

Internal Quality Assurance Cell



Katwa College

KATWA COLLEGE

Affiliated to the University of Burdwan, West Bengal

Institutional Development Plan IDP - 2030

Institutional Development Plan - 2030





Institutional Development Policy Based on UGC Regulations

Preface

At Katwa College, West Bengal, we recognize the transformative power of education in shaping individuals and societies. Guided by our commitment to excellence, inclusivity, and societal relevance, we present our Institutional Development Policy (IDP), a comprehensive framework designed to advance the mission and vision of our institution in alignment with the regulations and guidelines set forth by the University Grants Commission (UGC).

Our IDP reflects a collective aspiration to create a dynamic and nurturing learning environment that empowers students to excel academically, fosters a culture of research and innovation, and instills in them the values of integrity, social responsibility, and lifelong learning.

Through this document, we articulate our strategies and initiatives to enhance academic quality, promote research and innovation, strengthen infrastructure and facilities, foster equity and inclusion, ensure effective governance and administration and foster a culture of continuous improvement and evaluation.

As we embark on this journey of institutional development, we remain committed to engaging all stakeholders – students, faculty, staff, alumni, governing bodies and the wider community – in a collaborative effort to realize our shared vision of becoming a centre of excellence in higher education and a catalyst for positive change in society.

We invite the active participation and support of all members of the Katwa College community as we work together to realize our institutional aspirations and contribute meaningfully to the advancement of knowledge, scholarship, and societal well-being.

Together, let us embark on this transformative journey towards a brighter and more inclusive future for all.

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Principal

Utpal Das
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Members of the Committee for preparing IDP Guidelines

Sl. No	Name of the Member	Designation
1	Dr. Nirmalendu Sarkar	Principal & Chairman to the Committee, Katwa College
2	Utpal Das	IQAC Coordinator & Secretary to the Committee
3	Md. Sariful Islam	Teachers Council Secretary
4	Rabi Ranjan Sen	IQAC Member & Associate Professor in History
5	Dr. Bharat Chandra Dalui	IQAC Member & Assistant Professor in Physics
6	Dr. Bankim Chandra Ghosh	IQAC Member & Assistant Professor in Economics
7	Prosanta Barman	IQAC Member & Assistant Professor in Sanskrit
8	Dulal Sarkar	IQAC Member & Assistant Professor in English
9	Subhajit Sanyal	IQAC Member & Librarian

INTRODUCTION

Katwa College located in Purba Bardhaman district is one of the pioneer institutions for higher education of both male and female students in the state of West Bengal.

The college aims at scaling up both men and women's education by conducting and introducing new, innovative and time-relevant courses keeping in view the demand and employability scenario and by providing career oriented and skill-development training to make our students keep pace with the emerging trends in technology. The college also confers vital importance to the curriculum and syllabi framed by the affiliating University for the scholastic development of the students. The teachers of this college are an in evitable part of the curriculum designing and restructuring of the University.

The College also aims at imparting sound learning to young students under circumstances congenial to their all-round development. It encourages the students to

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aim at excellence not only in academic pursuits, but also in every aspect of human endeavour to achieve perfection.

Furthermore, the college prompts the students to strive for academic excellence so that in course of time they may take up suitable careers for the betterment of their families and society at large. The various co-curricular activities of the College especially the extension programmes provide them with a rare social consciousness that motivates them to reach out to their fellow-men particularly the needy and the marginalized. To mould the students with employable skills, the College provides add on courses and several job oriented courses.

The College follows inclusive education for the first generation literates, poor and marginalized students. Adequate support is provided for the average and below average students to scale academic heights. The college gives due importance in the use of modern teaching - learning resources to make the process more effective. There exist well designed unit planners for teaching. We follow learner centric, continuous comprehensive & realistic evaluation methods. Regular staff enrichment program & feedback system is pursued in the college.

Encouragement will be provided to meritorious students in the form of scholarships for minorities and general students. Students can avail the facility of regular, periodic counseling, remedial classes, tutorial, mentoring & career guidance. A Quality Circle functions in the college for enhancing the institutional quality. Regular Induction/orientation programmes are conducted for students/faculty which helps them to get updated in all compartment. All final year students are identified and encouraged to register and undergo placement training provided by the college.

VISION

Katwa College aims to be an institution of excellence in higher education and research through the development, innovation and application of knowledge towards creating well-rounded, multi-skilled and socially responsible citizens of India.

In brief, the vision of our college is to promote quality education through expansion, equality, excellence and employability.

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**MISSION**

- To provide students with quality educational experiences that can lead to the successful completion of degrees along with imparting of career-oriented education and basic skills of proficiency.
- To promote successful academics and career through the development of value-based thinking, effective communication, creativity and cultural awareness within a safe, accessible and affordable learning ambience.
- To establish the college as a potential centre of research activities thus creating a strong tradition of deep-rooted academic culture and an ambience that encourages the scholarly activities of the faculty.
- To meet the requisites of demographically assorted student population, the institution embraces equity and accountability through measurable learning outcomes, ethical data driven decision making and students' achievement.
- To contribute in the development of habits, attitudes and qualities of character building, enabling the students to become responsible and dignified citizens of India.
- To inculcate communal harmony among all stake holders.
- To hone various skills in personality development thereby promoting interpersonal communication, facilitating the growth of self-confidence, required for all round development of an enduring personality.

METHODOLOGY

Aligned with the guidelines set forth by the University Grants Commission (UGC), our institutional development policy is rooted in a vision to excel in higher education and contribute significantly to the social, economic, and cultural advancement of our society. It reflects an integrated, compressive and holistic approach that addresses their intellectual, emotional and spiritual development in line with the vision and mission of the institution.

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1. Strategic Goals

Based on the purpose, core values, vision and mission of the institution, we defined the strategic goals through a well defined procedure including:

1. **SWOC analysis** - The Institutional Development Planning Committee along with all faculty members and other stakeholders engaged in dynamic brainstorming sessions to collectively uncover the institution's strengths, weaknesses, opportunities, and challenges, identified areas for improvement and opportunities to capitalize on, fostering a collaborative approach to strategic planning
2. Analyzed institutions' progress during the last 70 years and identified the areas that need to be improved.
3. Identified the diverse areas of expertise, resources, and competencies that contribute to the institution's overall capacity to fulfill its educational mission and objectives. It includes:
 1. *Elevation of Institutional Excellence*
 2. *Academic Excellence*
 3. *Research, Innovation, Entrepreneurship and Technology transfer*
 4. *Infrastructure and Facilities*
 5. *Student Support Services*
 6. *Environment Consciousness and Social Responsibility*

So we defined the strategic goals to nurture and leverage these streams of capability, thereby enhancing institutional effectiveness, competitiveness, and relevance in the dynamic landscape of higher education.


1. Objectives

The goals were divided into objectives that were specific, measurable, attainable, relevant, and time-bound.

2. Action Plan

Developed an Action plan to achieve the objectives and there by strategic goals.

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INSTITUTIONAL DEVELOPMENT PLAN - 2030

STRATEGIC GOAL 1: Elevating Institutional Excellence Objectives

1. To achieve a position among the top 500 colleges according to the NIRF ranking by 2030
2. To demonstrate our commitment to excellence by achieving A in the NAAC accreditation framework by 2024.
3. Katwa College envisions the progression of the institution towards top of the affiliated University result by 2026.

Sl. No.	Strategic Objectives	Action Plan	Expected time of completion
1	To achieve A in the NAAC accreditation framework by 2024	To work toward achieving A grade in the next cycle of NAAC	2024
2	To achieve a position among the top 500 colleges according to the NIRF ranking	Identify areas for improvement based on NIRF parameters such as teaching, research, outreach, and inclusivity. Develop strategic initiatives to enhance performance in key areas, such as faculty development, research output, student engagement, and infrastructure development.	2030
3	Envision the progression of the institution towards top result of the affiliated University by 2026.	College gives more emphasize towards the top rank holders in the final examination of the affiliated university.	2026

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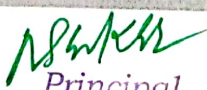
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- Curriculum Development for research, Employability and entrepreneurship
- Multidisciplinary courses
- Outcome Based Education
- Transformative education
- To promote holistic development and well being among students
- To Enhance Employability and entrepreneurship skills of the students
- Technology integration into the curriculum
- Faculty Development
- Quality Assurance Mechanisms

Sl. No.	Strategic Objectives	Action Plan	Expected time of completion
1	Curriculum design for research, Employability and entrepreneurship	Continuously review and adapt teaching methods and supplementary materials within the existing curriculum framework to better equip students for higher education and research and with employability and entrepreneurship skills, while adhering to University guidelines for curriculum development. Start new generation undergraduate, post graduate and Research programs. Try to incorporate experiential and vocational learning opportunities.	2028
2	Multidisciplinary courses	Integrate multidisciplinary approaches and flexibility in curriculum design.	2025
3	Outcome Based Education	Develop a mechanism for refining outcome-based education processes and attainment mapping strategies based on feedback and data analysis. Benchmark best practices and ensure that learning outcomes meet external standards and expectations.	2028
4	Transformative education	Integrate 21st-century skills including critical thinking, problem - solving, communication, collaboration, and digital literacy into the curriculum, to prepare students for future employment and societal challenges.	2028
5	To promote holistic development and wellbeing among students	Focus on developing students' knowledge, skills, attitudes, and values through competency- based education Incorporate life skills, mental health awareness, and values-based education into the curriculum.	2026

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		Provide elective courses or modules focused specifically on spirituality, meditation, mindfulness or comparative religion. Promote Integration of Indian Knowledge system into the curriculum	
6	To Enhance Employability and entrepreneurship skills of the students	Foster partnerships with industry, research institutions, and community organizations to co-create and contextualize curriculum content, promote hands - on learning experiences, and facilitate the transition of students into the workforce or higher education. Establish a training course for competitive exams. Encourage students and faculty to enroll for Swayam courses. Design certificate courses based on industry needs and trends. Encourage part time employment – to earn while learning	2026
7	Technology integration into the curriculum.	Embrace technology - enabled learning and teaching methodologies Start basic computer courses as add on course etc. Start offering online courses through MOOC platforms.	2026
8	Faculty Development	Strengthen teacher training and professional development programs to equip educators with the pedagogical knowledge, instructional strategies, and assessment practices required to implement quality education and learner- centred approaches. To conduct Regular administrative training programmes, to equip the administrative staff to utilize the well-designed laboratory and digital infrastructure and to upgrade technological skills of the faculty. To encourage faculty members to pursue professional development opportunities, including workshops, conferences, and research projects, to enhance their teaching and research capabilities to make our faculty more research oriented	2026
9	Quality Assurance Mechanisms	To further strengthen the quality assurance processes, Implement systems for real-time monitoring and analysis of academic performance, student feedback, and faculty evaluations. Use insights from data analytics to identify trends, areas for improvement, and best practices, enabling proactive interventions and continuous enhancement of academic standards.	2026

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STRATEGIC GOAL 3: Research, Innovation, Entrepreneurship and Technology transfer



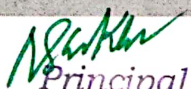
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Objectives

- Foster a culture of research excellence
- Cultivate an innovation ecosystem that supports creativity, problem - solving, and entrepreneurial thinking.
- To Promote entrepreneurship development
- To Facilitate technology transfer and commercialization initiatives

Sl. No.	Strategic Objectives	Action Plan	Expected time of completion
1	Foster a culture of research excellence	To construct a central Research laboratory for all science departments to encourage interdisciplinary research. To establish research centres for multi disciplinary research in science, humanities and social science. Encourage interdisciplinary collaboration and partnerships to address societal challenges and promote innovation. Design research projects to address societies most critical problems and challenges Foster a vibrant research culture by providing resources, infrastructure, and incentives for faculty and student research. Increase research output, publications, and intellectual property rights (IPR) registrations. To upgrade our research journal to UGC-Care listed journal and to start research journal to publish students research projects To start our publishing house	2030
2	Cultivate an innovation ecosystem that supports creativity, problem - solving, and entrepreneurial thinking.	To facilitate mentorship programs and idea exploration through the Innovation and Entrepreneurship Development Cell (IEDC). Enhance the capabilities of the Incubation Centre - to Provide incubation support, and access to resources for translating innovative ideas into tangible products and solutions.	2028
3	To Promote entrepreneurship development	To offer training, workshops, and networking opportunities to equip students with the skills, knowledge, and resources needed to launch and manage successful ventures. Foster a supportive environment for aspiring entrepreneurs to explore their entrepreneurial aspirations and turn them into reality.	2026
4	To Facilitate technology transfer and commercialization initiatives	To foster partnerships with industry, startups, and technology transfer offices. Provide support for patenting, licensing, and commercialization of research outcomes to maximize the impact and reach of innovations developed within the institution.	2030

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STRATEGIC GOAL 4: Infrastructure and Facilities

Objectives

1. Enhance Physical infrastructure for
 - Enhancing Academic Facilities
 - Modernizing Science Facilities
 - Improving Campus Amenities
 - Promoting Innovation and Entrepreneurship
2. Enhance Digital Learning Facilities and implement advanced teaching tools.
3. Green initiatives- Adopt sustainable practices through energy – efficient instruments and green infrastructure

Physical infrastructure

Sl. No.	Strategic Objectives	Action Plan	Expected time of completion
1	Enhancing Academic Facilities	Try to construct a new academic building to meet the increasing demand for class rooms and other facilities with the Support of college own fund. The facilities to be included with new academic Classrooms, Multimedia room with studio room facilities, Meeting room Renovate and modernize Central Library	2025
2	Modernizing Science Facilities	Try to establish a Central Laboratory for all Science Departments. Lack of Train staff and faculty members on laboratory equipment operation and safety protocols.	2028
3	Improving Campus Amenities	Renovate the auditorium Try to Construct an open stage Renovate canteen Construct an Academic Café- open spaces for learning and recreation	2026

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4	Promoting Innovation and Entrepreneurship	<p>Construct an Innovation Hub and prototyping facilities to foster creativity, innovation, and entrepreneurial ventures.</p> <p>Incubation Center: A facility designed by the Botany department to support startups and early-stage ventures mentorship programs, networking opportunities, and access to funding resources</p> <p>Business Resource Center(Bipanan Kendra): A centralized resource hub offering access to business support services, funding opportunities and other resources essential for entrepreneurship development</p>	2025
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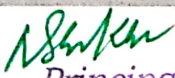
Digital infrastructure

Sl. No.	Strategic Objectives	Action Plan	Expected time of completion
1	Enhance Digital Learning Facilities and implement advanced teaching tools.	<p>Upgrade existing facilities and establish new infrastructure, including</p> <p>Online Examination centre with 100 computers and LAN facility, which can also be used for training purposes.</p> <p>Increase the number of computers and accessories in computer labs, convert all class rooms into Wifi or LAN enabled class rooms</p> <p>To install interactive panels and projectors in all class rooms</p> <p>Establish a Digital Library with Digital publications, online repository etc</p> <p>Institutionalized LMS portal for Online teaching, learning and Evaluation</p> <p>Setting up a recording studio for e - content development</p>	2028

Green Initiatives

Sl. No.	Strategic Objectives	Action Plan	Expected time of completion
1	Adopt sustainable practices through energy - efficient instruments and green infrastructure	<p>Installation of solar panels to meet the energy expenses of the college</p> <p>Establish a solar charging station for electric vehicles.</p> <p>To construct a butterfly garden in the campus Construct a medicinal garden</p>	2026

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OBJECTIVES

- Diversity and Inclusion
- Academic Advising
- To implement new Scholarships and freeships in addition to merit based scholarships and need based scholarships that already exists
- Career and placement cell
- Alumni engagement
- Holistic wellbeing
- Enhancing the pedigree of excellence in sports
- To provide more opportunities for students to get involved in campus life through clubs and organizations

Sl. No.	Strategic Objectives	Action Plan	Expected time of completion
1	Diversity and Inclusion	Conduct training programme to Socio-economically disadvantaged groups Develop targeted initiatives to support specific student populations, such as first-generation college students, international students, students with disabilities, and students from under represented backgrounds, ensuring their unique needs are addressed and they feel included and supported.	2030
2	Academic Advising	Academic advisors from all departments to assist students with course selection, academic planning, degree requirements, and career pathways, providing personalized guidance and support throughout their academic journey.	2025
3	To implement new Scholarships and Freeships in addition to merit based scholarships and need based scholarships that already exists	Talent Scholarships: to students with exceptional talents in areas such as performing arts, visual arts, music, dance, or creative writing. Diversity Scholarships: to students from under represented backgrounds, including first - generation college students, and students with disabilities, to promote diversity, equity, and inclusion within the college community. Community Service Scholarships: to students who demonstrate a commitment to community service, volunteering, and civic engagement.	2026

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<p>4 Career and placement cell</p>	<p>Provide comprehensive placement assistance services, including job postings, recruitment drives, on-campus interviews, career fairs, mock interviews, resume critiques, and employer meet-and-greet sessions, to facilitate student placement and career advancement opportunities.</p> <p>Provide regular professional and career counseling to students to assist students in exploring career options, developing career plans, and preparing for job interviews, networking events, and career fairs.</p> <p>Improve the industry interactions for training, placement and entrepreneurship.</p> <p>Establish partnerships and collaboration agreements with industry partners, employers, and professional organizations to facilitate internships, cooperative education programs, industry-sponsored projects, and guest lectures.</p>	<p>2028</p>
<p>5 Alumni engagement</p>	<p>To start Alumni Mentorship Program: Pair current students with alumni mentors who can provide guidance, advice, and support in academic and career development, networking, and personal growth.</p> <p>Establish regional or affinity-based alumni chapters and clubs</p> <p>To broaden the industry -alumni- Students NETWORK:</p> <p>Organize networking events, mentorship programs, and alumni panels to facilitate connections between students, alumni, and industry professionals, providing opportunities for mentorship, informational interviews, job shadowing, and internship placements.</p> <p>Launch alumni fund raising initiatives to support scholarships, student programs, faculty research, and campus improvements, fostering a culture of philanthropy and giving back among alumni.</p>	<p>2028</p>
<p>6 Holistic wellbeing</p>	<p>Foster a supportive campus environment that promotes physical, mental, and emotional well-being.</p> <p>Expand and enhance counseling services by employing additional trained counselors and offering specialized counseling programs to address diverse student needs, including mental health support.</p> <p>Provide more opportunities to utilise open gym, fitness centre and other sports facilities by all students and faculties.</p> <p>Start peer mentoring program- select peer leaders to mentor freshers to provide academic guidance, social support, and assistance with navigating college life.</p>	<p>2026</p>

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<p>7 Enhancing the pedigree of excellence in sports</p>	<p>Enhance Athlete Support Services: including sports medicine, physiotherapy, nutrition counseling, mental health services, and career counseling, to address the holistic needs of athletes and optimise their physical, mental, and emotional well-being.</p> <p>Integrate sports analytics and data science into athlete training and performance evaluation processes.</p> <p>Explore the potential for sports tourism and hospitality initiatives to attract visitors to our college campus for sporting events, training camps, and sports-related conferences</p> <p>Inclusive Sports Programs: Expand inclusive sports programs and adaptive sports offerings to cater to students with disabilities and special needs.</p>	<p>2030</p>
<p>8 To provide more opportunities for students to get involved in campus life through clubs and organizations</p>	<p>Katwa College presently has offices for NCC, NSS, and Students Union Activities forum. So we aim to provide spaces for the activities of all clubs and associations in the college, like Women's Cell, Quiz club, etc.</p> <p>To reschedule college timings to enable all students to participate in leadership programs, volunteer opportunities, and campus events, empowering students to develop leadership skills, build connections, and make a positive impact on their campus and community.</p>	<p>2026</p>

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STRATEGIC GOAL6: Environment Consciousness and Social Responsibility

Objectives

- > To Sensitize women for emancipated society
- > Promote environmental consciousness

Sl. No.	Strategic Objectives	Action Plan	Expected time of completion
1	To Sensitize women for emancipated society	<p>To start more courses for women of all ages in the community</p> <p>Offer workshops, vocational training, and support groups for women in the community to enhance their skills, confidence, and economic opportunities,</p> <p>Strengthen partnerships with local communities, industry, government, and non-profit organizations to address societal needs.</p> <p>Train community members in disaster preparedness, first aid, and emergency response techniques, and organise relief efforts and support services for communities affected by natural disasters or emergencies.</p>	2027
2	Promote environmental consciousness	<p>Integrate sustainability principles into curriculum, research, and campus operations.</p> <p>Organize Local Clean-Up Events: Community clean-up efforts are an excellent way to raise awareness while improving the local environment.</p> <p>Use Social Media for Environmental Campaigns: Social media is a powerful tool for promoting environmental causes and reaching a wider audience. Share facts, tips, and stories that inspire others. Use face book to connect with global movements and campaigns.</p> <p>Encourage Tree-Planting Initiatives: Tree-planting campaigns are impactful in both awareness and tangible environmental benefits. Encourage local businesses and organizations to support these efforts. Trees help combat climate change and enhance urban spaces.</p> <p>Organize Educational Seminars: Hosting educational seminars with experts can raise environmental awareness on critical issues.</p>	2025

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