Plan of Action for achieving goals

The action plan for achieving the Vision, Mission, and Institutional Development Plan (IDP) of Government College Sanjauli is designed to systematically strengthen academic quality, research orientation, infrastructure, and student-centric development in alignment with NEP 2020. The institution will focus on transforming the teaching-learning process through the implementation of CBCS, introduction of interdisciplinary and skill-based courses, and integration of ICT-enabled pedagogies such as smart classrooms and Learning Management Systems. Regular Faculty Development Programs, workshops, and training sessions will be conducted to enhance teaching competencies and promote the use of innovative and experiential learning techniques. In addition, a strong emphasis will be placed on building a research ecosystem by establishing research and innovation cells, encouraging faculty publications, supporting student research projects, and promoting academic collaborations at national and international levels. Infrastructure development will be undertaken in a phased manner, including the expansion of digital classrooms, modernization of laboratories, strengthening of library resources through digitalization and e-journals, provision of campus-wide high-speed internet, and completion of key infrastructure projects such as the Arts Block, Girls' Hostel, and Professional Courses Block. Simultaneously, student support systems will be reinforced through efficient scholarship disbursement, structured skill development programs in collaboration with agencies like HPKVN, career counseling and placement services, and active engagement in NSS, NCC, sports, and other co-curricular activities to ensure holistic personality development.

Furthermore, the plan places significant emphasis on enhancing employability, governance, community engagement, and sustainability to ensure balanced institutional growth. Strong industry-academia linkages will be developed through Memorandums of Understanding (MoUs), facilitating internships, industrial visits, hands-on training, and placement opportunities, along with the establishment of entrepreneurship and innovation platforms to nurture startup culture among students. Administrative reforms will focus on strengthening institutional bodies such as IQAC, NAAC, and NIRF committees, promoting transparency through e-governance, and ensuring participatory decision-making involving all stakeholders, including faculty, students, alumni, and the community. The institution will also expand its role in social responsibility through NSS-led outreach programs, awareness campaigns, and community

development initiatives, particularly in nearby rural areas, thereby contributing to regional development. Environmental sustainability will be promoted through systematic waste and e-waste management practices, adoption of renewable energy sources such as solar power, expansion of rainwater harvesting systems, and regular green initiatives like plantation drives and environmental awareness campaigns. To ensure effective implementation, a robust monitoring and evaluation framework will be established through clearly defined Key Performance Indicators (KPIs), periodic reviews by IQAC and academic bodies, and continuous feedback from stakeholders. This comprehensive and integrated approach will enable the institution to achieve its vision of becoming a benchmark of quality education while fostering intellectual excellence, social responsibility, and holistic development among students

Focus Points:

1. Academic Excellence and NEP Implementation

- Introduce CBCS and interdisciplinary courses as per NEP 2020
- Promote experiential, skill-based, and outcome-based learning
- Integrate ICT tools, smart classrooms, and LMS in teaching
- Conduct regular Faculty Development Programs (FDPs)
- Encourage continuous curriculum revision and innovation

2. Research and Innovation Development

- Establish Research and Innovation Cell
- Encourage faculty to publish research papers and undertake projects
- Promote student research, dissertations, and field-based studies
- Organize seminars, conferences, and workshops
- Develop collaborations with academic and research institutions

3. Infrastructure and Digital Expansion

- Achieve 100% smart classroom digitization
- Upgrade laboratories with modern equipment
- Digitalize library with e-resources and e-journals
- Provide campus-wide high-speed Wi-Fi
- Complete major infrastructure projects (Arts Block, Girls' Hostel, Professional Block)

4. Student Support and Holistic Development

- Strengthen scholarship and financial aid systems
- Enhance skill development programs (in collaboration with agencies like HPKVN)
- Provide career counseling, mentoring, and placement support
- Promote participation in NSS, NCC, sports, and cultural activities
- Focus on personality development and soft skills training

5. Industry Linkages and Employability

- Develop MoUs with industries and organizations
- Facilitate internships, industrial visits, and training programs
- Strengthen Placement and Career Guidance Cell
- Establish Entrepreneurship and Innovation Cell
- Promote job-oriented and vocational courses

6. Governance and Administrative Reforms

- Strengthen IQAC, NAAC, and NIRF committees
- Implement e-governance and digital administrative systems
- Promote decentralized and participatory decision-making
- Conduct training programs for non-teaching staff
- Ensure transparency and accountability in administration

7. Community Engagement and Social Responsibility

- Expand NSS outreach programs in rural areas
- Conduct awareness campaigns (health, education, environment)
- Promote cultural heritage and regional development
- Encourage student participation in social service activities
- Build strong community-institution linkages

8. Environmental Sustainability

- Implement solid waste and e-waste management systems
- Promote use of renewable energy (solar panels)
- Strengthen rainwater harvesting systems
- Conduct plantation drives and green campus initiatives
- Create awareness about sustainable practices

9. Monitoring, Evaluation and Quality Assurance

- Define Key Performance Indicators (KPIs)
- Conduct annual academic and administrative audits
- Collect feedback from students, alumni, and stakeholders
- Implement corrective and improvement measures

- Ensure continuous quality enhancement through IQAC
- Focus on academic quality, infrastructure, research, and student development
- Ensure alignment with NEP 2020 and institutional goals
- Promote holistic, inclusive, and sustainable institutional growth

(Prof. Bharti Bhagra)
Principal,
Centre of Excellence,
GDC Sanjauli, Shimla (HP)