INTITUTIONAL DEVELOPMENT PLAN (IDP)

(2025-26 TO 2029-30)

L N K College of Education (CTE)
NGES Campus, Rajmahal Road, Patan (N.G.)

Table of Content

1. INTRODUCTION

- The Institutional Development Plan (IDP) is basically a 5 years road map of an educational institution based on present strengths and weaknesses, predicting the future standards, goals and targets. IDP is the vision document of education which assists in achieving academic quality and excellence. Overcoming resource constraints and managing of resources by focusing on optimum use will be essential to cope with any future situation and standards.

- The IDP helps in increasing the Gross Enrollment Rate of Higher Education. The basic objective of the Institutional Development Plan is to make students successful citizens by improving the quality and infrastructure of educational institutions.

- The Institutional Development Plan of L N K College of Education (CTE) for the next 5 years, i.e from 2025-26 to 2029-30 has been prepared considering the following key points:

    1. Recommendations of the NAAC Peer Team of Cycle I and Cycle II

    2. SWOC analysis of the college

    3. Vision and Mission of the college

    4. Previous year Feedback Reports.

    5. Guideline of NEP, 2020.

    6. Suggestions of the:

            (i) Governing Body

            (ii) IQAC

            (iii) Academic Advisory Committee

            (iv) NEP Task Force

            (v) Different Cells and Wings of the College

2. ABOUT THE COLLEGE

- L.N.K College Of Education was established in 1968. The institution built its own building by the donation given by an eminent industrialist Shri Rajan A. Kilachand in fond memory of his grand mother, Lilavati Nandlal Kilachand.

- It was the only B.Ed college, catering to the needs of the students of North Gujarat and comprising the vast area from Banaskatha to Mehasna to Kuttch and the neighboring state Rajasthan. It was affiliated to Gujarat university till 1987. The institution has always been in the pursuit of excellence. In the year 1969, the post graduation center was started.

- College of Education then became L.N.K college of education. In 1984, the College was awarded the Best College Award, which gave a boost to its progress. The college also started M.Ed. part time course since 1969. However, now the M.Ed. course has been withheld by NCTE since June 2000.

- The H.R.D. ministry gave it a recognition as "A Center For Teachers Education." (CTE) in the year 2001 & the college received a grant of Rs. 1.11 cr. which added a C.T.E hostel and a well-equipped building as an addition to the previous one. Since then, the college is serving the purpose of CTE by conducting in-service training programs regularly.

- Science June 2005, the institution has been recognized as a program Center for IGNOU B.Ed. course. Since June 2007, the institution has been recognized as a program center for BAOU B.Ed. Course. Thus, the institution has a regular B.Ed. course having affiliation with H.N.G.U Distance mode B.Ed. course of IGNOU, and BAOU. Short Term programs of CTE and special programs like, self-finance course of Computer Education for improvement of trainees.

- The institution has produced a big list of excellent teachers in teacher education.

3. VISION

'A center for preparing excellent, innovative educational practitioners with roots in tradition, equipped for future.'

4. MISSION

- **Focus on Learning:** The College will prepare enlightened educational practitioners and innovative leaders who will improve education in all settings by integrating theory, practice, research and emerging technologies.
- **Respect for Differences:** The College will demonstrate a respect for differences and an appreciation of multiple perspectives. There will be open communication and shared decision making and programmes and services that support the needs of diverse population.
- **Broad Collaboration:** The College will establish and maintain internal and external collaboration that support student teacher resources, increased educational opportunities and shared governance.
- **Managerial Excellence**: The College will make strategic decisions in the distribution of resources and implement processes that enhance quality. The college will provide high quality facilities and equipments, a healthy technological infrastructure and well-designed support services.
- **Continuous Evaluation:** The College will seek to continuously evaluate processes and outcomes to assure continual and optimum programme improvements.
- **Social Responsibility:** The College will empower learners to enrich the social, cultural and economic vitality of our region, nation and the global community.

5. Core Values

- **Excellence**: Striving for the highest quality in all aspects of education.

- **Integrity**: Upholding ethical principles and acting with honesty and fairness.

- **Inclusivity**: Creating a welcoming and supportive environment for all learners, regardless of background.

- **Innovation**: Embracing new ideas and technologies to improve the learning experience.

- **Collaboration**: Working together to achieve shared goals and support each other.

- **Community Engagement**: Making a positive impact on the world through service-learning initiatives and volunteering.

6. Strategic Goals and Objectives

SHORT TERM GOAL

1. Enhance Teaching Quality and Faculty Development
2. Integrate Technology in Education
3. Strengthen Industry and School Connect
4. Improve Student Employability
5. Focus on Accreditation and Compliance
6. Increase Enrollment and Outreach
7. Promote Research and Innovation

MID TERM GOAL

1. Develop Specialized Programs and Curriculum
2. Strengthen Industry and Community Engagement
3. Expand Infrastructure and Technology Integration
4. Build a Research and Innovation Ecosystem
5. Enhance Accreditation and Global Recognition
6. Increase Enrollment and Diversity
7. Sustainability and Financial Stability

LONG TERM GOAL

1. Establish a Center of Excellence in Teacher Education
2. Foster Global Competencies and Collaborations
3. Promote Research and Policy Influence
4. Build a Sustainable and Tech-Forward Campus
5. Strengthen Alumni and Community Impact
6. Achieve Academic and Financial Autonomy
7. Enhance Inclusivity and Regional Relevance

7. Institutional Profile

Name of the Institution	Smt. Lilavati Nandlal Kilachand College of Education (CTE), Patan		
Head of the Institution	Dr. Gangaram N. Prajapati		
Contact Details	02766-297220	University College Code -021	Zone Code -093
College Website	https://lnkbed.ac.in		
College E-Mail	lnkcteptn@gmail.com		
Name of the IQAC Coordinator	Dr. Nilesh B Gjjar		
Name of the NEP Coordinator	Dr. Pragneshkumar N. Panchal		
NAAC Accreditation Status	1st Cycle:	2nd Cycle: A	3rd Cycle:
NIRF Ranking	NA	NA	NA
UCG Recognition	Under UGC 2(f) and 12 (B)		
NBA accreditation	NO		
Financial Status	Aided		
Year of establishment	June 1968		
Type of institution	Grant-in-Aid		
Affiliations	Affiliated	Hemchandracharya North Gujarat University, PATAN	
Programs offered	Under graduate Bachelor of education: B ED		
Faculty and staff strength	7(including in charge Principal)		
Student demographics			

8. Institutional SWOC Analysis

❖ **<u>Strengths:</u>**

- College located at Rajmahal Road & surrounded by educational institutions, government departments, & Hemchandracharya North Gujarat University.

- A Green, clean and neat campus with ample open spaces.

- Believes in and practices diversity

- Facilitates openness and propagates a culture of change and commitment in the educational and social spheres

- Endeavors to keep alive the historical culture and heritage of Anhilwad Patan through an annual cultural display.

- Expertise of faculty is used at the State and National level.

- Faculty promotes an atmosphere of growth and success of students.
- A well-stocked library with ample books across the B.Ed. curriculum, Inclusive Education, Guidance and Counselling, Elementary Education and Competitive exams.
- A committed Ad-hoc college librarian.
- A stage for indoor Programmes fitted with two LCD projectors, condenser microphones and lighting devices
- Makes available a stable internet connection with a sufficiently good enough bandwidth and Wi-Fi service.
- Installed a fire fighting(safety) and water hydrant system on campus.
- Large ventilated classrooms some of which are fitted with digital devices.

- Recreational activities for Faculty and staff.
- Different clubs – Eco Club, Swachh Abhiyan Cell, Mathematics Club, Science Club, Sports Club (organize sports events)
- Counseling and Career Counseling services for students on campus
- STEM Laboratory
- A variety of Government scholarships.
- Excellent results
- 100% employment of trainees in schools and colleges across Patan and neighboring districts of Gujarat State

❖**<u>Weaknesses:</u>**
- Insufficient research publications.
- Lack of Multidisciplinary Courses
- B.Ed. Curriculum has not been updated.
- Insufficient Literary Programmes
- Insufficient training in inclusive education.
- Lack of in-campus residential facilities for teaching and non-teaching staff.
- Lack of generation of patentable research.

❖ Opportunities:

- To provide quality teachers and counsellors in the field, at the State, National, and International levels.
- To expose students to numerous experiences beyond academics in the fields of Drama, Art, Sports, Guidance and Counseling, Gardening, Bakery
- To provide High quality education programme to students of rural community through the College.
- Conducting / organizing enriching Programmes in collaboration with National and State institutions through MOUs.
- Availability of land for setting up kitchen gardens, additional infrastructure and organizing various events
- Faculty–student exchange programme with reputed National & Foreign Universities.
- Focus on Research activities & collaboration with institutes and industries.
- Involving more faculty members in research-oriented programmes.
- Scope for rural entrepreneurship development which are dependent on the locally available resources.

❖ **<u>Challenges:</u>**
- Financial difficulties to organize academic activities
- Conducting academic Programmes like setting up a good language lab, conducting seminars, conferences and cultural Programmes
- Upgrading infrastructure and undertaking developmental projects
- Inviting Professional Resource persons
- Mobilizing increased regular facilities to the Institute
- To reach out to the differently abled through more concrete, specific services in the State.

9. Key Focus Areas: Academic Excellence Research and Innovation

❑ **Introduction**

- Research and innovation play an essential role in triggering smart and sustainable growth that might result into job creation. Generation of new ideas would support development of innovative products, processes and services which will enhance productivity, industrial competitiveness and the prosperity. Furthermore, research and development updates and challenges those involved in bringing about the fate of higher education like researchers, teachers, administrators, etc. Research on significant fields of education seems fascinating which in turn leads to institutional reputation.

- The decadal plan will be needed to improve the capacity and catalytic role in triggering sustainable growth and competitiveness of the institution. The decadal plan provides a ten-year outlook with a proposal for future growth and development of the institution.

- Our college will plumb ways and means to develop and hone the research competencies of its faculty and students. This will be essential in opening up opportunities in entrepreneurship to create and nurture among students a spirit of independence and risk-taking to initiate, incubate and sustain start-ups will help to sustain all the above-mentioned sub-Criteria.

10. An action plan for Academic Excellence Research and Innovation

I- Attracting research funds (State, National, International)

❑**Short term**
- Creating awareness about various state, national and industrial level funding agencies like UGC, ICSSR, IITE, CRU, KCG, i-hub etc.
- Finding out the requirements of funding agencies and providing training on how to write successful research proposals.
- Creating awareness on the availability of funds with the funding agencies UGC, ICSSR, IITE, CRU, KCG, i-hub etc.

❑ **Mid-term**
- Organising workshops/ training programmes/FDPs on preparation of project proposals as per the requirement of the funding agencies.
- Inviting experts from within and outside the states from reputed research organizations, universities and industries for staff training.
- Writing a successful and good project proposals and submission.
- Taking up community-based projects which focus on studying issues related to the local population and submitting the reports to the concerned departments.
- Taking up language-based projects in Linguistics point of view and train students to make lexicon, cultural dictionaries and translations to promote spoken languages.

❑ **Long term**
- Follow up of the submitted project proposals and carrying out projects of high standards.
- Building up of sophisticated infrastructure by utilizing the funds received to carry out the research.
- Providing services to other organizations in terms of expertise and facilities available with the institution.
- Encouraging interdisciplinary research ideas and innovations.

II- Improving quantity and quality of research publications

❑**Short term**
- Identifying and creating awareness on journals of repute.
- Creating awareness on predatory/cloned journals.
- Identifying the area of research of interest for various streams.
- Organizing workshop/training programme on research methodologies.
- Organizing guest lectures on data analysis, use of statistical softwares/packages etc.
- Train students and research scholars how to write research papers and Minor research projects.
- Workshops on field-based study.

❑**Mid-term**
- Organizing guest lectures on research writing which will include preparing good research manuscripts and publishing them in journals with good impact factor in view of implementation of NEP 2020.

❑**Long term**
- Publication of high-quality research papers.

III- Training faculty/students for research

❑**Short term**
- Workshops on Writing Research proposal, Journal citations, journal selections, research methodologies, identifying predatory journals, how to increase acceptability of research papers in high quality journals etc.

❑**Mid-term**
- Setting up research consultancy section. This section will cater to general public and academicians/ research scholars within the region in providing solutions to research-oriented problems.
- Identify expertise of faculty members.
- Give publicity and awareness about the expertise available in the institute.

❑**Long term**
- Build MoU with industries and research organization (local/national) and partner for CSR activities to provide solutions to surrounding areas, especially the remote areas.

IV-Preparing faculties for 4th year research programme

- Identifying the areas of research by inviting experts from different streams/fields.
- Conducting training programmes for teachers on how to guide project for 4th year research programme.
- Training the teachers on selection of topic, literature survey, proposing project objectives and putting forth the hypothesis.
- Promote awareness on publishing the research work.
- Conduct workshops on IPR.

V-Developing environment conductive for research

❑ **Short term**
- Identifying the space for laboratory set up.
- Submission of details on infrastructure requirements for research labs.
- Setting up a research lab.

❑ **Mid-term**
- Procuring equipments and other requirements for carrying out the research work.
- Tie up with other research organization for collaborative research.
- Teachers/ students exchange programme for innovative research.

❑ **Long term**
- Building infrastructure by establishment well-equipped research laboratory for future research.
- Building resources for guiding Ph.D. scholars.
- Producing Ph.D. scholars and guides.
- Establishment of research and development centres.
- Organize seminars/conferences to provide platforms to present research work.

VI-Infrastructure Development

❑**Short term**
- Set up smart classrooms, micro-teaching labs, and modernized library facilities
- Campus-wide Wi-Fi and online teaching setup
- Multipurpose training hall and teaching resource center with audio-visual aids

❑**Mid-term**
- Regional Teacher Resource and Training Centre
- Inclusive Education Simulation Lab
- Digital Language Lab and Guidance & Counselling Room

❑**Long term**
- Establishment of a Centre of Excellence for Teacher Training
- National Resource Centre for Blended Learning
- Residential training complex and a digital museum for educational heritage

VII-Industry (School/Education Sector) Collaboration

❑**Short term**
- Internship and training partnerships with local and private schools
- Guest lectures and workshops by education experts
- Promote Academic events

❑**Mid-term**
- MoUs with NGOs and EdTech companies
- School visits with academic feedback systems
- Co-developed model lesson plans with partner schools

❑**Long term**
- Formation of Advisory Boards with school leaders and educationists
- Innovation partnerships with schools for practicum and lesson research
- Consultancy services in pedagogy and teacher training for schools

VII-Student Support and Employability

❑**Short term**
- Coaching programs for teacher recruitment exams (e.g., TET, CTET)
- Mentoring during micro-teaching and school internship phases
- Training in soft skills, classroom management, and NEP 2020

❑**Mid-term**
- On-campus teacher recruitment drives
- Value-added certification courses (e.g., ICT in Education, Inclusive Pedagogy)
- Alumni-based mentoring network

❑**Long term**
- 100% Teaching Readiness Index for all trainees
- Recognition in national-level teacher education awards
- In-house coaching support for NET/SET/TET/CTET exams

IX-Digital Transformation

❑**Short term**
- Training on LMS (e.g., Moodle, SWAYAM, ePathshala, DIKSHA etc.)
- ICT-based teaching skill workshops for faculty and students
- Series of virtual tutorials and webinars

❑**Mid-term**
- Use of AI tools for lesson planning and learning analytics
- Implementation of digital assessment systems (ePortfolios, rubrics etc.)
- Flipped classroom content and practices

❑**Long term**
- Establish AI and VR-based teaching simulation labs
- Use blockchain for secure degree certification and verification
- National-level e-learning content repository and portal

X-Sustainability and Green Campus Initiatives

❑**Short term**
- Tree plantation, waste segregation, and plastic-free campus initiatives
- Launch paperless administration
- Environmental education through volunteer clubs

❑**Mid-term**
- Installation of solar panels, green buildings
- Integration of environmental education into B.Ed./M.Ed. curriculum
- Green Educator Awards for sustainability efforts

❑**Long term**
- Achieve a carbon-neutral campus
- Organize annual national seminars on Education for Sustainability
- Secure institutional ranking in green campus indexes

XI-Internationalization

❑**Short term**
- Introduction to global education trends through online platforms (e.g., SWYAM, Coursera)
- Pilot virtual exchange programs with international institutions

❑**Mid-term**
- MoUs with international teacher education bodies/universities
- Cross-cultural teaching demonstrations and exchange projects
- Joint research on pedagogy and education policy

❑**Long term**
- Establish International Centre for Comparative Teacher Education
- Host global conferences on teacher education and policy
- Launch dual degree programs with top-ranked foreign universities

XII-Promotion of Knowledge of India

❑ **Short term**
- Courses on traditional Indian education systems (e.g., Gurukul, moral education)
- Observance of Gurupurnima, Vidya Day, and heritage-based events

❑ **Mid-term**
- Incorporate Indian Knowledge System (IKS) into curriculum
- Study centers on Indian education philosophers (e.g., Swami Vivekananda, Rabindranath Tagore)
- Development of value-based teaching guides for schools

❑ **Long term**
- Set up a full-fledged IKS Research and Training Centre
- Integrate Indian pedagogical approaches in partner schools
- Publish research and manuals on traditional Indian education practices

11. Action Plan/Implementation Strategy

1. Objectives and Goals

- It clarifies what the institution aims to achieve. It clarifies the quality of education, expansion of infrastructure, and increase in the output and quality of research as well as co-curricular activities.

2. Activities and Interventions

- Specific actions to be undertaken to achieve the objectives e.g., curriculum improvement, faculty training, partnership with industry, construction of new facilities and increase in co-curricular activities and adoption of quality interventions.

3. Timeline

- A detailed schedule showing when each activity will start and finish, including milestones.

International Yoga Day	**1 hours**
ચિત્ર સ્પર્ધા	1 hours
15મી ઓગષ્ટ (સ્વતંત્રતા દિન)ની ઉજવણી	2 hours
રક્ષાબંધન - સ્વ નિર્મિત રાખડી /રાખી સ્પર્ધા	2 hours
Self Introduced competition	1 hours
માઈક્રોટીચિંગ સ્પર્ધા	2 hours
National Space Day	1 hours
સાતમ-આઠમ (જન્માષ્ટમી)ની ઉજવણી	1 hours
શિક્ષકદિનની ઉજવણી	5 hours
મહિલા આરોગ્ય જાગૃતિ કાર્યક્રમ	1 hours
હિન્દી ભાષા દિનની ઉજવણી	1 hours
Ozone Day	1 hours
"ગાંધી જયંતી"ની ઉજવણી	1 hours
નિબંધ સ્પર્ધા	1 hours
ભીંતચિત્ર સ્પર્ધા	1 hours
વક્તૃત્વ સ્પર્ધા	1 hours
Quiz Competition	1 hours
સામુહિક નાસ્તાનું આયોજન	2 hours
Bhartiya Bhasha Utsav-2024	1 hours
Innovation Club-Activity	2 hours
Telent Morning	1 hours
Science Day	1 hours

4. Roles and Responsibilities

- Assign tasks to faculty, individuals in the department, or teams to ensure accountability.

5. Resource Allocation

- The necessary budget, staffing, infrastructure, and other resources will be provided for each activity.

6. Monitoring and Evaluation (M&E)

- Mechanisms to assess progress, evaluate outcomes, and ensure continuous improvement (e.g., KPIs, feedback loops, reporting systems).

7. Risk Management

- Identification of potential risks and mitigation strategies.

8. Stakeholder Engagement

- Plans for engaging internal and external stakeholders such as staff, students, government agencies and partners. Including innovation clubs, alumni associations. Engaging students for entrepreneurship.

12. Monitoring and Evaluation

Monitoring and Evaluation for Quality Progress of Students (Online/Offline) for an exam or for a program plan is here:

1. Mechanism for tracking progress (Online/Offline)

- Online Tools: Computer, tablet, and net access are required for internet access. Provide physical facilities that can use project management software (e.g., Microsoft Project) and data dashboard.

- Online examination is conducted subject wise at the end of the semester. (30-marks)

- Offline Methods: Viva, Open Book Examination, End of Semester Examination, Survey, Meetings are conducted periodically to assess progress at the end of the semester.

- Evaluation Frequency: End of Semester Result Evaluation is conducted online and offline result is presented.

2. Mid-term review and feedback loop:

- Time: Conducted at the midpoint of the project to assess performance, identify bottlenecks, and adjust strategies.

- Method: Mixed-method evaluation using both quantitative data (e.g., progress against targets) and qualitative inputs (e.g., interviews, focus groups).

- Feedback loop: Establish a system for documenting findings and implementing corrective actions. Ensure changes are communicated to all relevant stakeholders.

3. Stakeholder engagement:

- Commitment channels: Regular progress reports, stakeholder review meetings, community feedback forums.

Roles:

- Internal stakeholders: Contribute to data collection, performance analysis, and implementation of recommendations.

- External stakeholders (e.g., beneficiaries, partners): Provide feedback on impact and service delivery quality.

- Inclusivity: Ensure that diverse voices are represented, especially marginalized groups impacted by the project.

- The basic objective of the IDP Higher Education Institutional Development Scheme is to make students successful citizens by improving the quality and infrastructure of educational institutions.

13. Risk Management

❑**<u>Identification of key risks</u>**

1. **Emergence of technology and the rise of digital learning**
   - Increasing use of online education platforms like SWAYAM, Coursera, Udemy etc.
   - Changing learning methods – Virtual Reality (VR), AI based learning.
   - Result: Demand for traditional B.Ed. colleges may decline.

2. **Quality of education and increasing number of fake colleges**
   - Colleges offering fake certificates are tarnishing the reputation of learning.
   - Lack of adequate control by regulatory bodies leads to loss of quality.

3. **Decrease in employment prospects**
   - Limited availability of jobs in government and private schools.
   - After completing B.Ed., students have to pass competitive exams,
   - which leads to frustration.

4. **Lack of novel courses**
   - Use of old courses and textbooks.
   - Need for reforms in line with new educational approaches (NEP 2020).

5. **Declining number of students**
   - The number of students taking admission for B.Ed. is decreasing due to increasing demand for other courses.

❑**Mitigation strategies :**

1. Adoption of technology
- Adopt hybrid model (offline + online).
- Use of e-learning tools, smart classrooms, LMS (Learning Management System).

2. Quality improvement measures
- Follow the policies and rules of NCTE (National Council for Teacher Education).
- Appoint experienced faculty, conduct regular FDPs (Faculty Development Programs).

3. Employment guidance center
- Establish career counseling and placement cell.
- Provide guidance to students for preparation of exams like TET, CTET,

4. Develop modern curriculum
- Update the curriculum as per NEP 2020 guidelines.
- Add skill-based learning.

5. Marketing and awareness
- Spread awareness about the college's features, success and faculty experience.
- Provide information about admissions through social media and website.

6. Emphasis on higher education and research
- Motivation for teachers and students for research projects and paper presentations.
- Encouragement to participate in national and international seminars and workshops.

14. Budget and Financial Plan

❏ In addition to the salaries for approved teaching and non-teaching positions funded by the government, the college covers other expenses, including development projects, maintenance, and salaries for contractual teaching and non-teaching staff, using fees collected from students. Several construction projects have been completed, while others are ongoing, with financial support from various agencies such as the University Grants Commission (UGC) etc

- To sustain and expand its operations over the next 15 years, the college will primarily depend on the followings:
- **SOURCES OF FUNDING**

  1. Student fees or Refunds of Fee Waive Scheme

  2. Government funding

  3. Funding from various agencies such as the University Grants Commission (UGC).

  4. Targeted fund-raising campaigns and public contributions through establishing partnerships with local businesses and alumni

  5. By launching some self-sustaining projects

  6. Public donations