

NAAC ACCREDITED

ISOCERTIFIED

DOGRA COLEGE OF EDUCATION



INSITUTUTIONDEVELOPMENTPLAN(IDP)

2023-2028

IQAC

	INDEX	
Sr.No.	Particulars	Page No.
i	InstitutionalProfile	1
ii	Declarations	2
iii	Profileofthecollege	3
iv	VisionandMission	3
1	InstitutionalBasicInformation	4
1.1	InstitutionalIdentity	4
1.2	AcademicInformation	5
2	InstitutionalDevelopmentProposal(IDP)	5
2.1	ExecutiveSummary	5
2.2	SWOC Analysis	6
2.2.1	MethodologyAdoptedForSWOC Analysis	6
2.2.2	StrategicPlanForInstitutionalDevelopmentBasedOn SWOC Analysis	9
2.3	ActionPlan	10
2.4	ActionPlanForAcademicallyWeakStudents.	15
2.5	ProvideAnActionPlanForStrengtheningOfB.Ed.Programs	15
2.6	Asummaryoftrainingneedsanalysis.	17
2.7	Actionplanfortrainingstaffinfunctionalareas.	18
2.8	Participationofdepartments/facultyinIDPPreparation.	19

iInstitutionalProfile

AboutInstitute

Dogra College of Education stands as a landmark in the educational endeavors initiated more than three decades back by an energetic and zealous son of DuggarDesh, Th. Gulchain Singh Charak, Chairman DET, eminent congress leader, president of Dogra Sadar Sabha, former MLC & Minister for Higher Education (Govt. of J&K State.). Dogra College of Education was established in Oct. 1994 vide Letter no. Edu/ PA/86/94 dated 28/04/1994 in the newly built accommodation in the premises of Dogra Hr. Sec. School, Shastri Nagar. The present campus of Dogra college of Education was formally inaugurated on 18th Dec. 1997 by Dr.Farooq Abdullah, Honorable Chief Minister of J&K State at that time. Besides being recognized by the government of J&k and affiliated to the University of Jammu, it is also ISO 9001:2015 certified, recognized by U.G.C. under section 2(f) of the U.G.C Act, 1956 vide letter no. F-8-217/2008(CPP-1) dated 02-01-2009 and NAAC accredited.

Courses Offered

- B.Ed.

Leadershipofinstitute

Dogra College of Education which is a pioneer institution of quality teacher education in the private sector in the U.T of J&K. Dogra College of Education has proved its credentials in the society by fulfilling the dreams of those aspiring for innovative and quality teacher education. Dogra College of Education is a stands as a landmark and is a living testimonyto the commitment of Dogra Educational Trust founded byChairman of the Trust, Th. Gulchain Singh Charak, Former Education Minister, Government of J&K in the spreadofeducationintheregion.Theinstitutionisdedicatedtothememoryofimmortalsons of Duggar land and is committed to keep the beacon of light shining forever through its academic pursuits. It is a leading institution with work ethics, dedication & reputation for value based quality education. It strives to develop a world class centre of excellence in professional higher education enabling young aspirants of the region to add value to the society at large with their personal and professional acumen.

Motto:

- MottooftheGoverningTrust“Knowledgefor Liberation”

DECLARATION

This is to inform all that the document has been prepared by the Internal Quality Assurance Cell (IQAC) after a meeting of the IQAC committee members. In this meeting, various issues pertaining to development in higher education institution was discussed by the team. Education, which refers to learning or receiving knowledge, values, morals for achieving full human potential, is believed to be the single greatest tool for both social and individual growth leading to equity and social justice. For education to succeed it calls for all stakeholders' participation since it is a mission. A good teacher must appreciate real-world learning. This includes our priorities; recognizing, identifying and fostering their unique talents through sensitizing teachers and parents on holistic development in non-academic areas as well as academic ones. The committee emphasized several aspects of quality improvement and developed a future plan. Therefore, this declaration aims at NAAC accreditation of HEI for 3rd academic cycle year 2023-2024 to 2027-2028

Date:

Place: Jammu

iii. Profile of college:

Established in 1994 by the Government of Jammu and Kashmir and affiliated with the University of Jammu, Dogra College of Education (DCE) is an emerging institution of excellence dedicated to delivering quality higher education. The college offers a **Teacher Education Programme** aimed at nurturing competent, value-driven, and socially responsible individuals. With a **contemporary curriculum, state-of-the-art infrastructure**, and a **dedicated faculty**, DCE ensures an engaging and effective learning experience for every student. The institution places strong emphasis on **academic rigor, skill enhancement**, and **holistic development** through innovative teaching methods, research orientation, and a wide range of co-curricular activities. Over the years, **Dogra College of Education** has evolved into a **preferred destination** for aspiring educators and learners committed to academic excellence and meaningful societal contribution.

iv. Vision & Mission:

Vision:-

To be socially responsible through developing a world class centre of excellence in professional higher education enabling young aspirants to add value to the society at large with their personal & professional acumen.

Mission:-

1. To spread knowledge through professional academic programmes of contemporary education system aided by best administrative practices.
2. To promote quality education through consistent efforts, conviction and commitment.
3. To lead as the most reliable institution providing most competitive education dissemination using latest technology.
4. To guide, conserve and develop precious human resources and values in multifarious sphere of activity so that the students develop a sense of patriotism as responsible citizen.
5. To act as an experimental Karam Bhoomi for which emphasis is laid on scientific experimental approach to make learning experience more effective.
6. To empower marginalized sections of society especially women and children.

1. Institutional Basic Information

1.1. Institutional Identity:

Current Status of the College General profile:

Name and Address of the college	Dogra College of Education, Bassi Kalan, Bari Brahmana, Jammu
Year of Establishment	1994
Mail id	principal.dce@dogracollege.com
Website	www.dogracollegeofeducation.in
Type	Co-education
Stream	B.Ed.
Status of Institute	Unaided
Name of the Present Principal	Dr. Vikesh Kumar Sharma
Contact	9086800509
Affiliated to	University of Jammu

1.2. Academic Information

UG programs offered for Academic Year 2023-24

S.No	Title of programs	Duration (Years)	Sanctioned annual Intake	Total student strength
1.	B.Ed.	2	150	107

2. Institutional Development Proposal (IDP)

2.1 The Executive Summary of the IDP

Our college's strategic development plan aims to enhance the educational experience and opportunities for students and faculty through several key initiatives. We will introduce Computer streams to broaden student choices and develop analytical skills, rejuvenate the Alumni Association, and fully automate the library with Integrated Library Management Software (ILMS). Strengthening sports infrastructure, establishing more MOUs and collaborations with reputed institutions and industries, and launching skill-based, job-oriented courses are also priorities. We will strive for permanent university affiliation, encourage faculty to pursue research projects and Ph.D. programs, and expand the Placement Cell for better career support. These initiatives collectively aim to create a dynamic educational environment that prepares students for future challenges and supports faculty development.

2.2 SWOCANALYSIS

Dogra College of Education is enriched with a passionate team of human resource from diverse backgrounds, with motto “**Knowledge for Liberation**”. In the light of ethics these are the SWOC of the college.

2.2.1. Methodology Adopted for SWOC Analysis

■ Institutional Strengths:

- Well-maintained infrastructure facility with good ambience and a clean, eco-friendly campus. The conducive academic atmosphere with well-maintained discipline.
- College has installed SWAYAM PRABHA, DTH Channels for enhancing the knowledge of the concerned subjects.
- All the working system of the account deals with the BUSY software and educational and administrative work maintained through the ERP software.
- Qualified and Competent faculty for mentoring system concentrating on the multi-dimensional growth and overall development of students.
- ICT enabled interactive and participatory delivery practices to suit the needs of the heterogeneous groups of students on the campus with an impressive range of learning resources ranging from the wellstocked library.
- Numerous facilities and scholarships are available to meritorious, deserving students. Environment-friendly campus, initiatives to maintain the pollution-free, eco-friendly, clean and Green campus and utilizes solar power on the campus.
- The library is equipped with a good number of textbooks, journals, reference books and also provides DELNET Service to the student teachers and teacher educators.
- Hostel facility for girl students within the campus and boys students adjoining the campus.
- Excellent Results-University positions.
- Healthy relationship among all the stakeholders.
- Sports including 10M (Rifles and Pistol) electronic shooting range in the campus.
- MoU signed with DIET, Samba and Govt. College of Education, Cluster University of Jammu.
- Observance and celebration of important days like (National and International Days).
- Functioning of clubs (Environmental Club, Population Club and Literary Club) by organizing the social and cultural activities.

- The college has green and eco friendly campus with large no. of trees and plants. Every year about sixty plants are added in the college lawn
- College has non-conventional source of energy through solar panel.
- An active supportive and enthusiastic alumni is the most treasured assets of the college.
- ICT-enabled classrooms and conference hall.
- Functional NSS unit for community outreach activities.
- Ragging free campus.
- Faculty exchange programmes are initiated.
- College conducts school internship in govt. and private schools.
- Instruction to the student teachers for participation to them in the various co-curricular and cultural programs in the schools which are assigned for their internship purpose and maintain the records in their Reflective Journal

▪ **Weaknesses:**

Institutional Weaknesses: -

- Lack of Vocational and self-financing Courses.
- Complexity in mobilizing funds to carry out research projects.
- Limited role in shaping the syllabus/curriculum of the programmes.
- The number of volumes and e-journals in the library needs to be increased.
- The soft skills and communication skills of students need to be improved.

▪ **Opportunities:**

Institutional Opportunities

- Preparing our students to be renowned well cultured, sensitized teachers.
- Generating e-content by teachers.
- Faculty with potential for more publications.
- Preparing playground with the scope of further improvement.
- Preparing to develop and renovate infrastructure and other facilities.
- Encouraging National Development through inclusive education.

▪ **Challenges:**

Institutional Challenges

- To establish an e-learning management system in the college.
- To organize more Academic and Social Outreach Programmes for the benefit of society.
- To Collaborate with other Educational Institutions. Community Outreach Programmes.
- To strengthen efforts towards Mental Health Support in the changed circumstances.
- More collaborations and MOUs need to be done.

▪ **Achievements:**

- The College is NCTE recognized for B.Ed. and M.Ed. Programs.
- The college has good infrastructural and instructional facilities.
- College provides assistance to employability.
- The college frequently organizes various social activities and awareness among the society.

2.2.2. Strategic Plan for Institutional Development Based on SWOC Analysis

☐ **Institutional Growth and Affiliations:**

- Strive for permanent university affiliation.

Infrastructure and Facility Enhancement:

- Fully automated library with ILMS.
- ☐ • Strengthen sports infrastructure.
- Upgrade teaching software.
- Enhance research infrastructure.

☐ **Faculty and Research Support:**

- Encourage and support the faculty to pursue Ph.D. programs.
- Encourage the faculty for major and minor research projects.

☐ **Student Support and Career Development:**

- Expand the Placement Cell for better careers support.
- Organize career counselling and development programs.

☐ **Community and Industry Engagement:**

- Rejuvenate the Alumni Association.
- Establish more MOUs and collaborations with reputed institutions and industries.

☐ **Social Responsibility and Inclusivity:**

- Provide scholarship to socio-economically deprived and meritorious students.
- Organize social activities and awareness programs.
- Maintain an eco-friendly campus.

2.3 Action plan

1. Start Diploma and Skill-Based Courses

- **Action Steps:**
 - Identify high-demand skill areas and relevant courses.
 - Obtain necessary approvals and accreditations.
 - Launch pilot programs and evaluate their effectiveness.
- **Responsible:** Academic affairs committee and Principal.

1.2 Review and Update Course Content

- **Action Steps:**
 - Review and update course content based on feedback.
 - Conduct regular reviews and updates.
- **Responsible:** Academic affairs committee and Principal

2. Institutional Growth and Affiliations

2.1 Strive for Permanent University Affiliation

- **Action Steps:**
 - Prepare and submit detailed application to the affiliating university.
 - Ensure all compliance requirements are met.
 - Follow up with the university authorities regularly.
- **Responsible:** Central office and Principal

3. Infrastructure and Facility Enhancement

3.1 Fully Automated Library with ILMS

- **Action Steps:**
 - Complete implementation of ILMS software.
 - Training for library staff in using the new system.
 - Digitize library resources.
- **Responsible:** Library Committee, IT Department

3.2 Strengthen Sports Infrastructure

- **Action Steps:**
 - Conduct a needs assessment for sports facilities.
 - Develop a detailed plan for upgrading existing infrastructure and adding new facilities.
- **Responsible:** Sports Committee, Facility Management

3.3 Upgrade Teaching Software Action

Steps:

- Identify and procure modern teaching software tools.
- Train faculty on new software.
- **Responsible:** IT Department, IQAC

3.4 Enhance Research Infrastructure

- **Action Steps:**
 - Identify gaps in current research infrastructure.
 - Procure necessary equipment and resources.
- **Responsible:** Research Committee, Dean and Principal

4. Faculty and Research Support

4.1 Encourage and Support Faculty to Pursue Ph.D. Programs

- **Action Steps:**
 - Encourage faculty to clear NET/JRF and enroll in Ph.D.
- **Responsible:** Research Committee, Central office

4.2 Promote Faculty Applications for Research Projects

- **Action Steps:**
 - Conduct workshop on writing grant proposals.
 - Provide administrative support for application processes.
 - Establish a mentoring system for new researchers.
- **Responsible:** Central Research Committee

5. Student Support and Career Development

5.1 Expand the Placement Cell

- **Action Steps:**
 - Increase resources in the Placement Cell.
 - Organize regular career counselling and development programs.
- **Responsible:** Placement Cell, Dean and Principal

5.2 Run Internship Programs with Teaching practice schools

6. Faculty and Research Support

6.1 Encourage and Support Faculty to Pursue Ph.D. Programs

- **Action Steps:**
 - Encourage faculty to clear NET/JRF and enroll in Ph.D
- **Responsible:** Research Committee, Central office

6.2 Promote Faculty Applications for Research Projects

- **Action Steps:**
 - Conduct workshop on writing grant proposals.
 - Provide administrative support for application processes.
 - Establish a mentoring system for new researchers.
- **Responsible:** Central Research Committee

7. Student Support and Career Development

7.1 Expand the Placement Cell

- **Action Steps:**
 - Increase resources in the Placement Cell.
 - Organize regular career counselling and development programs.
- **Responsible:** Placement Cell, Dean and Principal

7.2 Run Internship Programs with Teaching practice schools

- **Action Steps:**

- Identify the teaching practice schools (Government and Non-Government) for internship.
- A lesson plan for the internship programme is developed by incorporating different teaching approaches to enhance the effectiveness of classroom learning and student engagement.
- Provide support and supervision for students during internships.

- **Responsible:** Internship Incharge, Schools, Principal and Dean

- Organize guest lectures, workshops, and seminars.

- **Responsible:** Academic Affairs Committee, IQAC

7. Social Responsibility and Inclusivity

7.1 Provide Scholarships to Socio-Economically Deprived and Meritorious Students

- **Action Steps:**

- Identify eligible students through a transparent process.
- Disburse scholarships and monitor their impact.

- **Responsible:** Scholarship Committee, Principal, Central Section office

7.2 Organize Social Activities and Awareness Programs

- **Action Steps:**

- Plan and organize regular social activities and awareness campaigns.
- Collaborate with local communities and organizations.

- **Responsible:** NSS

7.3 Maintain an Eco-Friendly Campus

- **Action Steps:**

- Implement sustainable practices and policies.
- Organize eco-friendly initiatives and events.

- Monitor and report on sustainability efforts.

- **Responsible:** Environmental club

By following this action plan, our college will systematically enhance its infrastructure, curriculum, research capabilities, and community engagement, ensuring a dynamic and supportive educational environment for all stakeholders.

2.4 Action plan for improving academic performance of academically weak students through innovative methods, such as remedial and skill development classes for increasing the transition rate and pass rate with the objective of improving their employability.

- a) Identify weak students
- b) Design remedial measures like improve the communications skill through group discussions
- c) Remedial Coaching for students.
- d) Coaching Classes for competitive exams.
- e) Career & Counselling Cell (CCC).
- f) Personal interview techniques and special coaching.

2.5 Innovative methods: Identify skill gap, Motivate students, develop industries specific skills, and increase brain storming sessions for self-awareness and self-analysis, continuous appraisals

1. An Action Plan for Strengthening of Programs

1.1 Faculty Development

- Organize regular professional development workshops and training sessions.
- Encourage faculty to attend conferences, seminars, and webinars.
- Support faculty in pursuing higher education and research projects.

1.2 Infrastructure and Resource Enhancement

- Upgrade laboratories, classrooms, and libraries with the latest technology and equipment.
- Ensure access to Wi-Fi and other digital resources.
- Improve student support facilities, such as counselling and academic advising.

1.3 Collaboration and Internships

- Strengthen existing partnerships and offer more internships and practical training.
- Invite experts for guest lectures and workshops.
- Establish a structured internship program with clear learning outcomes.

1.4 Enhanced Student Engagement and Support

- Implement mentorship programs pairing students with faculty or alumni.
- Organize regular career counseling and skills development workshops.
- Establish student clubs and societies related to academic disciplines.

2. Starting New UG Programs

2.1 Approval and Accreditation

- Prepare and submit proposals for new programs to the university and relevant accreditation bodies.
- Follow up regularly to expedite the approval process.

2.2 Recruitment and Training of Faculty

- Identify and recruit qualified faculty members for new programs.
- Provide initial training and orientation to new faculty.
- Encourage faculty to participate in curriculum design and development.

2.3 Infrastructure Development

- Develop and equip necessary facilities, such as classrooms, laboratories, and libraries, for new programs.
- Ensure availability of digital resources and support services.

2.4 Monitoring and Evaluation

- Establish a system for regular monitoring and evaluation of new programs.
- Collect feedback from students, faculty, and industry partners to assess program effectiveness.
- Make necessary adjustments based on feedback and evaluation results.

By implementing this action plan, our college will effectively strengthen existing programs and successfully launch new programs, ensuring a comprehensive and dynamic educational experience for all students.

2.6 Summary of Training Needs Analysis Carried out (TNA)

Institutional plan to spend at least 10% institutional project outlay on faculty and staff development in these following areas.

- ❖ Basic and advanced Pedagogy.
- ❖ Upgradation of qualifications.
- ❖ Improving competence in teaching and training.
- ❖ Development of modern learning resources and teaching aids
- ❖ Faculty Development Programs.
- ❖ New techniques in research, improving competence in research and consultancy.
- ❖ Deputation to seminars, conferences and presentation of research papers.
- ❖ Establishing linkages with academic and research institutions and industry
- ❖ Student counselling Programs.

2.7 Provide an action plan for Training staff in functional areas.

- ❖ Update new skills and competencies to handle new laboratory instruments and equipment.
- ❖ Library digitalization and Developments in library sciences.
- ❖ Recent developments in the department of sports.
- ❖ Motivate the staff for training and to enhance administrative staff development training program on Modern office equipment, Software, Office automation, Maintenance of records, Procedures and Friendliness towards faculty and students.

2.8 Describe briefly the participation of departments/faculty in the IDP

preparation.

The Integrated Development Plan (IDP) preparation involved active participation from various departments and faculty members across the college. Their collaborative efforts ensured a comprehensive and well-rounded strategy aligned with the institution's goals and objectives. Here is a brief overview of their contributions:

Departmental Involvement

Departments conducted internal assessments to identify strengths, weaknesses, opportunities, and challenges (SWOC analysis). Faculty gathered data on student performance, curriculum effectiveness, and resource needs to provide a solid foundation for the IDP.

In terms of resource planning, college provided input on necessary infrastructure upgrades, such as library resources, and classroom technology. Faculty also outlined the support required for research initiatives, including funding, training, and facilities.

Faculty Involvement

Faculty participated in workshops and brainstorming sessions to discuss and prioritize strategic initiatives. These collaborative discussions helped refine action plans for enhancing academic programs and support services, making them more targeted and effective.

Faculty members shared their expertise and experiences to inform decisions on curriculum updates, teaching methods, and research opportunities. Industry-experienced faculty provided insights on aligning academic programs with market demands, ensuring students are well-prepared for their future careers.

Faculty served on various committees and task forces focused on specific areas such as curriculum development, research, student support, and infrastructure improvement. These groups worked diligently on drafting detailed action plans and timelines for the IDP, ensuring all aspects of the college's development were addressed.

Faculty provided feedback on draft versions of the IDP, ensuring that the plan was practical and aligned with departmental goals. Regular meetings were held to review progress and incorporate faculty suggestions into the final document, making the IDP a collaborative and inclusive effort.

Collaborative Outcomes

The collaborative efforts of departments and faculty resulted in an integrated approach that addressed multiple aspects of the college's development, including academic excellence, research capability, infrastructure enhancement, and student support. Faculty engagement ensured that the IDP was reflective of the needs and aspirations of the academic community. It also fostered a sense of ownership and commitment to the plan's successful implementation. The diverse perspectives and expertise contributed by faculty members enriched the planning process. This led to a comprehensive and dynamic IDP designed to foster the growth and development of the college. The active participation of the faculty in the IDP preparation has laid a strong foundation for the college's strategic growth and the achievement of its educational objectives.

