INSTITUTIONAL DEVELOPMENT PLAN

SESSION 2023-24 TO 2028-29

PANDIT NEKI RAM SHARMA GOVERNMENT COLLEGE, ROHTAK

Preface

In the dynamic landscape of higher education, the pursuit of excellence is paramount, necessitating a holistic approach towards institutional development and advancement. This Institutional Development Plan serves as a comprehensive blueprint for Pt. Neki Ram Sharma Government College, outlining strategic plans across various domains to foster growth, innovation and sustainability.

This Institutional Development Plan has been meticulously crafted in accordance with the mandates of the National Education Policy, 2020 (NEP, 2020), and aligned with the directives set forth by the Department of Higher Education, Haryana. With a strategic focus on employability, outcome-based learning, skill enhancement and interdisciplinary education—core tenets of the NEP 2020—this plan endeavors to chart a transformative course for Pt. Neki Ram Sharma Government College.

Within these pages lie meticulously crafted plans encompassing governance, finance, academics, research, green initiatives, infrastructure, digital transformation, human resource management and networking strategies. As we navigate the educational landscape guided by these principles, our institutional development plan aims to foster a dynamic learning environment that empowers students with the competencies needed for success in the evolving global workforce. Through collaborative efforts and adherence to regulatory guidelines, we aspire to achieve holistic development and academic excellence.

As we embark on this journey of institutional transformation, we remain committed to our core values of excellence, integrity, inclusivity and sustainability. We are confident that the implementation of these strategic plans will propel Pt. Neki Ram Sharma Government College towards greater heights of academic distinction, innovation and societal relevance.

Dr. Lokesh Balhara

Principal
Pt. Neki Ram Sharma Government College
Rohtak

Institutional Development Plan

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Vision

- Our vision is to be a model institution. We see forward to become known nationally as an institution that "makes a difference".
- Our College embraces and professes: lifelong learning, ethics, quality improvement, civility and respect.
- We sustain rigor in our work-holding high standards and expectations for both our students and for ourselves and we approach our work with compassion, honesty and integrity.

Mission

- To inspire students to learn and to develop intellectually, physically, and emotionally :-
- To be an institution which is willing to fuel students' ambitions and desire for success.
- To inspire students to continue learning throughout life and to pursue excellence.
- To prepare and empower students to be successful in our increasingly diverse and ever-changing world.
- To develop and practice ethics.
- To sustain close working relationships among faculty, students, alumni, and community partners.

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College Profile

Established in 1927 as an Intermediate College and later upgraded to a Degree College in 1944, Pt. Neki Ram Sharma Government College, Rohtak, stands as a beacon of academic excellence in the region. Nestled within a sprawling campus, our institution has been a distinguished hub for science students and honors courses, drawing aspiring scholars seeking quality education. Boasting a student strength of nearly 7000, alongside a dedicated faculty of 215 teaching staff members, we strive to provide a nurturing environment conducive to learning and growth.

Our commitment to holistic education extends beyond the classroom, with adequate hostel facilities available for both boys and girls, ensuring a comfortable living experience for our students. Moreover, our well-equipped college library houses over one lakh books, catering to the intellectual needs of our vibrant teacher and student community.

Named in honor of the esteemed freedom fighter Pandit Neki Ram Sharma, our college bears the legacy of his remarkable contributions to the nation's struggle for independence. Born in Kelnga Village of Rohtak District in 1877, Pandit Neki Ram Sharma was a pivotal figure in pivotal events such as The Home Rule Movement, The Non-Cooperation Movement, The Salt Movement, and The Quit India Movement. A staunch advocate for social reform, he vehemently opposed societal evils like the caste system, untouchability, child marriage, and lavish expenditures on ceremonies.

At Pt. Neki Ram Sharma Government College, Rohtak, we are dedicated to nurturing the minds and spirits of our students, empowering them to become responsible and enlightened citizens poised to make significant contributions to society and the world at large.

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Institutional Development Plan

In embarking upon our journey towards institutional development and excellence, Pt. Neki Ram Sharma Government College embraces a visionary approach aligned with contemporary educational frameworks and regulatory mandates. The Plan contains following parameters:

3.1 Governance

3.2 Funding and Financial

3.3 Academics

3.3 (A). Redesigning Curriculum

3.3 (B). Teaching Approach

3.3 (C). Assessment Method

3.4 Research

3.5 Human Resource Development

3.6 Networking

3.7 Green Campus Strategy

3.8 Digital and ICT Framework

3.9 Challenges

3.10 Incubation Centre

3.11 Extra Curricular Activities

3.1 Governance

This governance improvement plan delineates measures aimed at enhancing the governance framework of Pt. Neki Ram Sharma Government College.

Governance Improvement Measures:

1. **Inclusion of Student Representatives in Committees:**

- Integrate student representatives into existing committees to provide a student perspective and enhance student involvement in institutional governance.

- Student representatives will be selected through fair and transparent processes, ensuring diverse representation across academic disciplines and student demographics.

2. **Stakeholder Engagement in College Meetings:**

- Broaden participation in college meetings by inviting stakeholders such as alumni, parents, community leaders and industry professionals.

- Stakeholder input will be solicited on matters pertaining to institutional policies, programs322 and initiatives, fostering collaborative decision-making and enhancing institutional relevance.

3. **Engagement of NGOs and Social Workers in Committees:**

- Include representatives from NGOs and active social workers in committees such as National Service Scheme (NSS), Red Cross Society, Eco Club and Road Safety Club etc.

- Collaborate with NGOs to implement community service projects, environmental initiatives and social awareness campaigns, enriching students' civic engagement experiences.

4. **Professional Development for Faculty:**

- Facilitate faculty participation in professional training programs to enhance their skills, knowledge, and competencies.

- Encourage attendance at workshops, conferences, and seminars on pedagogy, research methodologies, and emerging trends in higher education.

5. **Organization of Short-term Courses for Faculty Development:**

- Collaborate with government and non-government training institutes to organize short-term courses on leadership, management, service rules, financial regulations and other relevant topics.

- Empower faculty members with the requisite competencies to assume leadership roles, navigate administrative processes and contribute effectively to institutional development.

6. **Activation of College Council with Transparent Accountability Mechanisms:**

- Revitalize the College Council to serve as a proactive forum for decision-making, policy formulation and strategic planning.

- Implement transparent accountability mechanisms to ensure the effective oversight of college activities, including regular reporting, performance evaluations, and stakeholder feedback mechanisms.

3.2 Funding and Financial Resources

This financial plan delineates strategies for revenue generation aimed at fortifying the financial sustainability of Pt. Neki Ram Sharma Government College. By diversifying income streams and capitalizing on various funding sources, the institution endeavors to bolster its operational capacity to support academic, research, and infrastructural development initiatives.

Revenue Generation Sources:

1. **Government Grants and Subsidies:**

- The institution will actively pursue government grants and subsidies available for educational institutions. This involves thorough research, proactive engagement with government agencies and compliance with grant application procedures.

2. **Creation of Student Groups and Societies:**

- College will encourage the establishment of diverse student groups and societies representing various academic, cultural and recreational interests.

- Membership fees will be collected from students participating in these groups, which will contribute to revenue generation while fostering a vibrant campus community and enhancing student engagement.

3. **Research Projects Funding:**

- The institution will actively seek funding for research projects from various sources including government agencies, industry partners and philanthropic organizations.

- Faculty members will be encouraged to pursue collaborative research initiatives and grant applications, with administrative support provided for proposal development, budgeting and project management.

4. **Alumni Engagement for Scholarships and Infrastructural Projects:**

- College will establish robust alumni relations programs to engage former students and solicit their support for scholarships and infrastructural projects.

- Alumni fundraising campaigns will be organized, leveraging various communication channels and alumni networks to garner financial contributions towards scholarships, endowments, and capital improvements.

5. **Corporate Social Responsibility (CSR) Funding:**

- The institution will proactively engage with corporate and industrial partners to secure funding through Corporate Social Responsibility (CSR) initiatives.

6. **Local Business Sponsorship for College Events:**

- College events and extracurricular activities will be sponsored by local businesses and organizations as part of their marketing and community outreach efforts.

- The institution will establish partnerships with local businesses, offering sponsorship packages that provide visibility and promotional opportunities in exchange for financial support.

3.3 Academics

3.3.A. Redesigning Curriculum - Learning Outcome based curriculum framework

- To Conduct a comprehensive needs assessment to identify current gaps and future trends in the field of education.
- Engage stakeholders including faculty, students, industry experts, and alumni to gather input on desired learning outcomes and skill requirements.
- Define and Develop clear and measurable learning outcomes that align with the institution's mission, vision, and educational objectives.
- Ensure that learning outcomes are specific, achievable, relevant, and time-bound (SMART), reflecting the knowledge, skills, and competencies students are expected to acquire.
- Map learning outcomes to course objectives, content, assessments, and instructional strategies to ensure alignment throughout the curriculum.
- Incorporate experiential learning opportunities such as internships, fieldwork, case studies, and project-based learning into the curriculum to enhance practical skills and application of theoretical knowledge.
- Integrate learning outcomes-based curriculum design principles into institutional policies, procedures, and governance structures to ensure long-term sustainability and institutionalization.
- Allocate adequate resources and support to sustain the implementation of the redesigned curriculum, including technology infrastructure, faculty workload considerations, and student support services.

3.3.B. Change in Teaching approach - Focus on Activity-Based Learning

- Provide comprehensive training workshops and professional development sessions for faculty members to familiarize them with activity-based learning methodologies.
- Offer resources, tutorials, and mentoring opportunities to support faculty in designing and implementing interactive and engaging learning activities.

- Identify courses and modules suitable for activity-based learning approaches based on their subject matter, learning objectives, and student demographics.

- Collaborate with curriculum committees and academic departments to integrate activity-based learning components into existing course structures and syllabi.

- Foster a student-centered learning environment by actively involving students in the planning, execution, and evaluation of learning activities.

- Encourage collaborative learning, teamwork, and peer-to-peer interaction to enhance student engagement and participation in activity-based learning experiences.

- Explore the use of educational technologies and digital tools to enhance activity-based learning experiences, such as virtual simulations, online collaborative platforms, and interactive multimedia resources.

- Provide training and technical support to faculty members in utilizing technology effectively to facilitate active learning in both physical and virtual learning environments.

- Encourage faculty members to experiment with new teaching approaches, pedagogical techniques, and instructional strategies to enhance the quality and effectiveness of activity-based learning.

- Recognize and celebrate innovative teaching practices through awards, grants, and professional development opportunities to incentivize faculty engagement and motivation.

3.3.C. Changing Assessment Methods-Introduction of Comprehensive Continuous Assessment Evaluation System

- Conduct a thorough needs assessment to identify the shortcomings of the existing assessment methods and gather input from faculty, students, and other stakeholders regarding their preferences and expectations for a new assessment system.

- Analyze data on student performance, feedback, and learning outcomes to inform the design of the new assessment system.

- Develop clear and transparent assessment criteria and rubrics that align with course objectives, learning outcomes, and program goals.

- Ensure that assessment criteria are comprehensive, covering a range of cognitive levels (e.g., knowledge, comprehension, application, analysis, synthesis, evaluation) and skills (e.g., critical thinking, problem-solving, communication, collaboration).

- Incorporate both formative and summative assessment components into the new evaluation system to provide ongoing feedback and opportunities for skill development throughout the semester.

- Design formative assessments (e.g., quizzes, assignments, discussions, peer reviews) to gauge student progress and provide timely feedback for improvement.

- Implement summative assessments (e.g., midterm exams, final projects, portfolios) to measure student achievement and demonstrate mastery of course content and learning outcomes.

- Introduce a variety of assessment methods to accommodate diverse learning styles and preferences, including written exams, oral presentations, group projects, case studies, simulations, and performance-based assessments.

- Orient students to the new assessment system through orientation sessions, instructional materials, and online resources outlining expectations, assessment criteria, and grading policies.

- Provide ongoing support and guidance to students throughout the semester, offering workshops, tutoring services, and academic advising to help them succeed in the new assessment environment.

- Pilot test the new assessment system on a small scale to identify potential challenges, gather feedback from stakeholders, and make necessary revisions before full-scale implementation.

- Evaluate the effectiveness of the new assessment system through data analysis, surveys, focus groups, and other evaluation methods, using findings to inform ongoing improvements and adjustments.

3.4 Research

This research promotion plan delineates initiatives aimed at fostering a vibrant culture of research and innovation at Pt. Neki Ram Sharma Government College.

Research Promotion Initiatives:

1. **Promotion of Research Culture among Faculty:**

- Implement recognition and incentive programs to appreciate and motivate faculty members for their research endeavors and achievements.

- Organize research symposiums, seminars and colloquia to showcase faculty research and facilitate interdisciplinary collaborations.

2. **Acquisition of Research Projects from Government Institutions:**

- Proactively pursue research funding opportunities from national agencies such as the University Grants Commission (UGC) and state and union government institutions.

- Establish dedicated research support units to assist faculty in identifying relevant funding opportunities, preparing grant proposals and managing research projects effectively.

3. **Collaboration with Industries on Research Projects and Patents:**

- Forge strategic partnerships with industries to undertake collaborative research projects addressing industry challenges and opportunities.

- Foster an innovation ecosystem conducive to patent filing and technology transfer, facilitating commercialization of research outcomes and industry-academic collaborations.

4. **Integration of Research into Curriculum Design:**

- Revise and design curricula to incorporate research projects and experiential learning opportunities that develop research skills and competencies among students.

- Introduce teaching tools and software applications that facilitate research methodology training and enhance students' research capabilities.

5. **Faculty Development through Research Training Programmes:**

- Provide faculty members with ample opportunities to attend workshops, seminars, and training programs focused on research methodologies, innovation, and scholarly publication.

- Offer faculty incentives and support for publishing research articles in peer-reviewed journals and presenting papers at national and international conferences.

6. **Encouragement for Faculty Supervision of PhD Students:**

- Encourage and incentivize teaching staff to register themselves as supervisors for doctoral (PhD) students, fostering mentorship and knowledge transfer.

- Provide institutional support for faculty supervisors such as administrative assistance, and professional development opportunities.

7. **Provision of Research Facilities and Resources:**

- Enhance research infrastructure by providing access to analytical software, computer labs, laboratory equipment, and specialized facilities required for high-quality research.

- Implement plagiarism detection software and research ethics training to uphold academic integrity and ensure the quality and originality of research output.

3.5 Human Resources

Human Resource Management and Faculty Improvement Plan

This outlines strategic initiatives for human resource management and faculty development aimed at enhancing the teaching and administrative capacities of the faculty members at Pt. Neki Ram Sharma Government College.

Human Resource Management and Faculty Improvement Initiatives:

1. **Faculty Orientation Programs:**

- Implement comprehensive orientation programs for new faculty members to familiarize them with teaching practices, administrative procedures and institutional policies.

- Orientation sessions will cover topics such as curriculum design, assessment methods, classroom management and academic regulations, ensuring faculty readiness for their roles.

2. **Faculty Development Programs:**

- Organize regular faculty development programs to update faculty members on emerging trends, methodologies and technologies relevant to their respective fields.

- Offer workshops, seminars, and online courses on pedagogy, research methodologies, technology integration and professional skills enhancement.

3. **Faculty Evaluation Mechanism:**

- Establish a faculty evaluation system encompassing student feedback, peer reviews and assessment of research contributions.

- Conduct periodic evaluations to assess teaching effectiveness, research productivity, and professional development needs, providing constructive feedback and support for improvement.

4. **Promotion of Faculty Relations:**

- Foster inter-departmental collaboration and communication through networking events, interdisciplinary seminars and collaborative projects.

- Encourage faculty members to participate in cross-disciplinary initiatives, research consortia and academic committees, promoting a culture of collaboration and knowledge exchange.

5. **Skill Development Workshops:**

- Organize skill development workshops aimed at enhancing teaching and research competencies among faculty members.

- Offer training sessions on pedagogical techniques, classroom management, academic writing, grant writing and research methodologies tailored to faculty needs and career stages.

6. Collaboration Opportunities with Industries:

- Facilitate collaboration opportunities between faculty members and industries through partnerships, internships, consultancy projects and joint research ventures.

- Establish industry liaison offices to facilitate industry-academic collaborations, technology transfer and experiential learning opportunities for students and faculty.

3.6 Networking Mechanism

Networking Mechanism Development Plan

This outlines strategic initiatives for developing a robust networking mechanism at Pt. Neki Ram Sharma Government College, aimed at nurturing meaningful relationships with alumni, industries, corporates and local business houses.

Networking Mechanism Development Initiatives:

1. **Intensive Alumni Membership Drive and Events:**

- Launch an intensive alumni membership drive to increase alumni engagement and participation.

- Organize frequent alumni events such as reunions, networking mixers, career fairs and mentorship programs to facilitate networking opportunities among alumni, students, and faculty.

2. **Outreach Programs with Industries:**

- Develop structured outreach programs to establish and nurture relationships with industries, including site visits, industry-academic collaborations and guest lectures by industry experts.

- Create platforms for industry representatives to engage with students and faculty through workshops, internships and collaborative research projects.

3. **Student and Faculty Groups for Corporate Relations:**

- Establish student and faculty groups dedicated to fostering relations with corporates and local businesses.

- Encourage these groups to organize networking events, industry visits and collaborative projects to facilitate interaction and partnership opportunities.

4. **Enhanced Online Networking Platforms:**

- Develop and maintain robust online networking platforms, including alumni directories, industry databases and professional networking sites.

- Provide resources and support for alumni, students and faculty to connect, collaborate, and share opportunities through these platforms.

5. **Partnerships with Professional Associations:**

- Forge partnerships with professional associations and organizations relevant to the college's disciplines.

6. **Community Engagement Initiatives:**

- Engage with the local community through outreach programs, community service projects and partnerships with local organizations and businesses.

- Foster goodwill and positive relationships within the community, creating opportunities for collaboration and support.

7. **Regular Networking Events and Workshops:**

- Organize regular networking events, workshops, and seminars on topics relevant to alumni, industries and professional development.

- Provide opportunities for networking, skill development, and knowledge exchange among stakeholders.

3.7 Green Campus Strategy

This Green Campus Strategy outlines initiatives aimed at promoting ecological preservation, enhancing environmental awareness, fostering sustainable infrastructure and leveraging technology and energy efficiency at Pt. Neki Ram Sharma Government College. By integrating these elements into the campus environment and operational practices, the institution seeks to advance its commitment to environmental stewardship and sustainability.

Green Campus Strategy

1. **Ecological Preservation:**
- Enhance the preservation of ecological resources by maintaining and expanding botanical gardens and fruit gardens on campus.

2. **Environmental Awareness:**
- Strengthen environmental awareness and engagement among students, faculty and staff through initiatives led by National Service Scheme (NSS), National Cadet Corps (NCC), Red Cross, and other student organizations.
- Organize awareness campaigns, workshops and events focusing on environmental conservation, waste management, renewable energy, and sustainable living practices.

3. **Sustainable Infrastructure:**
- Integrate sustainability principles into campus infrastructure development and management practices.
- Implement green building standards for new construction and renovation projects, incorporating energy-efficient designs, natural lighting and sustainable materials.

4. **Technology and Energy:**
- Adopt renewable energy technologies such as solar panels and energy-efficient lighting systems to reduce the college's carbon footprint.
- Implement smart energy management systems to monitor and optimize energy consumption across campus facilities, promoting efficiency and cost savings.

3.8 Digital and ICT Framework

Through the implementation of this Digital & ICT Plan, Pt. Neki Ram Sharma Government College aims to harness the transformative power of information and communication technology to enhance teaching and learning outcomes, streamline administrative operations, and create a more efficient and digitally-enabled educational environment.

1. **Creation of Strong ICT Infrastructure:**

- Investing in upgrading and maintaining a robust ICT infrastructure, including network systems, computers, and internet connectivity.

- Ensure reliability and security of ICT infrastructure to support current and future digital needs of the college community.

2. **Digital Content Repository:**

- Establish a centralized digital content repository to store and manage coursework materials, lecture notes, multimedia resources, and educational content.

- Implement content management systems to facilitate easy access, search, and retrieval of digital resources by students and faculty.

3. **Blended Mode of Teaching:**

- Promote a blended mode of teaching that combines traditional classroom instruction with online learning resources and activities.

- Provide faculty training and support to effectively integrate digital tools and technologies into teaching practices.

4. **Online Attendance System:**

- Implement an online attendance system for students to streamline attendance tracking and monitoring.

- Creation of mobile or web applications, to automate attendance recording system.

5. **Student Performance Monitoring System:**

- Develop a student performance monitoring system to track academic progress, assessments and extracurricular activities.

- Enable faculty members to input grades, feedback and evaluation data into the system, allowing for timely intervention and support for struggling students.

6. **Digitalization of Library Management:**

- Digitize library operations, including book issuance, returns and student records management, through the implementation of library management software.

- Enable students to access digital library resources remotely, expanding access to educational materials beyond campus boundaries.

7. **Online Record Keeping:**

- Establish online record-keeping systems for financial, administrative and academic processes to streamline data management and retrieval.

3.9 Incubation Centre

Introduction: As Pt. Neki Ram Sharma Government College seeks to foster innovation and entrepreneurship among its students and alumni, the establishment of an Incubation Centre marks a pivotal step towards creating a vibrant ecosystem for startup development and growth. This plan outlines strategic initiatives to support aspiring entrepreneurs, facilitate the incubation of promising startups and promote a culture of innovation and creativity within the college community.

Implementation Plan:

1. **Infrastructure Setup:**

- Design and furnish dedicated workspace within the college premises equipped with amenities conducive to startup operations, collaboration and innovation.

2. **Resource Allocation:**

- Allocate financial resources for the procurement of necessary infrastructure, equipment and technology platforms required for incubation activities.

3. **Program Development:**

- Develop a structured incubation program comprising mentoring sessions, workshops, networking events, pitch competitions and access to funding opportunities.

4. **Partnership Building:**

- Forge partnerships with industry associations, venture capital firms, government agencies and local businesses to expand the network of support for startups and provide access to funding and expertise.

5. **Monitoring and Evaluation:**

- Implement monitoring and evaluation mechanisms to track the progress, performance, and impact of incubated startups, ensuring accountability and continual improvement.

3.10 Extra-Curricular Activities

As stated in the NEP 2020 and understanding the significance of extra-curricular engagements in holistic student development, Pt. Neki Ram Sharma Government College is committed to fostering a dynamic environment that encourages active participation and excellence in sports, cultural events and social service initiatives. This plan delineates strategic endeavors aimed at promoting and enriching extra-curricular activities and includes:

1. **Infrastructure Development:**

- Enhance and maintain sports facilities, cultural venues and performance spaces to provide students with conducive environments for their extra-curricular pursuits, including infrastructure for NSS camps, NCC activities and Red Cross initiatives.

2. **Program Development:**

- Create a comprehensive calendar of activities encompassing sports competitions, cultural showcases, art exhibitions, music festivals as well as social service projects like NSS camps, NCC drills and Red Cross initiatives.

3. **Student Engagement:**

- Establish student clubs, societies and committees dedicated to sports, cultural activities, artistic expressions, and community service initiatives, empowering students to lead and participate actively.

4. **Training and Leadership Development:**

- Provide training sessions, workshops and leadership development programs led by experts, instructors and mentors to enhance students' skills, capabilities and leadership qualities in various domains.

5. **Promotion and Outreach:**

- Utilize diverse communication channels, including social media platforms, posters, newsletters and campus events to promote upcoming activities and encourage student engagement in extra-curricular pursuits, including NSS camps, NCC activities and Red Cross initiatives.

6. **Incentives and Recognition:**

- Recognize and appreciate outstanding achievements and contributions in extra-curricular activities through awards, accolades, certificates, and scholarships, motivating students to excel and pursue their passions.

7. **Collaboration and Partnerships:**

- Foster collaborations and partnerships with external organizations, community groups, and government agencies to expand the scope and impact of extra-curricular activities.

3.11 Challenges

1. Limited Autonomy in Curriculum Design:

- The college may face constraints in modifying the syllabus as it is designed and mandated by the university, leaving little room for customization to align with specific learning outcomes and industry needs.

2. Alignment with University Syllabus:

- Ensuring alignment between the proposed learning outcomes-based curriculum and the existing university syllabus may be challenging, as any deviations may require approval from university authorities.

3. Adherence to Prescribed Course Content:

- Faculty members may encounter difficulties in integrating experiential learning opportunities and real-world applications into the curriculum if they are bound by the prescribed course content outlined by the university.

4. Faculty Buy-In and Training:

- Engaging faculty members in the redesign process and providing them with training on implementing a learning outcomes-based curriculum may be challenging, especially if they are accustomed to the traditional lecture-based approach dictated by the university syllabus.

5. Resource Constraints:

- Implementing activity-based learning often requires additional resources such as specialized equipment, technology, and facilities, which may be scarce or difficult to procure within the constraints of the college's budget and administrative authority.
- Limited autonomy may restrict the college's ability to allocate resources independently to support activity-based learning initiatives.

6. Infrastructure Limitations:

- Inadequate infrastructure, including classroom spaces, laboratories, and technology infrastructure, may hinder the effective implementation of activity-based learning initiatives within the college.
- Addressing infrastructure limitations may require coordination with the university and advocacy for additional resources to support active learning environments.

7. Faculty-Student Ratio:

- High faculty-student ratios common in constituent colleges may pose challenges for implementing activity-based learning, as faculty members may struggle to provide personalized attention and support to students in interactive learning settings.
- Finding ways to optimize faculty-student interactions and facilitate small-group activities within the constraints of limited resources and administrative autonomy is essential.

8. Regulatory Compliance:

- Ensuring compliance with university regulations and accreditation standards while implementing innovative teaching approaches may pose challenges for constituent colleges with limited autonomy in curriculum design and governance.
- Balancing the need for regulatory compliance with the desire to promote pedagogical innovation and student-centered learning requires careful negotiation and coordination with university authorities.

9. Standardization and Consistency:

- Ensuring standardization and consistency in assessment practices across courses, departments, and faculty members may be challenging, particularly in decentralized or autonomous educational institutions.
- Establishing clear guidelines, assessment criteria, and quality assurance mechanisms to promote consistency while allowing flexibility for contextual differences may require careful coordination and oversight.

10. Cultural and Institutional Context:

- Addressing cultural norms, institutional traditions, and regulatory requirements that may influence assessment practices and policies within the educational institution may present challenges.
- Navigating institutional politics, stakeholder interests, and external expectations while introducing changes to the assessment system may require strategic communication, negotiation, and consensus-building.

While our Institutional Development Plan outlines ambitious strategies for academic excellence, growth and innovation, we acknowledge the inevitable challenges that lie ahead in its implementation. These challenges may include financial constraints, technological barriers, resistance to change, and the complexities of coordinating diverse stakeholders. However, Pt. Neki Ram Sharma Government College remains resolute in its determination to overcome these obstacles. With unwavering commitment, collaborative spirit, and a shared vision of excellence, we are poised to navigate these challenges with agility and resilience. By fostering a culture of innovation, adaptability, and continuous improvement, we are confident in our ability to realize the goals outlined in this plan and propel our institution towards a future of sustained success and societal impact.

Dr. Lokesh Balhara

Principal
Pt. Neki Ram Sharma Government College
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