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Government of West Bengal
OFFICE OF THE PRINCIPAL
GORUBATHAN GOVERNMENT COLLEGE
AT GORUBATHAN, P.O. – FAGU
DIST. - KALIMPONG 735 231

Web: www.gorubathangdc.co.in; Email: ggdc.gbn@gmail.com



Reference No.:

Date:

**PERSPECTIVE PLAN
AND
DEPLOYMENT DOCUMENT
(2018-2022)**



GORUBATHAN GOVERNMENT COLLEGE

AT GORUBATHAN, P.O. – FAGU
DIST. - KALIMPONG 735 231

Web: www.gorubathangdc.co.in;

Email: ggdc.gbn@gmail.com

Shalida

Officer In-charge
Gorubathan Govt. College
Fagu, Kalimpong - 735231

A. Bondhan

Coordinator, IQAC
Gorubathan Govt. College



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Background

This Perspective Plan and Deployment Document has been developed to outline the strategic direction and actionable initiatives for Gorubathan Government College, a small but dedicated institution committed to providing quality education in a rural area of Kalimpong, West Bengal. The college has been a beacon of learning and development for the local community, offering various undergraduate programs tailored to the needs of its students and the surrounding region.

Vision and Mission

Vision: The vision of the college includes-

- Transformation of the rural population through education and empowerment
- Creation of quality human resources who contribute meaningfully to society
- Promotion of higher education, fostering analytical thinking and a scientific mindset
- Development of a skilled, responsible, and hardworking workforce for nation-building
- Fostering a culture of innovation and creativity that addresses local and global challenges
- Encouraging community engagement and social responsibility, building a sense of unity and collaboration
- Preserving and promoting local culture and heritage, enriching students' understanding of their roots and identity
- Advancing environmental sustainability, teaching students to care for and protect their natural surroundings

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Mission: The mission of the college is to cultivate knowledge, nurture critical thinking, and prepare individuals for their future endeavours, ensuring that the education received here leaves a lasting impact and fosters intellectual growth and legacy. Our college aims to:

- ◆ Provide easily accessible and affordable undergraduate education, breaking barriers to learning and ensuring inclusivity across all strata of society.
- ◆ Extend the reach of undergraduate education, making it accessible to every member of our community, thereby democratizing knowledge.
- ◆ Promote creativity and critical thinking among students, equipping them with skills essential for a dynamic and skill-based learning environment.
- ◆ Foster leadership qualities and a commitment to social service through active participation in National Service Scheme (NSS) activities.
- ◆ Cultivate values such as empathy, integrity, dignity of labour, self-reliance, gender equality, and environmental stewardship, nurturing responsible citizenship and community engagement.
- ◆ Create a supportive and inclusive campus environment that celebrates diversity and promotes mutual respect among students, faculty, and staff.
- ◆ Encourage interdisciplinary learning and research, fostering innovation and holistic development among students.
- ◆ Foster a culture of lifelong learning, encouraging continuous personal and professional development among students and alumni.
- ◆ Uphold academic excellence through rigorous standards, continuous improvement, and accreditation, ensuring our programs meet high benchmarks.

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Objectives

The objectives of this Perspective Plan are:

- ◆ To deliver quality education that enhances critical thinking, problem-solving abilities, and academic accomplishments across diverse disciplines.
- ◆ To foster the holistic development of students by nurturing their intellectual, emotional, social, and physical well-being.
- ◆ To instil ethical values, integrity, and a sense of societal responsibility, inspiring students to become compassionate and empathetic individuals.
- ◆ To equip students with practical skills, knowledge, and competencies essential for success in their future careers and active participation in the global economy.
- ◆ To cultivate a culture of lifelong learning, curiosity, and adaptability among students, preparing them to thrive in an ever-changing and dynamic world.

This document serves as a comprehensive guide to achieving these objectives, detailing the strategic goals and the steps required to implement them effectively over the next five years. By aligning our efforts with these goals, we aim to build a sustainable future for Gorubathan Government College and its stakeholders.

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Core Values

Inclusivity and Equity

- ◆ Ensure access to education for all, regardless of socio-economic background, gender, or caste.
- ◆ Foster an inclusive environment that respects and values diversity.

Community Engagement

- ◆ Actively engage with local communities to understand and address their educational needs.
- ◆ Promote community development through education and collaboration.

Quality Education

- ◆ Commit to providing high-quality education that meets national and international standards.
- ◆ Continuously improve teaching methodologies and curriculum to stay relevant.

Sustainability

- ◆ Promote environmental sustainability through green initiatives and practices within the campus.
- ◆ Encourage students to become advocates for sustainable development.

Ethical Practices

- ◆ Uphold the highest standards of integrity and ethics in all institutional activities.
- ◆ Foster a culture of honesty, transparency, and accountability.

Innovation and Excellence

- ◆ Encourage innovative thinking and creativity among students and faculty.
- ◆ Strive for excellence in academic and non-academic pursuits.

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Lifelong Learning

- ◆ Promote a culture of continuous learning and self-improvement.
- ◆ Provide opportunities for skill development and professional growth.

Student-Centric Approach

- ◆ Prioritize the needs and well-being of students in all decision-making processes.
- ◆ Support holistic development by offering a balanced mix of academics, extracurricular activities, and personal development programs.

Cultural Heritage and Local Traditions

- ◆ Preserve and promote local culture, traditions, and heritage through educational programs and activities.
- ◆ Integrate local knowledge and practices into the curriculum where appropriate.

Collaboration and Partnerships

- ◆ Foster partnerships with other educational institutions, industry, and government bodies to enhance learning opportunities.
- ◆ Encourage collaborative research and projects that benefit the local community and beyond.

Empowerment through Education

- ◆ Empower students with the knowledge, skills, and confidence to become change-makers in their communities.
- ◆ Promote gender equality and women's empowerment through targeted initiatives and support.

Health and Well-being

- ◆ Ensure the physical and mental well-being of students and staff through health services, counseling, and wellness programs.
- ◆ Promote healthy lifestyles and well-being as part of the educational experience.

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Implementation Strategies

- ◆ To deploy these core values effectively, consider the following strategies:

Curriculum Development

- ◆ Focus on integration of core values into the curriculum through specific courses and activities.
- ◆ Include practical, community-based projects and fieldwork.

Faculty Development

- ◆ Provide ongoing training and development for faculty to align with core values.
- ◆ Encourage faculty to incorporate core values into their teaching and research.

Student Programs

- ◆ Develop programs and workshops focused on core values such as ethics, sustainability, and community service.
- ◆ Create platforms for students to engage in local issues and contribute to community development.

Infrastructure and Resources

- ◆ Ensure that the physical and digital infrastructure supports the implementation of core values.
- ◆ Allocate resources for initiatives that promote inclusivity, sustainability, and innovation.

Monitoring and Evaluation

- ◆ Establish mechanisms to regularly monitor and evaluate the implementation of core values.
- ◆ Use feedback from students, faculty, and community members to continuously improve.

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Community Outreach

- ◆ Build strong relationships with local communities through regular interaction and collaboration.
- ◆ Involve community members in decision-making processes and college activities.

By embedding these core values into the college's strategic plans and daily operations, our can play a pivotal role in the educational and socio-economic upliftment of the rural area it serves.

SWOC ANALYSIS

Strengths (S):

- ◆ **Qualified Faculty:** Exceptional education and mentorship is provided by our institution's faculty, which includes many PhD holders. In addition to the academic core of the institution, there are substantial research publications contained in books and journals authored by our faculty members.
- ◆ **Infrastructure:** Our College has an adequate learning resources such as libraries, laboratories that facilitate effective learning. Seminar halls, ICT classrooms, a canteen, sanitation facilities with running water, playgrounds for sports activities such as basketball and badminton courts can be found on campus.
- ◆ **Reputation:** In a short span of time we have been a pioneer educational institution in a remote area imparting knowledge and an education to the diverse group of students especially coming from marginalized backgrounds of this region.
- ◆ **Diverse Student Body:** Our College enrolls a diverse student population from various ethnic backgrounds, fostering cultural exchange and enriching learning experiences.

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Weaknesses (W):

- ◆ Expansion Plans for The College: Limited by operating within a single building, plans to construct additional facilities including a science building, auditorium, student hostel, and staff quarters are underway.
- ◆ Remote location: As the institution is located far from major urban hubs, the students from those areas do not prioritize to take admissions in the college due to poor communication.
- ◆ Financial Constraints: Limited funding hampers investment in infrastructure, faculty development, and student support services. The college is yet to have fully ICT enabled facilities and fully automated library facilities.
- ◆ Research activities: As we are already implementing the NEP 2020, we strive to prioritize research and developments in the college. The adequate amount of funding is required to establish a fully functional research laboratory for the Faculties and Students.
- ◆ Network & Internet issues: As the college is located in the remote area, the network connectivity and internet facilities are mostly hampered due to unpredictable weather conditions.
- ◆ Lack of Subjects: Our college provides only the basic subjects to the students. These hamper the number students to be admitted in the college. We require more subjects like Computer Applications, Commerce, Mathematics, Physics, Geography, Sociology and many more to encourage more admission of the students.
- ◆ Collaborations: The institution also require to collaborate with the NGOs, Industries, Research Institutes to be more efficient in these changing era of globalization
- ◆ NCC: The formation of NCC has become an essential part of the institution. Many of the students decline admissions in the college due to absence of NCC in the college.

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- ◆ The transfer of teaching and non-teaching staff: It can be viewed in both the ways, weakness as well as the opportunity. On one hand, it depletes existing resources, potentially disrupting continuity and impacting services. On the other hand, it presents opportunities to bring a new faculty or efficient office staff, thereby enhancing the overall quality and efficiency of operations

Opportunities (O):

- ◆ Qualified Teaching Staff: Our qualified teaching staff at Gorubathan Government College leverages their expertise and skills to overcome diverse challenges. Their dedication ensures high-quality education and fosters student success. By addressing academic and developmental needs, they create an enriching learning environment.
- ◆ Skill-based Programs: We can introduce skill-based programs that focus on practical skills to promote entrepreneurship. These courses empower students to become innovative and self-sufficient professionals.
- ◆ Engagement in Socially Relevant Programs: Our college actively engages in socially relevant programs, addressing critical social issues through community outreach and awareness initiatives. These programs foster a sense of social responsibility among students. By participating, students gain valuable insights and contribute positively to society.
- ◆ Enhanced Outreach Activities: Our NSS units and Eco-Club enhance outreach activities by actively involving students in addressing local community issues. This engagement fosters a stronger connection between the college and the community.
- ◆ Support through Career Counselling: Our institution provides students with comprehensive career guidance and counselling services. These services help students make informed decisions about their professional paths.
- ◆ Strategic location: Located near Neora Valley National Park, our institution is ideally positioned for extensive research initiatives across various departments. This proximity

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allows for significant contributions to the scientific community through studies on biodiversity and conservation. Additionally, these research efforts benefit the local community by promoting environmental awareness and sustainable practices.

- ◆ Land Utilization: The College can utilize its fallow land assets for significant infrastructural development. This opportunity allows for the expansion of facilities, enhancing educational resources and campus amenities. Such development will support the growing needs of students and staff.

Challenges (C):

- ◆ Centre of Academic Excellence: We aim to upgrade the institution to a center of academic excellence by enhancing research capabilities and learning outcomes. This involves investing in advanced resources, fostering innovative teaching methods, and encouraging scholarly activities. Our goal is to create an environment where both students and faculty thrive in academic and research pursuits.
- ◆ Infrastructure Development: Scaling up infrastructure to accommodate a growing student population is a critical challenge. Addressing this need is essential to providing adequate facilities and maintaining a conducive learning environment.
- ◆ Promoting Research and Teaching Synergy: Establishing a research center for both Sciences and Humanities presents a key challenge due to the need for diverse resources and specialized facilities. Balancing the requirements of both fields while securing funding and expertise is crucial. Successfully addressing this challenge will enhance interdisciplinary research and academic growth.
- ◆ Limited Transportation Options: Accessibility issues can significantly impact student attendance and participation in extracurricular activities. Addressing these barriers is essential for ensuring full engagement and equal opportunities for all students.
- ◆ High Dependency on Unreliable Local Utilities: Electricity disruptions and inconsistent internet connectivity severely hinder teaching, learning, and administrative functions.

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Reliable utilities and connectivity are crucial for maintaining effective educational and operational processes.

- Difficulty in Maintaining Consistent Enrolment Numbers: Geographical isolation limits student access and awareness, leading to fluctuations in enrollment that can affect the institution's overall stability. This challenge can impact the range of course offerings and institutional growth. Addressing these issues is crucial for maintaining a stable and diverse academic environment.

Short Term Plan

1. Students Participation in Sports and Cultural Events

Objective:

Boost student engagement in extracurricular activities for holistic development

Strategic Plan:

- Host and encourage participation in sports and cultural events throughout the academic year.
- Motivate students to compete in inter-college competitions.

Deployment:

The institution organized cultural programs for students participation, students also participated in inter-college sports organized by the University of North Bengal annually.

2. Conducting Extension Programs

Objective:

Enhance community engagement and social responsibility.

Strategic Plan:

- Plan and implement extension programs in partnership with local communities.

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- ◆ Involve students and faculty in community service projects.
- ◆ Monitor and document the impact of these programs.

Deployment:

The NSS Unit- 1 volunteers of our college adopted the village named Malcha-4 and organized awareness program on health and hygiene. The cleanliness drive was taken on the surroundings of local river Chel.

3. Upgrading Digital Facilities

Objective:

Improve access to digital resources and technology.

Strategic Plan:

- ◆ Enhance existing digital infrastructure.
- ◆ Ensure campus-wide high-speed internet connectivity.
- ◆ Promote the use of digital tools and platforms for education.

Deployment:

The college added 8 computers in the year 2019-2020. The whole college building is facilitated with wi-fi connections. The teachers used different e-learning tools in COVID-19 period for Teaching Learning Process.

4. Meetings and Feedback

Objective:

Ensure continuous improvement and stakeholder involvement.

Strategic Plan:

- ◆ Hold regular IQAC, Teachers' Council, and departmental meetings.
- ◆ Create sub-committees for specific tasks and projects.
- ◆ Collect feedback from parents and students

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Deployment:

The institution now have fully functional IQAC , Teachers Council and its sub-committees for academic activities of the college. The feedback mechanism has been initiated for suggestions on institutional development.

5. Alumni Engagement

Objective:

Cultivate a strong sense of community and ongoing improvement.

Strategic Plan:

- ◆ Keep updated records of alumni and encourage their participation in institutional activities.
- ◆ Tracking Alumni achievements in different arenas.

Deployment:

The whatsapp group of ex-students has been created for communication but registration of Alumni Association is yet to be completed.

Long-Term Plans

Accreditation from NAAC and Institution Recognition under UGC 12(B)

Objective:

Gain recognition and enhance institutional standards.

Strategic Plan:

- ◆ Prepare and submit the necessary documents for NAAC accreditation.
- ◆ Obtain recognition under UGC 12(B) regulations.
- ◆ Implement recommendations from accrediting bodies to improve quality.

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Filling Vacant Positions

Objective: Strengthen the faculty and administrative team.

Strategic Plan:

- ◆ Streamline the recruitment process in collaboration with the state education department.

ICT-Enabled Classrooms and WiFi-Enabled Campus

Objective:

Modernize the teaching-learning environment.

Strategic Plan:

- ◆ Equip all classrooms with ICT tools and resources.
- ◆ Ensure WiFi connectivity throughout the campus.
- ◆ Train faculty to effectively use ICT tools in their teaching.
- ◆ Maintain existing ICT-enabled classrooms.

Library Automation

Objective:

Enhance access to library resources.

Strategic Plan:

- ◆ Implement a comprehensive library management system.
- ◆ Digitize library resources and create an online catalog.
- ◆ Provide training for library staff and users on the new system.

Centralized Computer Laboratory with Networking

Objective:

Provide basic computing facilities for students and staff.

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Strategic Plan:

- ◆ Expand the current computer lab with new computers, high-speed internet, and networking capabilities.
- ◆ Ensure the lab is equipped with the latest software and hardware.
- ◆ Offer regular training sessions for students and staff.

Faculty Development

Objective:

Promote the professional growth of faculty members.

Strategic Plan:

- ◆ Encourage a culture of research by supporting faculty in pursuing research projects.
- ◆ Enable faculty and office staff to participate in development programs, workshops, and conferences.
- ◆ Provide opportunities for faculty exchange and collaboration with other institutions.

Conclusion

In conclusion, the Perspective Plan and Development Document for our college in rural area lays out a strategic roadmap aimed at holistic growth and development. By prioritizing quality education, infrastructure enhancement, faculty development, and community engagement, we aspire to transform our institution into a hub of academic excellence and social upliftment. Through collaborative efforts and innovative solutions, we aim to bridge the urban-rural divide, empower our students, and contribute meaningfully to the socio-economic development of the region. Our commitment to sustainable progress ensures that the benefits of this plan will be long-lasting, fostering a brighter future for our college and the surrounding community.

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