

## **Hindi Bhashi Jan Kalyan Sanstha**

### **K.M. Agrawal College of Arts, Commerce and Science, Kalyan**

#### **Perspective Plan**

##### **As per NEP 2020 applicable from 2024-25**

As per the implementation of NEP 2020, the college IQAC prepared the Perspective Plan for the growth and development of the Institute. It framed on the basis of all the aspects of NAAC criteria. The perspective plan has discussed, reviewed in the College Development Committee meeting and further approved by the College Governing Council.

#### **Curriculum Enrichment**

- Enrich the curriculum by introducing and sustaining co-curricular courses such as Sports, NCC, NSS, and Cultural activities, which foster social responsibility and national integration in line with the NEP 2020 framework.
- Enhance student readiness for public service and professional life by providing dedicated coaching and study materials for various competitive examinations (including those for civil and defense services).
- Significantly expand and diversify certificate and skill development courses to meet international industry standards and enhance student employability worldwide.
- Implement NEP 2020 to align all academic offerings, including the introduction of interdisciplinary courses, which broaden perspectives and prepare students for global knowledge economies.
- Continue robust induction programs for all incoming fresher students, prioritizing orientation on the college's ethical code, discipline, and community values.
- Mentorship: Conduct structured induction and mentorship programs for newly recruited teachers to ensure all faculty model and uphold the college's culture, discipline, and academic standards.
- Continuously collect and analyze academic feedback from all stakeholders via efficient, often technology-based, mechanisms to ensure effective and responsive curriculum design.
- Schedule regular IQAC meetings using optimized tools and data analysis to effectively monitor and ensure the proper implementation of all academic and extra-curricular activities.
- Ensure the quality of new faculty by mandating demo lectures as a rigorous and core component of the recruitment and appointment process.
- Implement NEP 2020 by strictly following and aligning all academic offerings according to University guidelines, demonstrating a pursuit of mandated high standards.
- Schedule regular IQAC meetings to monitor and ensure the proper, high-quality implementation of all curricular, co-curricular, and extra-curricular activities.

#### **Teaching Learning and Evaluation**

- Implement the Learning Outcome Based Curriculum Framework (LOCF) as per UGC Guidelines to ensure a standardized, quality-focused teaching structure.
- Prepare the Academic Calendar prior to the start of the academic year and provide a Teacher's Diary to each faculty member for detailed activity and curriculum planning.
- Maintain continuous efforts to appoint qualified faculty strictly as per UGC Norms, ensuring a high standard of instruction.

- Continue the self-appraisal system for teachers to encourage continuous academic excellence and professional development.
- Systematically allocate academic, co-curricular, and extra-curricular work among staff by forming relevant committees and associations.
- Continue the existing comprehensive evaluation process, which assesses students continuously through tests, assignments, presentations, projects, viva-voce etc.
- Conduct National and International conferences/seminars for students and teaching staff to facilitate knowledge exchange and professional networking.
- Provide Student-Centric Teaching (SCT) through hands-on training on advanced instruments, as well as educational excursions and industrial visits under study tours.
- Conduct specialized guest lectures by inviting experienced academicians and scholars from other fields who possess vast practical and global knowledge.
- Ensure continued easy access to the internet and digital resources (CDs, journals) in the Central Library and reading halls to strengthen the research and reading habits of students and teachers.
- Continue the biometric system to monitor the arrival and departure time of staff, thereby fostering regularity, punctuality, and efficiency.
- Promote faculty members for advancement under the Career Advancement Scheme (CAS).
- Implement the Mentor-Mentee Scheme effectively to provide personal guidance, academic counseling, and instill a strong sense of institutional belonging.
- Continue the Suggestion Box system to foster a trusting relationship between learners and the institute by transparently addressing concerns.
- Conduct Revision and Counseling Sessions for students experiencing examination-related stress to support mental and emotional health.
- Felicitate students annually for their academic and other achievements.
- Strengthen the Student Satisfaction Survey (SSS) process to gather critical feedback, ensuring the teaching-learning environment continually meets the needs of future human resources for national growth.

### **Research, Innovations and Extension**

- Continue the effective Composition of the Research Advisory Committee for monitoring and guiding all institutional research activities.
- Encourage faculty to publish research papers in UGC CARE listed/Scopus journals, secure patents, and author scholarly books.
- Organize workshops on research methodology to enhance the skill set of both faculty and students.
- Increase the number of Ph.D. degree programs and enhance the research student intake within the college research center.
- Provide seed money through the institution to initiate and support research projects by faculty.
- Ensure the timely submission of the yearly AQAR (Annual Quality Assurance Report) to maintain compliance and quality standards.
- Conduct expert lectures and structured programs to actively promote consultancy services by faculty.
- Continue essential community service practices, including Blood Donation and Health Check-up camps.
- Continue training NSS volunteers and NCC cadets in skills necessary for emergencies and disaster management.

- Provide assistance in maintaining law and order during festivals to the Police Department, utilizing the support of NCC and NSS students.
- Continue the best practice of providing financial aid and essential items to needy persons in society, coordinated through the Management, staff, and students.
- Provide college infrastructure, including the library facility, to alumni and needy students of nearby areas, and offer sports facilities to NGOs and other community associations.
- Encourage and establish faculty/student exchange programs to facilitate international exposure and collaborative research.
- Increase the number of MoUs (Memoranda of Understanding) with national and international institutions, industry, and corporate houses to enhance research relevance.
- Actively encourage teachers to engage in Inter-departmental research to foster holistic, cutting-edge solutions relevant to global problems.
- Encourage teachers to prepare and submit high-quality proposals for minor and major research projects.
- Conduct workshops on Intellectual Property Rights (IPR) to instill a value for ethical research practices and ownership.
- Conduct more activities under the Entrepreneurship and Innovation Cell that emphasize ethical business practices and responsible innovation.
- Conduct more activities under the Entrepreneurship and Innovation Cell, which inherently relies on supporting technology-driven startups and solutions.
- Encourage faculty to secure patents and publish in indexed journals, applying digital platforms and technologies for submission, review, and publication.
- Conduct a Career Fair with the help of Career Guidance Cell and Placement Cell, utilizing technology for student profiling and industry matchmaking.

### **Infrastructure and Learning Resources**

- Upgrade the Information and Communication Technology (ICT) facility across the college to support digital teaching and learning.
- Develop a smooth-functioning Digital Library facility and implement complete automation of Library services to ensure seamless, 24/7 access to resources.
- Develop an effective internal intercom facility to enhance communication and operational efficiency across the campus.
- Provide an adequate number of spacious and well-ventilated classrooms equipped with modern aids to optimize the learning environment.
- Establish a Science Resource Centre with additional, advanced instruments to support high-quality practical training and experimentation.
- Frame a formal mechanism for the optimum utilization of infrastructure, campus cleanliness, and maintenance, including a dedicated plan for the maintenance of fire-fighting facilities to ensure safety.
- Intensify efforts to obtain grants from UGC and RUSA for the development, modernization, and significant upgradation of infrastructure.
- Strengthen the policy and infrastructure for differently-abled students, ensuring an accessible and equitable campus environment.
- Create a dedicated Yoga Centre to promote physical and mental well-being among students and staff.
- Provide separate and well-furnished Boys Common Rooms to ensure adequate and comfortable social and recreational spaces.
- Develop a rainwater harvesting system and establish a botanical garden to promote environmental awareness and sustainable practices on campus.

- Continue with the reading room facilities for alumni and outsiders to promote lifelong learning and community engagement with the institution's resources.
- Provide a spacious and organized vehicle parking facility to ensure smooth traffic management and order on and around the campus.

### **Student Support and Progression**

- Strengthen the Center of Competitive Examinations and conduct extensive coaching programs for students preparing for competitive and professional exams.
- Continue with the facility of additional library cards to meritorious students and offer cash prizes, mementos, and certificates to felicitate top achievers in academic, research, sports, and cultural activities.
- Actively motivate students to participate in external research competitions, such as the 'Avishkar Research Convention.'
- Offer special preference in admission to students demonstrating exceptional performance in sports, cultural, NSS, NCC, and research activities.
- Continue to employ special coaches for different games and invite professionals from the cultural field (choreographers, directors, musicians) to guide and train students.
- Continue with the Campus Placement Drives and regular campus interviews to make students aware of diverse job opportunities.
- Conduct more workshops and Skill Courses on dance, music, theatre, and fine art to ensure holistic skill development valuable in a global context.
- Conduct more activities under the Entrepreneur Cell to actively foster the creation of new entrepreneurs.
- Encourage active stakeholders involvement (faculty, students, alumni, and industry partners) in the institutional planning process to ensure relevance and global standards.
- Provide essential equipment (sport shoes, kits, etc.) to students participating in University, State, National, and International Level sports activities to promote national athletic excellence.
- Continue to organize and support dynamic sports and cultural events to promote national culture and student spirit.
- Continue with actively invite alumni for social, cultural, and academic programs and guide them about placement services to build a strong, contributing network.
- Allow the gymnasium, ground, library, and reading room facilities for alumni to maintain their connection and support lifelong learning.
- Continue the provision of First Aid boxes at the Gymkhana, administrative office, and all science laboratories, and maintain the All Students Group Insurance Scheme for student well-being.
- Systematically allocate curricular, co-curricular, and extra-curricular work among the staff by constituting different committees and associations to ensure equitable contribution and management.
- Utilize technology to efficiently manage placement services for both current students and alumni (e.g., job portals, digital communication for interviews).

## **Governance, Leadership and Management**

- Focus on achieving quality and process improvements through external certification, including ISO 9001 (Quality Management) and ISO 14001 (Environmental Management).
- Ensure effective monitoring through regular and timely audits.
- Ensure mandatory participation in the National Institutional Ranking Framework (NIRF) to benchmark performance against national standards.
- Continue with a comprehensive and effective performance appraisal system for both faculty and staff to drive continuous professional growth and accountability.
- Effectively communicate the college Vision and Mission to all stakeholders to foster a sense of shared purpose and responsibility.
- Ensure fair and timely resolution of disputes by handling student and staff grievances efficiently through designated Grievances Committees.
- Actively run various staff welfare schemes to demonstrate institutional care and support the well-being of the workforce.
- Conduct periodical faculty and staff development programs that include sessions on ethical leadership, conflict resolution, and institutional values.
- Significantly increase the role of efficient students in key governance bodies (Student Council, College Women Development Cells, College Development Committee, IQAC, etc.) to develop civic skills in decision-making and policy implementation.
- Implement comprehensive and effective performance appraisal and grievance redressal using automated, digital systems to ensure transparent and timely process completion.

## **Institutional Values and Best Practices**

- Play the national anthem every day to instill a sense of national pride and unity.
- Implementation of the Code of Conduct for proper functioning and maintain an effective Grievance Redressal mechanism covering evaluation, ragging, and sexual harassment.
- Continue the Book Bank Scheme and Scholarship/Freeship programs to support socio-economically backward students.
- Actively offer gender-related sensitizing courses to promote respect and equality.
- Provide a Mediclaim policy for employees to demonstrate institutional care and support.
- Strengthen campus-community linkages and inculcate social values through various extension activities, including:
  - Adoption of village/slum areas and fund-raising for social causes.
  - Cleanliness drives, road safety programs, and disaster management training.
  - Conducting awareness programs against the use of single-use plastic.
- Focus on quality and environmental concerns through mandatory Green Audit, Energy Audit, and Environmental Audit certifications.
- Implement a robust policy for waste management systems across the campus.
- Continue with an Academic Calendar for prior planning of activities and establish the dedicated IQAC Committee to execute its implementation.
- Adopt quality initiatives by the IQAC for institutional quality enhancement and renew ISO 9001:2015 Certification.
- Ensure a transparent and unbiased evaluation system through practices like coding/decoding of answer scripts, online result declaration, and provision for revaluation.
- Ensure effective asset management by tracking every laboratory instrument in a comprehensive logbook.

- Consider outsourcing of non-academic functions to free up resources for teaching and research.
- Continue with the online access to learning resources through Quick Response Codes (QR Codes) in the library.
- Conduct frequent workshops for Computer literacy to train and equip every staff member of the college.
- Publish all activities, opportunities, and recognitions through the college website, press, local TV channels, and mobiles to ensure widespread communication.
- Continue with the quality practice of display the cover page of newly added books digitally or physically (new arrival shelf) for reader's information, supported by automated library systems.
- Implement the revised syllabi of UG and PG programs as per NEP 2020, to boost global competitiveness.
- Conduct more departmental activities to enhance students' skills relevant to global job markets.
- Encourage active alumni involvement in college programs, utilizing their professional experience to mentor and guide students.
- Depute faculty to participate in workshops and training programs focused on NEP 2020 to ensure their teaching remains internationally informed and current.



IQAC Coordination



Principal