

# **Institutional Development Plan (IDP)-2026 to 2030**

**(As part of the implementation of the National Education Policy-2020)**



Sri Guru Ram  
Pandher, Amritsar

## **Sri Guru RamDass College of Education Pandher, Amritsar**

**Address: Vill. Pandher, Fatehgarh Churian Road, Via Chetanpura, Near  
Mahadipur Chowk, P.O. Kotla Gujran, Tehsil Majitha-3, Distt. Amritsar,  
State Punjab – 143606**

**Email: [sgrdcoe@gmail.com](mailto:sgrdcoe@gmail.com)**

**Contact Number: 95017-25553, 98783-27602, 99880-62200**

**Website : [www.sgrdpandher.com](http://www.sgrdpandher.com)**

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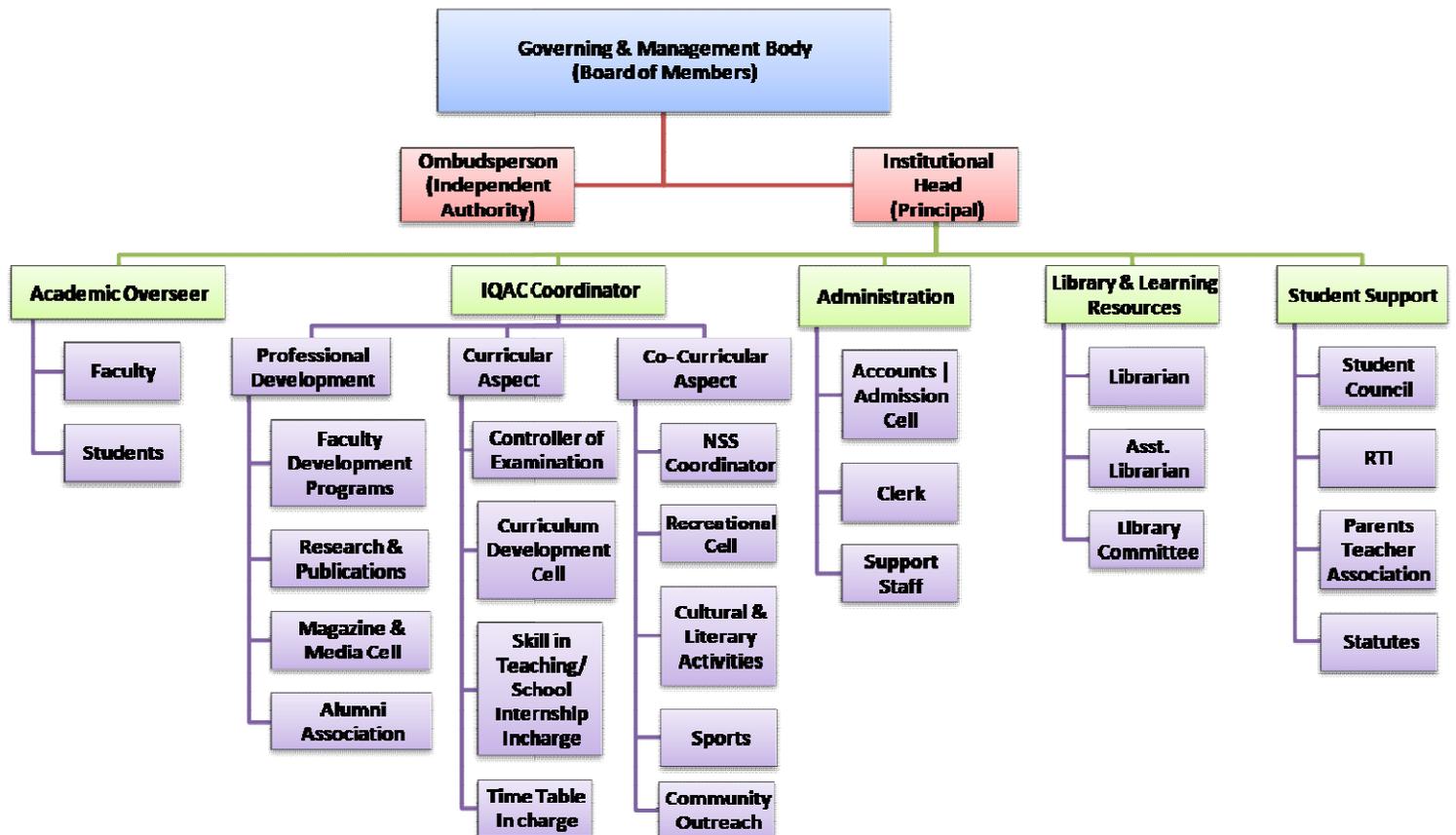
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## **Preface**

Sri Guru RamDass College of Education is a premier institution dedicated to preparing future educators who are skilled, compassionate, and socially responsible. Established with a vision to provide high-quality teacher education, the college has consistently focused on fostering academic excellence, innovation, and holistic development. The college offers a range of programs designed to blend theoretical knowledge with practical skills, ensuring that students are well-equipped to meet the challenges of modern education. With a strong commitment to inclusivity and equity, and the institution strives to create a learning environment that caters to diverse needs while promoting values like empathy, leadership, and lifelong learning. Aligned with the National Education Policy (NEP) 2020, Sri Guru RamDass College of Education is dedicated to staying at the forefront of educational trends. By integrating technology, encouraging research, and building industry-academia partnerships, the college aims to empower its students and faculty to make meaningful contributions to society. Over the years, Sri Guru RamDass College of Education has built a reputation as a center of excellence in teacher education, driven by its commitment to innovation, sustainability, and community engagement. This Institutional Development Plan outlines the strategic roadmap to achieve its vision of becoming a globally recognized multidisciplinary institution, fostering a new generation of educators who can inspire change and growth.

In India, education is the cornerstone of social mobility and national development, playing a crucial role in bridging socioeconomic gaps and breaking down historical inequalities. The shift from traditional rote learning to the skill-based framework of NEP, 2020 aims to harness India's vast youth population as a productive, demographic dividend, supporting the vision of Viksit Bharat-2047. Education also promotes gender empowerment by increasing female representation in STEM (science, technology and mathematics) fields and nurturing civic responsibility, while preserving cultural heritage through mother-tongue instruction. Ultimately, it is the driving force behind transforming human potential into national strength, aligning personal growth with the collective goal of becoming a global knowledge leader.

# Organizational Structure



# **APPRAISAL OF THE EXISTING SYSTEM AND THE ROAD AHEAD**

The National Education Policy (NEP) 2020 mandates that all higher education institutions develop a strategic Institutional Development Plan (IDP) to drive transformation, enhance quality, and secure public funding. The IDP emphasizes multidisciplinary education, faculty development, research, and infrastructure. The institution follows a strategic plan to advance both academic and non-academic areas, creating flexible, skill-based learning environments that empower learners to achieve success. Conducting a **SWOC** analysis enables Sri Guru RamDass College of Education to make well-informed decisions, align its objectives with available resources, and create effective strategies to tackle challenges. It serves as a vital tool for fostering continuous growth, addressing areas of improvement, and ensuring the institution's long-term sustainability and success.

## **Strength of the College**

- The college offers modern educational programs with interdisciplinary collaborations to enhance learning.
- A well-structured B.Ed program focuses on both practical and theoretical knowledge, guided by dedicated faculty.
- Practical field experience bridges the gap between theory and practice, ensuring hands-on learning.
- Student-teachers are trained not just in what to teach but in how to effectively teach diverse groups with varied learning styles.
- Emphasis is placed on social justice, equity, and empathy to shape responsible educators.
- Students develop essential soft skills like communication, critical thinking, creativity, and leadership, which are highly valued in society.

- The institution prioritizes creating a safe and inclusive environment, ensuring all learners feel respected and valued.
- A robust feedback analysis mechanism is in place to improve learner support and outcomes.

### **Weakness of the college:**

- Difficulty in keeping up with rapid technological advancements and evolving pedagogical trends, requiring updates in teaching methods and tools.
- Limited programs focused on research studies, affecting academic growth and innovation.
- Insufficient provision for learner engagement and dedicated time for student-teacher interaction.
- Learner support mechanisms need improvement to address student needs more effectively.
- Weak alumni network, limiting mentorship and career guidance opportunities for current students.
- Faculty development programs need enhancement to help educators stay updated with modern teaching strategies and advancements.

### **Opportunity for the college:**

- Being located in a rural border area, there is significant potential to expand access to education for learners in remote regions.
- The growing demand for teacher education presents an opportunity to train skilled educators who can adapt to diverse learning styles and meet the needs of modern classrooms.

- There is scope to strengthen the alumni cell, placement cell and incubation center by fostering collaborations with educational firms and organizations to improve job opportunities for students.
- Improving the quality of education through accreditation can ensure higher standards and better learning outcomes.
- Introducing integrated B.Ed programs and multidisciplinary courses aligned with NEP, 2020 guidelines can broaden academic offerings.
- Enhancing research capabilities through advanced training, interdisciplinary collaboration, and access to modern resources can promote innovation, address real-world challenges, and achieve academic excellence.

### **Challenges for the college**

- Providing emotional and academic support to students dealing with academic pressure, financial difficulties, or social isolation.
- Bridging the education gap for students from rural backgrounds to help them meet the demands of the existing education system.
- Ensuring ongoing professional growth for faculty and staff, with a focus on technology-enabled teaching and training to address diverse learner needs.
- Developing improved strategies to deliver skill-based and field-oriented practical education effectively to a large and diverse learner community.
- Encouraging and motivating individuals in border areas to pursue and successfully complete their education.
- Enhancing strategies to promote practical education and skill development tailored to the needs of learners from varied backgrounds.
- Adapting to rapid technological advancements to integrate modern tools and methods into the teaching-learning process.
- Addressing the challenge of limited funding and resources to improve infrastructure and academic facilities.

- Strengthening industry-academia partnerships to provide better placement opportunities and exposure for students.
- Managing cultural and linguistic diversity among learners to create a more inclusive and cohesive learning environment.
- Increasing awareness and participation in research activities to align with national and global educational trends.

### **Vision (2026-2030)**

The College of Education aims to evolve into a multidisciplinary institution of higher education, offering diverse programs that foster innovation and holistic learning, aligned with global standards and NEP 2020, to empower learners and contribute to society.

### **Mission (2026-2030)**

- Deliver high-quality teacher education by blending theory with practical skills.
- Foster innovation, creativity, and critical thinking in future educators.
- Promote inclusive and equitable education to meet the diverse needs of learners.
- Shape socially responsible educators who contribute to community and societal growth.
- Align academic programs with NEP 2020 to ensure relevance and excellence.
- Create a supportive and dynamic learning environment for holistic student development.
- Strengthen research capabilities and encourage continuous professional growth for faculty and students.

- Integrate modern technology into teaching methods to stay ahead of educational trends.
- Build strong partnerships with the other educational institutes to enhance career opportunities for learners.
- Expand access to education for students in rural and underserved areas.
- Focus on skill-based and practical learning to prepare students for real-world challenges.
- Develop leadership, empathy, and social awareness among educators.
- Encouraging the creation of well-rounded, multidisciplinary programs integrated with skill development to foster environmental awareness, human values, ethical professionalism, and improve the employability of youth.

## **Goals and Objectives**

Education is the ongoing process of acquiring and sharing knowledge to empower individuals in discovering their purpose and place in the world. By 2026, education is increasingly recognized as the foundation for global stability, economic resilience, and sustainable development. It serves as a powerful equalizer and a key driver of both personal growth and national progress. With the implementation of NEP 2020, its role has expanded further, positioning India to emerge as a global knowledge superpower.

Sri Guru RamDass College of Education contributes positively to the development of the country by offering an enriched academic environment. It provides access to higher education, particularly for learners from remote and rural border areas. The institution delivers formal teacher education through skill-based programs, incorporating innovative teaching methods and fieldwork to foster excellence and expand knowledge.

Defining clear goals and objectives is crucial for driving the growth and progress of the college. Goals offer a long-term vision, while objectives break down actionable steps to achieve that vision. For Sri Guru RamDass College of Education, establishing focused goals and objectives ensures the institution remains dedicated to excellence, innovation, and shaping future educators who can make a meaningful impact.

- Focus on nurturing the next generation of educators through high-quality pedagogy, research, and community engagement.
- Provide a rigorous curriculum designed to meet global standards and needs.
- Foster personal and professional growth among students.
- Ensure inclusivity and equity across all programs.
- Integrate modern methodologies with digital tools for effective education.
- Establish robust career guidance, mentorship, and placement programs to enhance employability.
- Instill professional ethics and values in future educators.
- Promote culturally responsive teaching, universal design, and inclusive pedagogy.
- Enhance diversity among faculty, staff, and students to better reflect and serve the community.
- Strengthen infrastructure to support excellence, retention, and advancement.
- Regularly review IDP initiatives to ensure they align with stakeholder needs and adjust based on progress and feedback.

The college envisions the following goals for quality assurance:-

### **Short-term Goals**

- Launch mentorship and career guidance initiatives.
- Start integrating digital tools and innovative teaching methods.
- Organize workshops on ethics and inclusive teaching practices.
- Implement feedback systems to monitor IDP progress.

## **Mid-term Goals**

- Expand research programs and collaborative educational projects.
- Introduce courses focused on universal design and cultural responsiveness.
- Increase diversity among faculty, staff, and students.
- Upgrade infrastructure to support advanced learning technologies.

## **Long-term Goals**

- Fully align the curriculum with global standards and needs.
- Establish a reputation for excellence in teaching, research, and community impact.
- Lead in inclusive, sustainable, and technology-driven education.
- Build a strong alumni network for career growth and mentorship.

## **Academic and Curriculum Reforms**

Academic and curriculum reforms play a crucial role in keeping the college aligned with changing educational trends and societal demands. By incorporating modern teaching techniques, technology, and interdisciplinary perspectives, these reforms help prepare future educators to tackle contemporary challenges. They foster critical thinking, creativity, and inclusivity; ensuring students are ready for diverse and dynamic classroom settings. Ultimately, these reforms enhance the overall quality of education and strengthen the institution's position as a leader in shaping skilled and socially conscious educators who can contribute meaningfully to society.

### **Short term Goals**

- Introduce value-added courses, skill-based training, and innovative teaching methods to enhance learning outcomes.
- Implement outcome-based education to ensure students achieve specific skills and competencies.
- Adopt continuous and comprehensive evaluation to assess student progress effectively.

- Establish a steering committee to conduct a thorough analysis of the current academic standing.
- Ensure campus facilities at the college are eco-friendly, accessible, and inclusive for all learners.
- Emphasize practical learning through internships, teaching practice, and fieldwork.

### **Mid term Goals**

- Transition towards a multidisciplinary education model to provide holistic learning opportunities.
- Introduce new pedagogical techniques, integrate digital tools, and promote inclusive education practices.
- Ensure that every faculty member completes a minimum of 50 hours of continuous professional development annually.
- Regularly update the curriculum to align with NEP 2020 and global standards.
- Introduce multidisciplinary programs blending education with fields like technology, psychology, and social sciences.

### **Long term Goals**

- Strengthen research capacity to foster innovation and academic growth.
- Promote experiential and blended learning approaches for practical, hands-on education.
- Sign additional MOUs with local schools to provide year-long internships and with higher education institutions to offer cross-disciplinary electives.

## **Infrastructure and Technology Augmentation**

Upgrading infrastructure and integrating technology are crucial for creating a dynamic learning environment. Modern facilities like smart classrooms and digital tools enhance teaching and learning, making education more interactive and effective. These improvements support research, innovation, and skill development, ensuring students and faculty have the resources they need to succeed. By embracing technology, the college prepares future educators to thrive in a digital world and meet global standards. Ultimately, these upgrades strengthen the institution's capacity to deliver quality education and stay competitive.

### **Short term Goals**

- Establish digital learning hubs with fully equipped computer labs, e-libraries, and specialized laboratories.
- Expand collaborative spaces, such as innovation labs and resource centers, to support research and group activities.
- Implement ICT-enabled blended learning models for flexibility and inclusivity.
- Provide training for faculty and students in using modern ed-tech tools and AI-driven teaching methods.

### **Mid term Goals**

- Upgrade IT infrastructure to accommodate advanced digital learning tools and platforms.
- Implement ICT-enabled tools to facilitate effective blended learning models.
- Create a barrier-free, eco-friendly, and accessible campus to ensure inclusivity and sustainability.

### **Long term Goals**

- Fully integrate technology into all teaching, learning, and administrative processes for seamless operations.

- Achieve global standards in infrastructure and digital education to enhance the institution's reputation.
- Develop a robust digital ecosystem to support lifelong learning and innovative research initiatives.

## **Faculty and Student Support Systems**

In a College of Education, faculty development and support systems are not merely administrative perks; they are the "intellectual pillars" that ensure the institution can bridge the gap between traditional theory and modern, student-centric practice.

### **Short-term Goals**

- Establish counseling and mentorship programs for both students and faculty.
- Conduct regular workshops on mental health, stress management, and professional skills.
- Strengthen the grievance redressal system to address issues effectively.
- Develop a professional development plan for teachers and non-teaching staff.
- Encourage student participation in research and community-based projects.
- Foster a vibrant campus environment at the campus with clubs, Committees, cultural events, and sports activities.
- Provide counseling and mentorship programs to support the emotional and academic well-being of students.
- Encourage leadership, social responsibility, and empathy through community-based projects.

### **Mid-term Goals**

- Enhance student support services, including career guidance and placement cells.
- Provide faculty with professional development opportunities, such as training programs and certifications.

- Introduce wellness programs, including fitness and recreational facilities, for both faculty and students.
- Facilitate internships, placements, and mentorship programs for students.
- Organize regular professional development programs, including certifications and advanced training, for faculty at Sri Guru RamDass College of Education.
- Encourage faculty participation in academic exchanges and global conferences.
- Recognize and reward outstanding contributions by faculty in teaching, research, and community service.
- Provide scholarships and financial aid to support economically disadvantaged students.

### **Long-term Goals**

- Establish a fully equipped student and faculty support center with resources for academic, emotional, and career development.
- Foster a culture of continuous mentorship, collaboration, and personal growth.
- Strengthen alumni networks to build long-term support systems for students and faculty.
- Partner with educational institutions, NGOs, and government bodies to create career opportunities for students.
- Develop skill-based programs with experts to boost employability.

### **Collaborations and Institutional Growth**

Collaborations are essential for institutional growth, offering new opportunities and resources. By partnering with universities, organizations, and industries, the college can enhance its academic programs, research, and professional development. These partnerships provide students and faculty with diverse perspectives, innovative practices, and access to global standards. They also facilitate resource sharing, funding, and valuable internship and placement opportunities. Ultimately, collaborations strengthen the institution's reputation and

support its mission to deliver high-quality education, driving long-term growth and impact.

### **Short-term Goals**

- Initiate partnerships with local schools for year-round internships and teaching practice.
- Sign more MOUs with regional teacher training institutes for knowledge sharing and resource exchange.
- Collaborate with community organizations for capacity-building programs and outreach initiatives.
- Partner with education and field experts to organize skill-based workshops and training sessions for students and faculty.
- Promote environmental awareness and sustainable practices in academics and campus activities at Sri Guru RamDass College of Education.

### **Mid-term Goals**

- Strengthen collaborations with research organizations for joint research and publication opportunities.
- Work with government bodies to develop policy-oriented programs in education.
- Partner with ed-tech companies to adopt AI-driven tools and innovative pedagogy in classrooms.
- Expand student and faculty exchange programs with institutions to share best practices.
- Strengthen the alumni network to support mentorship, funding, and institutional development.
- Integrate ethics, professionalism, and human values into all programs.
- Expand infrastructure to support multidisciplinary programs and advanced research facilities.

## **Long-term Goals**

- Establish research partnerships, and cultural exchanges.
- Establish a dedicated center for interdisciplinary research in education, focusing on emerging trends and global challenges.
- Develop a strong alumni network to serve as mentors, collaborators, and contributors to institutional growth.
- Position the institution as a leader in teacher education and research through global partnerships and impactful projects.
- Encourage lifelong learning and continuous skill development for students and faculty.

## **Governance, Leadership, and Resource Mobilization**

A good governance and strong leadership are essential for the college's success, ensuring transparency, accountability, and strategic decision-making. Leadership inspires and guides the institution toward innovation and excellence, adapting to evolving educational needs. Resource mobilization secures vital funding, infrastructure, and partnerships that support high-quality education and sustainable growth. Together, these elements enable the college to achieve its mission, maintain its reputation, and thrive in a competitive environment.

## **Short-term Goals**

- Establish clear governance structures and policies with defined roles and responsibilities.
- Form committees for academic, administrative, and student welfare to ensure participatory governance.
- Provide leadership development programs for faculty to enhance their management and leadership skills.
- Identify and pursue local funding opportunities through collaborations with NGOs and community partners.

## **Mid-term Goals**

- Develop a strategic plan for institutional growth, engaging all stakeholders in the process.
- Strengthen leadership capacity through advanced training programs for faculty and staff.
- Establish an endowment fund to support scholarships, research initiatives, and campus development projects.

## **Long-term Goals**

- Foster a culture of visionary leadership that promotes innovation and excellence in education.
- Develop a sustainable financial model through diversified funding sources.
- Position the college as a model of effective governance and resource management in the education sector.
- Ensure institutional autonomy while maintaining transparency and accountability in governance and operations.

## **Quality Assurance and Enhancement**

Quality assurance and enhancement are critical for maintaining high educational standards and driving continuous improvement. By regularly evaluating and refining teaching methods, curriculum, and facilities, the college can meet evolving needs and foster academic excellence. These practices build trust among stakeholders, ensure compliance with standards, and enhance the institution's reputation. Ultimately, quality assurance and enhancement create a dynamic learning environment, enabling the college to produce competent and well-prepared educators who can make a meaningful impact.

## **Short-term Goal**

- Establish an Internal Quality Assurance Cell (IQAC) to ensure consistent monitoring of academic and administrative quality.

- Develop a structured feedback mechanism to gather input from students, faculty, alumni, and stakeholders.
- Conduct orientation and training programs to familiarize faculty and staff with quality assurance standards.
- Standardize evaluation and assessment methods to ensure fairness and transparency.
- Implement a system for tracking student performance and outcomes for continuous improvement.

### **Mid-term Goals**

- Regularly review and update the curriculum to reflect emerging trends and educational institutional requirements.
- Introduce quality benchmarks for teaching, learning, and research activities across departments.
- Pursue national and regional accreditation to validate institutional quality and enhance credibility.
- Develop a faculty development program focused on innovative teaching practices and research excellence.
- Create a platform for sharing best practices within the institution and with external partners.
- Conduct annual reviews of institutional performance and implement necessary improvements.
- Gather regular feedback from stakeholders to guide continuous development.
- Hold workshops and seminars to promote best practices in education and management.
- Introduce systems to monitor student performance and ensure continuous improvement.

## **Long-term Goals**

- Establish a global benchmarking system to align the institution with international quality standards.
- Integrate quality assurance into every aspect of institutional operations, from academics to administration.
- Build a reputation as a leader in teacher education by consistently achieving and exceeding quality benchmarks.
- Strengthen institutional research output to contribute to global educational innovation.
- Ensure sustainability of quality enhancement practices by embedding them into the institutional culture.

## **Research, Innovation and Capacity Building**

Research and innovation are essential for advancing knowledge and staying ahead in education. They promote critical thinking, creativity, and problem-solving, enabling the college to address modern challenges effectively. Research informs curriculum development and improves teaching practices, while innovation leads to new tools and methods for learning. Together, they boost the institution's reputation, create collaboration opportunities, and prepare students to be forward-thinking educators equipped for the future.

## **Short-term Goals**

- Establish a research and innovation center to support academic projects.
- Organize workshops and seminars to build research skills among faculty and students.
- Encourage action research to improve teaching practices.
- Provide training for faculty to enhance their teaching and research capabilities.
- Engage students in innovation activities.

## **Mid-term Goals**

- Develop a funding mechanism for research projects and collaborations.
- Collaborate with national institutions for joint research initiatives.
- Focus on NEP 2020-aligned research areas like digital learning and inclusivity.
- Expand academic exchange programs with other institutions.
- Host annual research events to showcase faculty and student achievements.

## **Long-term Goals**

- Establish the college as a leading research hub in teacher education.
- Develop a mentorship program for advanced research and publications.
- Build global research partnerships for impactful collaborations.
- Publish a research journal to share academic contributions.
- Foster a culture of innovation and inquiry that drives societal change.

## **Financial Management**

The financial management plan ensures that Sri Guru RamDass College of Education maintains financial stability while supporting its growth and development goals. By diversifying revenue streams, optimizing resource allocation, and fostering accountability, the institution can achieve long-term sustainability and excellence.

## **Short-term Goals**

- Conduct a financial audit to assess the current financial health of the institution.
- Develop a transparent budgeting system to allocate resources efficiently.
- Identify and apply for government grants and funding schemes under NEP, 2020.
- Set up a fee collection and management system to streamline revenue generation.

## **Mid-term Goals**

- Diversify income sources by offering skill-based programs, certificate courses, and consultancy services.
- Strengthen alumni contributions through donations, endowments, and sponsorships.
- Build partnerships with industries and organizations for financial support and project funding.
- Establish a financial monitoring committee to ensure accountability and proper utilization of funds.

## **Long-term Goals**

- Create a financial reserve to support long-term institutional growth and sustainability.
- Invest in infrastructure expansion and technology upgrades to enhance teaching and learning.
- Develop a self-sustaining financial model through innovative programs and collaborations.
- Ensure continuous funding for research, scholarships, and faculty development initiatives.

## **Concluding Notes**

This strategic plan aims to position Sri Guru RamDass College of Education, Pandher as a leader in teacher education, fostering innovation, inclusivity, and excellence to meet global standards. By focusing on academic excellence, good governance, technology integration, research, and holistic development, the college is committed to shaping educators who are socially responsible, empathetic, and well-equipped to face real-world challenges. Through strong industry-academia collaborations, sustainable practices, and a focus on lifelong learning, Sri Guru RamDass College of Education envisions becoming a hub of multidisciplinary

education and a benchmark for quality in teacher training. This roadmap will not only empower future educators but also contribute significantly to societal and national development, ensuring the institution's legacy of excellence continues to thrive.



Principal  
Sri Guru Ramdass  
College of Education  
Pandher, (Amritsar)