Learning education due to negative attitude regarding employment opportunities.

### **Indian Languages**

- The College has been providing opportunity to the students in terms of access through Indian Languages in Assamese and Sanskrit from the very beginning of its inception. Students have the opportunity to study these Indian Languages either as Honours Course or As Generic Elective Course at UG level.
- The initiatives taken for implementing NEP 2020 in terms of increasing access through Indian Languages are introduction of Master Degree in Assamese under Dibrugarh University, MOU with the Department of Assamese, Gurgaon College, Sivsagar, Assam. Besides, Sanskrit Sambhasana Course or workshop will be regenerated.
- A best practice adopted by the college is to give all students' access to Language Lab, E- Magazine in Assamese, E- Book and E- content.
- The college adopts some planned strategies for implementing NEP 2020 in terms of Indian languages such as awareness programmes to motivate students for taking Sanskrit subject,

introduction of Indian Language like Hindi, website development, faculty and students exchange programme and new course on Application of Assamese in computer.

- Some challenges faced by the institution in terms of increasing access through Indian Language are, lack of adequate infrastructure, less number of enrollment of students in Sanskrit Language; only two Indian Languages are taught in the college. Lack of adequate Language Lab facilities in the college is a challenge for the Language teachers as well as the students.

### **Multidisciplinary and Holistic education**

- The college has been providing Multidisciplinary and Holistic education as far as practicable under CBCS adopted by Dibrugarh University for its affiliated Degree Colleges since 2019 especially through Skill Enhancement Course, Discipline Specific Course and different Generic Elective Course on Choice based system.
- The initiatives or measures taken for implementing NEP 2020 in the Institution in terms of Multidisciplinary and holistic education are various courses on computer application and others with larger number of trained experts or faculties for the same.
- The best practice adopted by the college in terms of multidisciplinary and holistic education is exchange programme among the faculties of various disciplines.
- Planned strategies for implementing NEP 2020 in the Institution in terms of Multidisciplinary course are introducing Multidisciplinary certificate course among the students along with Introductory Course on Fine Arts, Indian Music and classical dance.
- The main challenge faced by the Institution in terms of Multidisciplinary course is that lack of interest among the students as well as the guardians.

### **Flexibility of courses and Student mobility through multiple entry and exit**

- The Institution has adopted Skill Enhancement Courses (SEC) like Entrepreneurship Development, Tourism and Travel Management, Floriculture and Landscaping, Sericulture Technology, Vermi Compost Technology, Library and Information Science, National Service Scheme, Creative Writing, E – Commerce etc as per prescribed norms of Dibrugarh University which are flexible in nature and students may choose any of the following courses irrespective of their streams. 500 students of Degree 4th Semester batch at present from the three streams i.e. Arts, Science and Commerce have been enrolled in this course. Free entry and exit of the students are allowed with mobility of students within the Institution for the course. NCC Wing and NSS wing are also available where flexibility, mobility and free entry and exit are present.
- A Task Force is formed to work in accordance with NEP – 2020. Awareness programmes and workshops have been organized among the faculty members for implementation of NEP – 2020 so that flexibility of courses may be ensured at UG level along with student mobility through multiple entry and exit.

- To be adopted as per NEP – 2020 guidelines.
- The Institution has planned to offer more courses which are multidisciplinary in nature. Flexibility in curriculum and course options will be offered in addition to specialization in a specific subject as per NEP.
- Lack of awareness among the students about benefits of such courses will be a challenging task for implementation of NEP. As an institution located in rural area, students should be made aware regarding the importance of such courses in school level. There is also the requirement to make the students understand the benefits of pursuing Skill Enhancement Courses.

### **Indian Knowledge System**

- The Institution practices teaching of Indian Knowledge System as per prescribed norms of the affiliating university.
- A Task Force is formed to work in accordance with NEP 2020. Awareness programme has been organized among the faculty members regarding revival of Indian Knowledge System through NEP 2020.
- The institution has been providing enough opportunity to the students to pursue Honours and Generic Elective Courses in Sanskrit and Philosophy (along with acquiring knowledge of Vedanta Philosophy) by keeping pace as the Best Practice with Indian knowledge System.
- The Institute has planned to start new academic session from 2023 as per guidelines to be received from Dibrugarh University and Director of Higher Education, Assam.
- Lack of awareness among the majority of students belonging to rural society will be a challenging task for the authority.

### **Research and Innovation and Ranking**

- The Institution has a good atmosphere for research and innovation. At present, thirty six faculty members have Ph.D degree and twelve faculty members are doing Ph.D research in various fields. One Major Research Project is going on under the sponsorship of Science and Engineering Research Board. The institution has participated in National Institutional Ranking Framework of Ministry of Education, Government of India.
- The institution has an active Research Monitoring Cell. It also regularly publishes research journals and books having ISSN/ISBN which are multidisciplinary in nature. Students are encouraged to pursue field based research works.
- One vermi composting project is going on which may be considered as an innovative best practice by the institution. The outcome of this project remains highly beneficial as it tremendously helps in gardening and horticultural activities of the localities.
- The institution will work to create an atmosphere for quality research among students and faculty members.

- Funding problem is a serious problem faced by the faculty members in research works and innovations. Moreover limited Faculty Development Programmes also hamper quality research and innovation.

### **Capacity building of faculties**

- To improve the learning outcomes of the students, faculty members are trained through conducting workshops and Faculty Development Programmes from time to time. Faculty members are allowed to participate in Orientation Courses, Refresher Courses and Short Term Courses whenever they need.
- Initiatives have been taken to use the tools of Information and Communication Technology (ICT) in teaching learning process to improve capacity building of faculties by conducting one week workshop on it.
- Capacity building records of faculties are evaluated by the authority from time to time.
- The institution has planned to take some initiatives to conduct more workshops and FDPs for capacity building of faculty members.
- Funding problem is a serious issue faced by the institution in this regard.
- Enhancing Employability through internship/apprenticeship

### **Transforming education through integration of technology:**

- The institution is quite acquainted with transforming education through integration of technology and for the last few years has been actively adopting digital modes. During the Lockdown period due to Covid 19 pandemic all online and digital platforms like Google Meet, Google Classroom, YouTube, Zoom, email, whats app etc. were used for transforming education to the students; regular monitoring of the progress of students have also been kept intact by taking assignments and conducting online examinations and tests on multiple choice questions through Google Classroom and Google Meet. For providing more academic support to the students, this practice of using technology is still persistent in the college alongside the offline mode of classes in a blended way. Along with teaching learning process within and outside the class rooms the faculty members have been encouraging the students to be a part of Digital India Campaign.
- To implement NEP 2020 in terms of transforming education through integration of technology the institution has taken some measures like execution of Digital India Campaign in all spheres of college as far as practicable. Smart Boards, LCD Projectors have been set up in most of the classrooms. Measures have been taken to continue the use of technology based educational platforms like SWAYAM/DIKSHA and to integrate e-contents into teaching-learning practices especially in regional language like Assamese.
- In order to ensure effective integration and use of technology the institution has started a Certificate Course on Computer Application.

- The institution has planned to take some initiatives to increase computer literacy among the students. Department wise motivational program will be introduced for making the students familiar with the process of transforming education through integration of technology in NEP 2020. Awareness Programmes relating to the usage of digital gazettes and the importance of proper use of them are also planned to be conducted. The institution has also decided to coordinate with proposed National Educational Technology Forum (NETF) in this regard.
- As a college located in rural area, the institution is still facing some crucial problems in being a part of Digital India Campaign. Poor socio-economic background of most of the students, poor internet accessibility to the remote areas, lack of interest and reliability among the students and parents in integration of technology, more reliance and enthusiasm towards traditional mode of teaching-learning process are some challenges that are to be considered during implementation of NEP 2020.

**Accreditation for quality education:**

- The institution has been working for accreditation for quality education as per the framework designed by the University Grants Commission and Directorate of Higher Education, Assam.
- Initiatives have been taken to continue the NAAC accreditation for third cycle. The Internal Quality Assurance Cell, teachers and non teaching staff, students and alumni are working on the continuation of the next NAAC accreditation.
- Socio-cultural diversity is maintained strictly so that equal access of all castes, communities and classes is possible to the institution. Along with it the authority gives much emphasis on the increase in the recruitment of qualified teachers to ensure an academic atmosphere within the institution in accordance with attaining the goal of quality education for Sustainable Development (Goal-4 of UN, 2015)
- The institution is determined to work towards building and continuing an adequately safe, encouraging and productive environment for the overall sustainable growth of the students. It will expand all the facilities of Higher Educational Scholarship to the students. Certificate courses on various aspects of Sustainable Development and value based education will be started to cope up with quality education.
- Some challenges are faced by the institution during the times in accreditation for quality education. Student Teacher ratio in some departments is very high for which personal counseling and interaction remain difficult to pursue smoothly. Use of technology for resource mobilization is still too far for a few students. Besides, due to existing marks oriented traditional degree programs most of the students and guardians are still not aware about accreditation of quality education.

**Internationalization:**

- There is the frequent Participation of the faculty members in International Seminars, Conferences, Webinars and Workshops. Moreover, there is a good range of publication of research papers by a

few faculty members in International Journals.

### **Institution in Terms of Governance:**

- The college follows Government regulation in terms of Governance. Presently the college has its own Governing Body with President and members including two faculty members of the institution itself, and as per the regulations of government, the body works for resolutions regarding all the matters related to governance of the institution. The Principal of the college also works as the Secretary of this Governing Body. The Principal, the administrative head of the institution is assisted by the Vice Principal (Administration) and the Additional Vice Principal (Academic).
- As a provincialized college, it maintains a strong self governance mechanism in academic, administrative, admission, regulation, recruitment of faculties and miscellaneous matters following the guidelines of UGC and DHE, Assam. Regarding implementation of NEP2020 a Task Force has been formed to work for taking initiatives and implementation of it. The college has fulfilled its Infra structure requirement to sustain a good academic environment.
- The college has been awarded the status of ‘College with Potential for Excellence’ by UGC for the period from 2016 to 2021. It has been practicing these as the Best Practice.
- For implementation of NEP 2020 the governance and leadership will be continued to create a culture of excellence and innovation in the institution. Emphasis will be given in coming days to ensure strong self-governance and outstanding merit-based appointment of the leaders of the institution. An Institutional Strategic Development Plan is considered as an essential element to work for implementation of NEP 2020 and to be the basis for public funding. Besides, the institution as a provincialized college will take all the required action plans which will be directed by the DHE, Assam, Government of Assam and as affiliated college from Dibrugarh University from time to time
- It is a very challenging task for all institutional leaders to work with some equally qualified fellow people and some students of diverse backgrounds. The leaders are to be strong and dynamic to work amidst diverse institutional circumstances and situations created by socio-economic and political periphery. The institution experienced some issues of governance during the Lockdown period due to Covid 19 pandemic especially in continuing online teaching and evaluation practices. Besides, the institution feels the necessity of the recruitment of Non-teaching and Technical assistants at the earliest for having an effective all-round governance in this transition from existing policy to NEP 2020.

**Step 2.** The institution is ready to transform it for next 15 years in lines of NEP 2020 and accordingly a strategic plan of action is going to be framed for the institution in the following aspects:

- Emphasis is given on ensuring quality education to promote spiritual, cultural and social values in the light of age old Indian Tradition
  - It proposes for infrastructural development to cope up with implementation of NEP 2020 over 5 to 15 years
  - Technology based learning, strong eco system and effective teaching learning activities to fulfill the objectives of NEP 2020
  - Multidisciplinary education to ensure the accessibility of the students in today's competitive world
  - Vocational and Professional education, Smart Class rooms and Internationalization of Education as far as feasible.
  - To bring drastic academic changes in the institution by introducing new courses at UG and PG levels including various Add on courses.
- **Step 3:** The mission of the institution has already been defined to identify its goals, strengths, opportunities, priorities and commitments.
- **Goals:** The College was established in 1962 with a vision of academic, social, cultural and economic development in greater Dergaon area and it maintains the goal to ensure quality education to face the diverse requirements of time. Being the college in a rural area it ascertains and respects the socio-religious diversity and creates an atmosphere for easy access of students from all communities including Socio Economic Disadvantaged Groups for providing the opportunities of higher academic pursuits to them.
  - **Strengths:** The College is functioning with 60 years of its existence and is recognized as a leading academic institution in Assam. It is located in the historic Rajabahor Gaon of Deragaon. It has well connectivity for transportation. The college has good academic atmosphere, highly qualified faculty members, well furnished library, IT facilities, separate boys and girls hostel within the main campus, liberal and gender parity environment, strong and effective administrative set up as its strengths.
  - **Opportunities:** The College provides adequate guidance, motivation, support and encouragement to all students. The college has been functioning through various cells like- IQAC, ICC, Career Counseling Cell, Girls Students Counseling cell, Women's Cell. It has two very dynamic units like NCC, NSS that work for the student community. The college authority is very much concern about students progress and support in various aspects.
  - **Priorities:** The College is determined in cultivating academic success. Accordingly students are selected through an entrance examination for getting admission into various Honours Courses.

Emphasis has been given in maintaining regularity in conducting day to routine classes and in ensuring a good academic environment.

- **Commitments:** The College commits itself to ensure satisfactory academic achievement, attaining of learning objectives, acquisition of desired goals, skills, persistence and proper placement of the passed out students.
- **Step 4:** Measures will be taken by the college from time to time to identify the strengths and capacity (human and financial) in regard to organizational gaps and develop the process to mitigate these gaps.
- **Step 5:** The College in view of the local, state and national standards for general education has set out following short term goals and long term goals.

#### **Short term Goals:**

- To improve the quality of education by introducing reforms and new initiatives in curriculum formulation, textbook and instructional materials development, teacher training, examination, assessment and monitoring.
- Meeting the learning needs of students.
- Promote culture of research and innovation.
- To recruit competent, capable and committed teachers strictly on merit basis.
- To strengthen basic education through use of information and communication technologies.

#### **Long term Goals:**

- Expansion, strengthening and capacity building of the institution.
  - To produce highly educated and technically skilled manpower.
  - To introduce new skill based courses.
  - To improve and strengthen college – community relationship.
  - To enhance the use of information and communication technologies for expansion of quality of education.
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- **Step 6: Institutional level Challenges – Long term and short term**
    - Space constraint for enhancing infrastructure
    - Rising operating cost burden on management
    - Strengthening traditional courses in the wake of declining student interest
    - Minimization of the rate of drop-out students.
    - To ensure placement to graduated students.
    - Lack of trained personal within the college to introduce programme on Indian knowledge system.

- Lack of orientation about research (academic and community based) and innovation for majority of the faculty members.
- **Step 7:** While mitigating and overcoming the challenges of the institution, the following hypotheses will be postulated-
- Improving instructor's methods to best present the knowledge and skills would enhance the quality of education.
  - The effective use of technology in the classroom and digital platforms would help student learning.
  - Improving institution – community relationship would support students making their careers.
  - Introducing new skilled based courses would help in self-employment of the students.
  - More teachers' training would increase their capabilities.
- **Step 8:** To promote the leadership in the institution following strategies are going to be develop
- A Board of Directors (BoG) will be established after receiving the appropriate graded accreditations that deem the institution ready for such a move.
  - The BoG will be consisted of a group of highly qualified, competent and dedicated individuals having proven capabilities and strong sense of commitment to the institution.
  - Emphasis will be given in coming years to ensure strong self-governance and outstanding merit-based appointment of leaders in the institution.
  - The leaders in the institution will maintain a strong alignment to constitutional values along with strong social commitment.
  - The leaders will have belief in teamwork, ability to work with the diverse people and a positive outlook.
  - Leaders will be made capable to ensure highest quality and promote an institutional culture of exchange.
- **Step 9:** To ensure 'Transparency' in governance few mechanisms are to be developed
- The BoD of shall be responsible and accountable to the stakeholders through transparent self-disclosures of all relevant records.
  - The BoD will be responsible for meeting all regulatory guidelines mandated by HECI through National Higher Education Regulatory Council.
- **Step 10:** The Institution is going to follow an action plan for Phase-wise Implementation of IDP with specific timelines.

- **Curricular Reforms:** As the college is an affiliated college to Dibrugarh University, so it has to follow the curriculum to be framed by the University to promote multi- disciplinary education as per with NEP 2022. Along with the college is ready to start all the add courses through its various departments that are approved by Dibrugarh University.
- **Infrastructural Development:** More digital classrooms will be provided along with well equipped laboratories for the students of basic sciences and language labs for the students of literature subjects like English, Assamese, and Sanskrit etc.
- **Pedagogical Innovation:** The College will ensure an environment in this regard specially for use of ICT by the faculty members, integration of technology, increasing online intelligence, adopting new instructional design etc.
- **Augmentation of Human Resources:** Focus will be given on augmentation of human resources in continuing research based activities through using own knowledge and experience. Some field based activities are to be accepted for having full augmentation of faculty members.
- **Administrative Reforms:** As per NEP 2022 and the direction of Assam Government the Administrative Reforms will be made also in the college.
- **Research and Innovation:** The college will encourage its faculty members to start new research work by taking financial assistance from various funding agencies like DST, DAE, DBT, ICAR, ICSSR, ICMR, ICHR,UGC and various private and philanthropic organizations.
- **Skill Development:** For skill development the college proposes to integrate vocational education programmes into mainstream education. The institution will smoothly integrate vocational development education as far as practicable along with professional education. In-service professional development courses for teachers will be made available too.
- **Community Outreach Programme:** To make a strong connectivity with the society the college will continue its outreach programmes in the greater Dergaon locality by organizing awareness programmes on important societal issues, Health Programmes, Classroom teaching in schools etc etc.
- **Stakeholder Involvement:** The following are to be involved in the working institution in the coming years also:
  - College Management, Authority and BoG
  - Community and Guardians
  - Alumni
  - Government & Non Government Organization
  - Funding Agency
  - Faculty Members

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- Non teaching Staff
  - Students
- **Partnering with Skill Hubs/NGOs etc:** To cope up with NEP2020 the college will start partnering with skill hubs, other social organization and NGOs. A Digital Learning Cell is already formed by making an MoU with Infosys. In the coming years more partnering will be made with such skill hubs and others.
  - **Industry – Academia Interaction :** To make the students eligible to match themselves in post college days with existing situation the college will continue Industry–Academia Interaction by inviting some resource persons from those sectors in the greater interest of the students.
  - **Innovative Integrated plan for Institution and Assessment:**
    - Competency based teaching learning
    - E- learning and digital text books
    - Multidisciplinary open Curriculum
    - Faculty Development In House programme
    - Searching for new funding agencies
    - Stress Management Mechanism for Students
    - New Diploma and Certificate Courses
    - Sustainable Development
    - Continuous Evaluation of Students
    - Continuous NAAC Assessment to be continued.
  - **Establishment of State of Art facilities:** For all round development of personality of the students the college will form some cells/hubs in various fields like Art, Music, Drama, Theatre, Sports etc.
  - **An environment of promotion of freedom of expression and intellect:** In the era of modern democracy all institutions of higher education have to ensure an environment freedom and openness. All teachers and students are to be ensured democratic rights like freedom of expression, freedom of intellect advocating rationality against religious and social dogma, gender parity in all matters related to functioning of the college.
  - **Economic self sustainability and income generation:** Emphasis will be given on
    - The college will use, safeguard and sustain resources (human and material) to create long sustainable values by optimal use, recovery and recycling.

- New vocational/professional courses will be introduced to make the students enable in economic sustainability after passed out from the college.
- **Environment Education and Awareness:**
  - The college will remain plastic free zone in the upcoming years.
  - Continuation of Swatcha Bharat Abhijan Mission in the college premises.
  - To be implemented a certificate course on Environmental Ethics by Philosophy Department.
  - Planning of Rain Water Harvesting.
  - Initiatives will be taken for using more solar panels.
  - “Green Campus” and “Tobacco Free Zone” will be the main mottos of the institution.
- **Design a value-based Education:** To develop humanistic, ethical, constitutional and universal values of Satya, Dharma, Shanti, Prem, Ahimsa, Scientific temper and life-skills the college will design a Value based Education in due course of time.

### **Concluding remark**

D K D College is committed to the holistic development of the students. The college wants to establish a robust internal framework that will assist various student associates in both the social and academic spheres. This objective will be guided and planned for with the aid of the Institutional Development Plan.