



INSTITUTIONAL STRATEGIC DEVELOPMENT PLAN

PROFILE OF THE COLLEGE

Kuriakose Gregorios College, Pampady, situated on the lush green Kilimalakunnu, is a unique temple of higher learning dedicated to nurturing academic excellence and comprehensive personal growth. Higher education stands firmly rooted in the rural environment. It is engaged in pursuits devoted to crafting an atmosphere where each student's unique potential is recognised, passionately encouraged, and cherished. Our past embodies a profound conviction that exceptionalism can blossom from any origin or life circumstance. This belief fuels our commitment to academic achievements and the holistic development of every individual within our community. The institution strives towards excellence with an indefatigable zeal that is inextricably interwoven with community development. As we turn back the pages, K.G. College evinces its beginnings in 1981 in the ITC buildings at Pothampuram, close to the sacred tomb of Pampady Thirumeni, whose hallowed name the college was established. On 14th September 1981, the foundation stone of the new college building was laid, and within a year, the college was moved to new premises. The decades that followed witnessed the success saga of the college. It creates an environment where collaborative learning and exchanging ideas thrive, making a meaningful impact within the local sphere and beyond.

Our Vision

To become a centre of academic excellence by imparting quality education.

Our Mission

To develop the physical, spiritual, intellectual, moral and aesthetic power of the students so that they may transform themselves into intellectually trained, morally upright, socially committed and spiritually inspired men and women.

Our Motto

We change lives by making dreams come true.



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MANAGER'S MESSAGE



KG College is already making new progress in adjusting to the swift educational, social, and cultural changes. The organisation is committed to developing various initiatives and concepts for the upcoming decades. The management and teachers' collaborative efforts have resulted in initiatives that maximise the benefits for the main stakeholders of the students.

I want to sincerely compliment the entire faculty for creating and bringing out this strategic plan.

H.G. Dr. Thomas Mar Athanasius Metropolitan
Manager, M.O.C. Colleges

PRINCIPAL'S MESSAGE



The faculty of KG College is a group of devoted individuals who are prepared to welcome any changes and take on new challenges. The college's faculty pooled their ideas for this institution as part of short-term planning following academic evaluation and a brainstorming session. Given their passionate participation in the talks, it is clear that the faculty is interested in this institution's development. They put a lot of love and effort into creating the strategic plan, representing their aspirations for the college and their departments.

I want to congratulate all the teachers on their hard work and send my best wishes to them so they can achieve their goals.

Dr. Sherly Kurian

Principal

INSTITUTIONAL STRATEGIC DEVELOPMENT PLAN

This plan summarises the dreams of the stakeholders of KG College for five years, from 2018-19 to 2022-23. The institutional development plan was developed with the help of the views and suggestions of the students, alums, PTA, management, teachers and non-teaching staff, and the local community. The student community has raised the bottlenecks they were facing and their dreams about their future College. The mentoring teachers have played a significant role in collecting the views and suggestions of students. The alums and Parent Teacher Association of the College are constantly watching the institution's progress, and they have supported immensely by providing excellent input to develop this plan. Considering the ideas and suggestions of the stakeholders, teachers from the different departments, after several rounds of brainstorming, consolidated the plan to transform the institution into a modern and vibrant academic temple capable of moulding future generations.

1. CURRICULAR ASPECTS

The college community has made a multi-dimensional curricular plan for the plan period. A plan has been made to start more on-campus undergraduate and postgraduate courses. It was decided to submit applications before the university to sanction B.SC courses. Strengthening the existing courses and enhancing students' employability were identified as critical targets for this period. It was decided to place the latest developments in the respective domains of the departments and invite scholars in the respective fields to deliver lectures and conduct workshops so the knowledge gap can be plugged in. A team of teachers and students are tasked with identifying the new developments and faculties capable of bridging the gap. The IQAC of the College is given the task of coordinating this exercise. A grey area suggested by the alums was about the employability of the students. Consulting with alums working in different designations in reputed organisations and recruiters, a plan for strengthening the students' skills was designed. It was also decided to introduce the add-on courses to students.

2. TEACHING-LEARNING AND EVALUATION

KG College always believes in student-centric learning approaches. The warm relationship between teachers and students on this campus results from student centricity. We have planned to introduce modern student-centric and technology-based teaching-learning methodologies. The plan also includes measures for continuing peer teaching, advanced learners' and weak learners' programs without lapses. It is decided to introduce more intelligent classroom facilities to all the departments and invest in a Learning Management System

and wi-fi facility during the plan period to ensure the availability of e-learning facilities on campus.

3. RESEARCH, INNOVATION AND EXTENSION

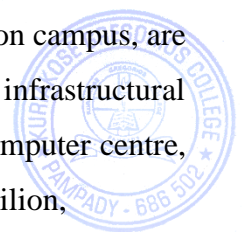
We, the KG College community, believe that research is the most vibrant tool for enhancing the quality teaching-learning mechanism. A plan is made to gradually increase the proportion of teachers with PhD and encourage all other teachers to join the PhD program. To motivate the teachers to participate in research actively, it was decided to collaborate with some premier institutions to organise research-related conferences and workshops. It was also planned to have at least one publication per faculty every year in Care listed or high-impact journals. The plan also contains provisions for setting targets to conduct research-related seminars and workshops.

Paper presentation competitions organised by the departments will be continued with more participation to promote the students' research. All departments are asked to host a national-level paper presentation competition and also decided to motivate and support students to participate in other institutions' paper presentation competitions and seminars. Considering the demands of the local self-government, it was planned to ensure the participation of students in the data collection for Gram Panchayath regarding health, financial literacy, and employment. It is also designed to organise science exhibitions and school teaching sessions, offering students practical insights and exposure to various disciplines. Encourage student-led teaching sessions to benefit school children and foster academic curiosity.

The IQAC of the College suggested that all PhD teachers enrol as a research guide. If the department is not recognised as a research department, teachers can join with other research centers. Targets are fixed regarding the number of research scholars to be enrolled during the plan period and the number of Ph.Ds. to be produced by the research department.

4. INFRASTRUCTURE AND LEARNING RESOURCES

In the modern scenario, infrastructural facilities, especially e-learning resources available on campus, are most important. Keeping this in view, the college has initiated several measures to facelift the infrastructural facilities. The IDP contains plans for modernising the seminar halls, classrooms, science labs, computer centre, library, restroom for girls, washrooms, solar power system, waste management system, sports pavilion,



gymnasium, installation of LMS, and adding new classrooms. The plan aims to make significant changes in the infrastructural capabilities of the College.

(i) Modernizing Seminar Halls:

The College has already two seminar halls apart from an auditorium. Two more seminar halls will be constructed within the next three years with all new technological facilities using management and government funding. The existing seminar halls will be modernised by adding a new sound system, AC, and chairs.

(ii) Science Labs:

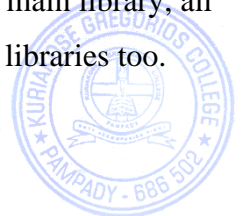
The College is planning to apply for a B. Sc Food Science program. For this, a new lab facility is essential. The lab layout is designed in advance, and we will start the work immediately on sanctioning the program by the University. A detailed plan for the upgrade of the other science labs has also been prepared, and the plan will be executed in due course.

(iii) Computer Centre:

Training in computer skills is crucial to increasing students' employability. A new computer centre is planned, having this in mind. Upgrading the departmental computer centres is also necessary. Also, plans are in place for its upgrading.

(iv) Library and e-learning resources:

The college's main library needs modernisation to make it attractive to the students. A new integrated library management system with Web-OPAC using KOHA will be added to the present facilities. A facility for accessing digital resources using INFLIBNET-NLIST is available in the library. Apart from the main library, all the College's departments have their own library. It is planning to computerise the departmental libraries too.



(v) Restroom for Girls:

The College has a rest room reserved for female students. The management of the college has suggested adding some facilities and revamping it. A new room with more space and facilities will be made available to the girls on the campus shortly.

(vi) New Classroom Facility:

New classrooms are needed for accommodating the students of new courses expected to be sanctioned in the near future. The management of the College is expecting the RUSA funding for this purpose. The existing classrooms are planned to be upgraded with a projector, smart board and LAN facility.

(vii) Solar Power System:

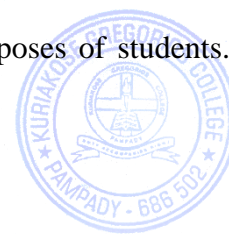
Considering the ecological issues and the cost involved, a solar power unit is to be commissioned in collaboration with the PTA of the College. The PTA of the College has already agreed to sponsor the project. An agreement is expected to be made between the College and the Kerala State Electricity Board for purchasing the surplus energy produced in our plant. This will be a great initiative as it helps protect the planet and saves from heavy electricity bills.

(viii) Sports Pavilion and Gymnasium:

A new sports pavilion close to the ground is to be built in 2021 to enable the smooth conduct of sports events on the ground. New facilities and equipment must be added in the gym to make it more attractive.

(ix) Educational Theatre and Sports Hub

An educational theatre is being planned to be set up for fulfilling the academic purposes of students. Additionally, a sports hub is planned to be set up.



5. STUDENT SUPPORT AND PROGRESSION

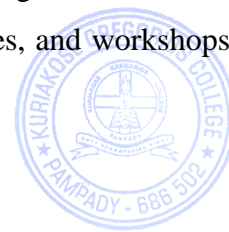
An educational institution's fundamental responsibility is to support the students in growing intellectually, mentally, and physically. Various support mechanisms offered by the College are well appreciated by the parents, alums and students. We have the following student support programs during the plan period.

Mock group discussions, mock interviews, and sessions on aptitude training are planned to be conducted in all plan years for final-year UG and PG students. To give the real job experience, internships are to be prepared. The faculty members and mentors should popularise the internship among students, and department-level coordination must be arranged. The College identifies student placement and progression in education as critical areas of success of higher educational institutions. In addition to existing scholarships, new scholarships and endowments will be introduced in the upcoming years.

6. GOVERNANCE, LEADERSHIP AND MANAGEMENT

The College has a local and central governing bodies looking after policy matters and critical developmental issues. The college's central governing body regularly conducts academic conferences of teachers every academic year. The whole staff of the College must attend the program, and in this program, the performance of the College, both academic and non-academic, is evaluated, and necessary suggestions and targets are given for the next academic year. There is a centralised office for dealing with the appointment and promotion of the staff. Every year, the IQAC of the College in Collaboration organises academic audits with the central governing council. IQAC of the College has planned the following quality enhancement programs in the coming three years:

- ❖ Conduct academic audits with the support of experienced senior Professors.
- ❖ Organize workshops and conferences in collaboration with the departments
- ❖ Organize workshops and conferences related to environmental protection
- ❖ Conduct energy audit, green audit and administrative audit
- ❖ Strengthen the performance appraisal system, expand welfare measures
- ❖ focus on career development opportunities for both teaching and non-teaching staff.
- ❖ Encourage participation in professional development programs, conferences, and workshops to enhance skills and knowledge.



7. Institutional Values and Best Practices

(i) Divyangjan Friendly Campus:

To facilitate the needs of differently-abled students, the college plan is to introduce ramps, wheelchairs, smartphones with screen reading software, and audiobooks. With these initiatives we aim to make the campus friendly for differently-abled students by 2023.

(ii) Waste Management:

As part of our green campus initiative, we plan to reduce individual waste generation and its environmental impact. We plan to collect the waste separately in different coloured waste bins (red for plastic, yellow for paper and green for food waste). The paper and plastic waste segregated this way would be given to our grama panchayath for recycling. Similarly, organic waste can be converted to manure with the help of the vermicompost unit under the supervision of the faculty of the Zoology Department. The food waste collected from the hostel can effectively generate biogas. We will adhere to the protocols of liquid waste disposal and hence segregate organic and inorganic waste separately to dispose of it properly. In addition, we plan to have a tie-up with an organisation to manage the e-waste and solid waste generated on campus.

(iii) Green and Energy Audit:

KG College campus has significant greenery covering major parts of the campus. A green and energy audit will be conducted to attain sustainable development. The college aims to be a totally plastic waste-free campus, abiding by the principle of the green protocol. Catchment areas for rainwater harvesting are also hoped to be constructed on the campus. The college plans to harness solar power to at least 80 per cent of the institution's capacity by 2023.



CONCLUSION

Our institution stands committed to translating these comprehensive plans into tangible student experiences. By implementing a wide array of participative learning strategies such as group discussions, alum lectures, peer tutoring, and hands-on experiences like internships and field visits, we aim to create an inclusive environment that celebrates diversity and nurtures individual pathways to success. Additionally, our active involvement in supporting government initiatives, advocating for crucial causes, and organising programs for public welfare showcases our dedication to shaping socially responsible global citizens. We ensure a holistic and enriching educational journey through meticulous academic planning, technological integration, continuous assessment, and quality assurance measures, empowering our students to thrive and contribute meaningfully to society.

