COLLEGE OF EDUCATION, KHAROD

Developing Institutional Development Plan (IDP)*

1.Cover Page

- Title: Institutional Development Plan (IDP)
- Name of the Institution: College of Education, Kharod
- Year of Establishment: 1991
- Institutional status: Grant-in-aid
- Affiliated/Constitutional: Affiliated
- Type of institution: Co-education
- Location: Rural
- Address: College of Education

  At & Po: Kharod,

  Ta: Ankleshwar,

  Dis: Bharuch, Gujarat,

  India - 394115.

  - Phone: 7284983769
  - Email: kharode17@gmail.com
  - Website: www.coekharod.org
  - https://www.facebook.com/College-of-Education-Kharod 104822358039613/?ref=pages_you_manage
  - https://www.youtube.com/channel/UCx61fQeLGponFOPR_IT8PcQ
  - Name of the Head of the Institution: Dr. Intekhabalam K.Ansari
  - Designation: In charge Principal (Assistant Professor)
  - Contact details: 8200741637/ ik_ansari73@yahoo.co.in

- Date of Submission: 25/06/2025

*We are having teacher training program (B.Ed.) and in the transition made of the implementation of the NEP- 2020

I/C Principal
College of Education
Kharod, Ta. Ankleshwar

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2. Table of Contents

• Well-structured listing of all sections and sub-sections

3. Executive Summary

• Brief overview of the institution's status

The Ankleshwar Progressive Education Trust (APET), Kharod, Dist. Bharuch is a well-known trust imparting Teacher Training, CBSE Schooling, Industrial Training, and Health care services.

The visionary Mr. Ahmed Patel (MP) inspired the local leaders like Shree Arif Vazifdar- a social worker and Shree Mohmed Bhaiyat-Sarpach to start a B.Ed. College to impart teacher training to the needy, poor, adivasi girls and boys so that they can survive and share their contribution to up bring the marginalised community.

The visionary founders of this trust believed teacher training to be an effective means of social and economic enrichment. Hence all the efforts of the leaders, past as well as present, reflect this perspective. Since teacher performance is the most crucial input in the field of education, the Ankleshwar Progressive Education Trust-Kharod, Dist. Bharuch, Gujarat established this teacher training college (B.Ed. College) to prepare teachers who can impart instructions effectively and interestingly.

The College started its functioning on the auspicious day 05th September 1991, Teacher's Day 1991 in a building of the village Madrasa. Later, the Trust received some 7 acres of land from the GIDC, Ankleshwar, Govt. of Gujarat and built its own building for the College, School and ITI.

Kharod is a small village about 10 kilometres away from Ankleshwar Valia Chowkdi towards Surat on national highway no. 48.

Since inception of the College till 2020, the College was affiliated with Veer Narmad South Gujarat University-Surat and since June 2020 the College has been affiliated with the Indian Institute of Teacher Education, Gandhinagar, (IITE-Gandhinagar)

Between the year 2004 to 2015 the College also imparted teacher training to approx. 1200 IGNOU B.Ed. Distance Learners and received a B.Ed. degree from IGNOU-Indira Gandhi National Open University-New Delhi.

In the year 2016-17, NIOS (National Institute of Open Schooling-New Delhi) guided Di.El.Ed. (Diploma in Elementary Education) 2-year distance mode programme was also conducted at the College.

Till the year 2025-26, about1665 students got training from this institute and are serving in the field of education. In addition, the college also supervises/guides Ph.D. students in education. At present the college has 2 Ph.D. guides and all teachers have PG recognition. So far, the College has produced 18 Ph.D. students.

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- **Vision, Mission, and Strategic Goals**

The College of Education Kharod is a well-known name for teacher education. And college will work on the following Vision, Mission, and Strategic goals.

VISION

- Building a classless society based on justice, freedom and harmony through our teacher training program.
- To bring out the best in a person by catering value based, need based and carrier-oriented teacher training education and develop self-reliant citizens as well as world class teachers to transform into an institution of excellence to be a national leader in the field of teacher training education.
- To be a front runner in India's nation building process and to achieve global competency in education.

MISSION

- To train well motivated, ICT embedded teachers, who will be intellectually competent, merely sincere, socially committed and spiritually inspired, to become instruments of social transformation, and to find new ways and means to the teaching-learning process.
- The college is not merely confined to importing knowledge in the classroom but is a means of reinforcing values of love, compassion, equality and justice.

Strategic Goals

- The student- teachers will be equipped to design curriculum and planning of the core subjects.
- The student-teachers will be motivated to implement learner-centric approaches in the teaching learning process.
- The student-teachers will be encouraged to create and celebrate events which inculcate values and ethics towards humanity and nation
- The student-teachers will be motivated to inculcate professionalism for self-renewal
- The student-teachers will be encouraged to give preference to Skill based teaching-learning including ICT, tools of Visual & Performing arts, Learning with health awareness, Communication skills and media literacy.
- The student-teachers will be encouraged to comprehend professional disposition towards collaborators.
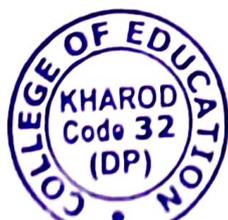
- **Summary of key initiatives in the IDP**

Institutional Development Plans (IDPs) are strategic frameworks that guide the holistic growth and enhancement of educational institutions. They are designed to align with national education policies, such as India's National Education Policy (NEP) 2020, and aim to foster academic excellence, research, infrastructure, and overall institutional well-being. Here's a summary of key initiatives commonly found in Institutional Development Plans, along with details.

Key Initiatives in Institutional Development Plans:

I. Academic Excellence and Curriculum Development:

* Curriculum Review and Update: Our college is ready for regularly aligning the curriculum with national and international educational standards, including the National Education Policy (NEP) 2020, and incorporating emerging trends, industry demands, and feedback from stakeholders. This includes introducing multidisciplinary aspects, vocational education, and skills.
* Specialized Courses: Our college is introducing modules in areas like educational technology, inclusive education, leadership in education, guidance counseling, and Indian Knowledge Systems. Moreover, ready to implement more courses.
* Integration of Technology: Incorporating modern teaching tools, educational technologies, and digital learning platforms (e.g., Learning Management Systems, MOOCs like SWAYAM) to prepare future teachers for the digital classroom.
* Experiential Learning: Promoting learning through field projects, research projects, practical hands-on training, and school internship programs.
* Employability Skills: Inculcating life skills, soft skills, and foundational technology skills in the curriculum to enhance the employability of graduates. The development of teaching skills among the future teachers is the main focus area of the college.

II. Faculty Development:

* Continuous Professional Development (CPD): Our college is providing ongoing training opportunities for faculty members to enhance teaching methods, update subject knowledge, and incorporate the latest pedagogical approaches. It will be continued.
* Research and Publications: Encouraging faculty to engage in research activities, attend conferences, and publish papers in renowned educational journals.
Registration fees for attending one seminar is being given to the faculty member.

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* Workshops and Seminars: Organizing regular workshops, guest lectures, and seminars every year with experts to ensure faculty and students to make them update.
 * Motivating Faculty: Implementing strategies for faculty retention and motivating them towards advancing student learning, institutional growth, and the teaching profession.

III. Infrastructure Development (Physical and Digital):

 * Physical Infrastructure: Renovation and modernization of classrooms and laboratories, upgrading library facilities with the latest books and online resources, installation of smart boards and audio-visual equipment, developing sports grounds, gymnasiums, and other recreational spaces. This also includes ensuring basic amenities like drinking water, hygienic toilets, and a pleasant campus environment.
 * Digital Infrastructure: Establishing and improving IT infrastructure, including reliable internet connectivity, Wi-Fi, computer laboratories, and digitalizing library facilities. This also involves the use of online platforms for teaching-learning processes.
 * Security and Safety: Implementing measures like CCTV surveillance and fire-fighting systems.
 * Environmental Sustainability: Implementing sustainable energy solutions (e.g., solar panels, rainwater harvesting) and promoting eco-conscious campus practices.

IV. Student Support and Development:

 * Mentoring and Counseling: Providing regular mentoring, personal counseling, and career counseling services to students, who are the future teachers of the society.
 * Student Engagement: Encouraging student participation in various activities, clubs, and extension programs.
 * Grievance Redressal: Establishing a strong and transparent grievance redressal system. Cells and committees are constructed and working.
 * Scholarship and Financial Support: Government scholarships are being provided through the college. Some financial support is given to poor students and it will be expanded.
 * Alumni Engagement: Actively involving alumni in strategic initiatives and feedback mechanisms. Every year annual general meeting of the Alumni associates is being arranged.

V. Governance and Administration:
 * Strategic Planning: Developed clear vision, mission, goals, and objectives for the institution.

* Quality Assurance: Establishing and strengthening an Internal Quality Assurance Cell (IQAC) to formulate and implement quality assurance policies and plans.
* Transparency and Accountability: Ensuring transparency in financial, academic, and administrative functions.
* Collaboration and Linkages: Promoting academic, institutional, and industrial linkages for research, internships, and placements. This includes MOUs with other institutions and industries.
* Feedback Mechanisms: Implementing effective student feedback mechanisms to inform continuous improvement.
* Compliance: Ensuring compliance with regulatory standards and guidelines from bodies like UGC and NCTE.

VI. Research, Innovation, and Entrepreneurship:

* Research Promotion: Fostering a research-oriented environment and encouraging faculty and students to engage in interdisciplinary research.
* Innovation and Incubation: Motivate students to do innovative in the field of education.
* Start-up Support: Providing guidance and resources for student start-ups.
These initiatives collectively aim to enhance the overall quality of teacher education, prepare competent and skilled educators, and contribute to the holistic development of students and society, getting benefits of the Government programs.

4. Institutional Profile

- **Year of establishment:** 1991
- **Type of institution** (e.g., Public, Private, Autonomous, Deemed, Sectorial): Grant-in-aid
- **Accreditation & affiliations:**

Through the following letters and orders the College has established its affiliation and recognition with different Government bodies like Universities, NCTE, UGC etc.
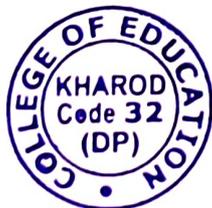IITE-Gandhinagar, Permanent Affiliation- IITE/Academic/Affiliation/740-56/2020 dt. 20/08/2020, 50 intakes
NCTE/WRC/313036/2015/156726 dt. 08/12/2015 Revised Order 50 intake
UGC 2(F), 12(B) F.No.8-48/2010 (CPP-I/C), May 2011
Gujarat Government Permanent Affiliation Notification No. DGJ/1591-1542.bhag2-kh.1 Dt. June 2006, permanent affiliation from 15/06/2007

Veer Narmad South Gujarat University-Surat, Permanent Affiliation recommendation Letter, Letter No. S-A(B.ED.) (07)9694 dt. 07/09/2007
NCTE/WRC/5-6/22/2000/9018 dt. NCTE Order 60 intake, 17/10/2000
Gujarat Government Grant in Aid- Notification- DGJ/1591/1542/40/91/kh 03/08/1994
Trust Registration No. E 2345, No. 19168 Sr. No. 75/91 Dt. 07/06/1991 Bharuch

- **Programs offered:** Bachelor of Education (B.Ed.)
  (Two Years Regular Course
- **Ranking:**

GSIRF Ranking 4 star, 3.01 out of 5, 22/06/2021 Valid till 30 May 2022
GSIRF Ranking 4 star, 3.03 out of 5, 28/02/2020 Valid till 30 March 2021

NAAC Ranking	CGPA	scale	Grade	EC Dt.
1st cycle	2.28	four-point	B	March 28, 2010
2nd cycle	2.32	four-point	B	August 12, 2023

- **Faculty and staff strength:**

Non-teaching /Administrative faculty profile

Sr. No.	Name of the faculty	Qualification	Date of appointment	Post	Experience in total years
1	Mrs. Kavitaben A. Rathva	B.COM, M.Lib & Inf. Sci.	09/02/1998	Librarian	26 years
2	Shri. Ashwin M. Vasava	B.A.	03/08/1992	Jr. Clerk	33 years
3	Shri. Faruk Y.Bijabhai	10th pass	03/08/1992	Peon	33 years
4	Shri. Chandravadan k. Gurjar	10th pass	09/02/1998	Swiper	26 years
5	Shri. Minesh H. Jadav	10th pass	09/02/1998	Watchman	26 years

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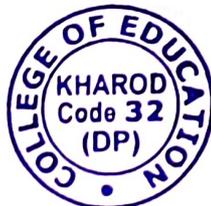
Teaching faculty profile

Sr. No.	Name of the faculty	Qualification	Date of appointment	Post	Experience in total years
1	Dr. Intekhabalam K. Ansari	M.COM., M.ED., Ph.D., GSLET	31/01/2010	Assistant Professor/ In-charge principal	15 years
2	Dr. Parul B. Tandel	M.SC., M. ED, GSLET, Ph.D	18/04/2007	Assistant Professor	18 years
3	Dr. Dharmiben B. Patel	B.SC., M.A., M.ED., Ph.D., GSLET	09/07/2019	Assistant Professor	6 years
4	Dr. Anirudhdhsinh Y. Raulji	B.A., M.A., M.Ed., M.Phil, Ph.D.	21/06/2022	Adhyapak Sahayak	3 years
5	Dr. Pallaviben K.Kapadia	B.A., M.A., M.Ed., NET, Ph.D.	28/06/2022	Adhyapak Sahayak	3 years
6	Dr. Arun N. Tandel	M.A., M.Ed, Ph.D., B.Lib., GSETS	01/01/2024	Adhyapak Sahayak	1 years

Faculty members have passed the CCC Plus examination, all faculty members are Ph.D. holders, fourss faculty members have passed the GSLET examination, and one has passed the NET examination, and two faculty members have completed the refresher course and orientation course, and one faculty member has completed the orientation course.

• Student demographics
Current Student Demographic Analysis: Majority of the students of the college are coming from Bharuch, Surat, Navsari and Narmada district of the state. Majority students are coming from village area and also from tribal students. Female students are getting more benefit of the college.

Gender Ratio:
Gender Ration is totally dependence on admission procedure.

According to admission procedure our institution has approximately 20% male and 80% female student

Age Distribution:
Average age of students, range- approximately 21- 30 years

Geographical Background:
Many of students coming from local area, Rural area and some students from Urban area

Socio-Economic Background:
Many of students having Socio-Economic Backward status. And they are receiving scholarship from Govt.

Academic Background (Prior Qualification & Stream):
Graduates from Arts, Science, Commerce, Engineering, etc. Academic performance in undergraduate studies.

Language Proficiency:
Mother tongue, Hindi, or regional languages like Gujarati

Digital Literacy & Access:
We have Computer lab and college WI-FI facility. Students used it for educational purpose.

Career Aspirations:
school teaching and higher studies, placement

5. SWOC Analysis

- **Strengths**
  1. College provides gender sensitive and empowering teaching
  2. College follows dialogic process and suggesting
  3. Active internal qualities assurance cell
  4. 4 college teachers, 2 Ph.D. guide
  5. Placement cell
  6. Zero tolerance policy towards sexual harassment
  7. Value oriented training.

- **Weaknesses**
  1. Remote location
  2. Limited scope of research
  3. Limited resources of digital technology
  4. Need of IT expert
- **Opportunities**
  1. Conduct seminars and workshops
  2. Professional and job-oriented courses
  3. Credibility and bonds
  4. (placements + internship)
  5. Strong association with the other institution and the society.
- **Challenges**
  1. To receive the grants and funds for research projects and co-curricular activities
  2. To expand college building.
  3. Hostel facility.

6. **Vision, mission, and strategic goals**
   Revised or reaffirmed vision and mission
   The vision and mission of the College of Education are reviewed and redefined in view of changing national and global scenario in education. Goals are set to attend the objectives and enshrined in national policy of higher education. In the present context, the vision of the College is to be a national leader in education.

VISION

- Building a classless society based on justice, freedom and harmony through our teacher training program.
- To bring out the best in a person by catering value based, need based and carrier-oriented teacher training education and develop self-reliant citizens as well as world class teachers to transform into an institution of excellence to be a national leader in the field of teacher training education.
- To be a front runner in India's nation building process and to achieve global competency in education.

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- To train well motivated, ICT embedded teachers, who will be intellectually competent, merely sincere, socially committed and spiritually inspired, to become instruments of social transformation, and to find new ways and means to the teaching-learning process.
- The college is not merely confined to importing knowledge in the classroom but is a means of reinforcing values of love, compassion, equality and justice.

Core institutional values

1. To pursue excellence in teaching, learning, research, and administration through rigorous process of self-evaluation, accountability, and continuous improvement
2. To infuse a strong value system with emphasis on Integrity, Equality, Honesty, Perseverance, Discipline, Respect for all, Ethics, and Service to Society and Nation
3. To develop scientific temper and professional competency amongst students by imparting research orientation, special skills, and contemporary knowledge
4. To instil sense of civic, social, ecological, and professional responsibility in students to ensure holistic growth and participation in National Development.
5. To promote the use of innovative and technology driven methods in all spheres of institutional functioning.

7. Strategic Goals and Objectives

- **Objectives**
1. To provide personalized training for young men and women using Integral Pedagogy (Context, Experience, Reflection, Action, and Evaluation) and mentoring.
2. To offer all-round training that encompasses intellectual, cultural, social, emotional, physical, aesthetic, moral, and spiritual development.
3. To equip students to be intellectually competent, morally upright, socially committed, and spiritually inspired teachers.
4. To foster students' growth as well-formed facilitators who can guide young learners.
5. To promote values such as respect for Indian common cultural heritage, egalitarianism, democracy, secularism, equality of sexes, protection of environment, removal of social barriers, responsible use of mass media, transparency and goodness in private and public life, observance of small family norms, national unity, and respect for religious and moral values.
6. To incorporate the use of IT communication media and innovative practices.

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COLLEGE OF EDUCATION
KHAROD
Code 32
(DP)

7. To engage in research.
8. To provide environmental education for sustainability.
9. To contribute to women empowerment.

Strategic Goals

Major Goals for the Next

Five Years (2025-30)

. We continually strive to innovate finding new and more effective ways to educate and serve students.

. We sustain rigor in our work (both teaching and research) holding high standards and expectations for both our students and for ourselves.

. We will try our best to become a well-known Institution that makes a difference.

Short-term goals (1–2 years)

- Facilitate access, equity and welfare measures
- Facilitate quality education, training, mentoring and counseling.
- Provide facilities for pre-placement training and placement opportunities through campus recruitment drives.
- SWAYAM courses registration.
- Recruitment of Faculty against the remaining post as per rules and regulation.
- Development of Question Bank.
- Promotion of the Faculty.
- Organizing students' cultural festival as grand events.
- Facilitate supervised internships for students in school.
- Website updating.
- Renovation of Laboratories.
- Counselling & Placement cell.

Medium term Goals (3–5 years)

- Recruitment of Administrative Staffs against the vacant post.
- Build a strong Alumni association.
- Library Automation and Digitization.
- Green Campus programme.
- Earn-while-Lean program for the students.
- Development of Psychology laboratory.

Long term Goals (5+ years)

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- Solar light Systems for sustainable energy conservation.
- MOU with school for internship
- Renovation of method rooms and multipurpose hall.
- Upgradation of Networking in each method rooms.

8. Key Focus Areas

8.1. Academic Excellence

Curriculum Enhancement:
Regularly review and update the B.Ed. curriculum to align with the latest National Education Policy (NEP) guidelines, pedagogical advancements, and emerging trends in education (e.g., integration of AI in education, digital literacy, blended learning) by affiliated university.

Teaching-Learning Methodologies:
Promote innovative teaching strategies, including experiential learning, problem-based learning, inquiry-based learning, and technology-aided instruction. Encourage faculty to adopt child-centric and activity-based approaches.

Assessment and Evaluation:
Implement robust and holistic assessment methods that go beyond rote learning, focusing on critical thinking, creativity, and practical application of knowledge. This includes continuous internal assessment, peer assessment, and diverse examination formats.

Quality of Practice Teaching/Internship:
Strengthen the practice teaching component by collaborating with diverse schools (rural, urban, government, private), providing structured mentorship, regular feedback, and opportunities for student-teachers to experience different educational settings and challenges.

Remedial and Advanced Learning Support:
Identify students needing additional support and provide remedial classes. Offer advanced learning opportunities and resources for high-achieving students.

8.2. Research and Innovation

Promoting Educational Research:
Encourage faculty and students to engage in research related to educational pedagogy, curriculum development, assessment, inclusive education, educational psychology, and technology in education.

Establishing Research Cells/Centers:
Create dedicated research cells or centers focusing on specific areas like teacher professional development, educational technology, or special education.

Faculty Research Grants & Incentives:

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Provide internal grants, incentives, and time-off for faculty to pursue research projects, publish in peer-reviewed journals, and present at conferences.

Student Research Projects:
Integrate minor research projects or dissertations into the B.Ed. curriculum, fostering a research-oriented mindset among future educators.

Innovation in Teaching Aids & Methods:
Encourage the development of innovative teaching aids, educational games, and digital learning resources by both faculty and students.

8.3. Faculty Development

Continuous Professional Development (CPD):
Organize regular workshops, seminars, and training programs on new pedagogical approaches, educational technology tools, curriculum reforms (especially NEP), research methodologies, and soft skills.

Mentorship Programs:
Implement mentorship programs where experienced faculty guide junior faculty members.

Higher Education & Qualifications:
Encourage and support faculty to pursue M.Ed., Ph.D., and other advanced degrees.

School Exposure:
Facilitate faculty visits to schools and other educational institutions to understand real-world challenges and integrate practical insights into their teaching.

Performance Appraisal and Feedback:
Establish a transparent performance appraisal system that includes feedback for growth and development.

8.4. Infrastructure Development

Smart Classrooms:
Equip classrooms with projectors and internet connectivity to facilitate digital learning.

Well-equipped Laboratories:
Ensure well-maintained and adequately stocked psychology lab with relevant resources and equipment.

Resource-rich Library:
Maintain a comprehensive library with a wide collection of books, journals (print and online), e-resources, and research databases relevant to education.
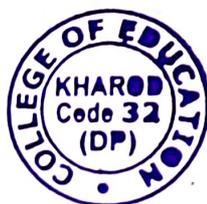
ICT Infrastructure:
Provide robust Wi-Fi connectivity across the campus, computer labs with updated software, and access to learning management systems (LMS).

Auditorium/Seminar Halls:
Develop spaces for conducting workshops, seminars, and cultural events.

8.5. Schools and Educational Bodies

Strong School Partnerships:
Establish formal MOUs with a diverse range of schools for practice teaching, internships, joint research projects, and faculty exchange programs.

Guest Lectures and Workshops:
Invite experienced teachers, principals, and educational leaders from schools to deliver guest lectures and conduct workshops.

Joint Training Programs:
Collaborate with schools to organize in-service training programs for their teachers, providing practical exposure for B.Ed. students.

Feedback Mechanism:
Develop a structured feedback mechanism from schools on the performance of student-teachers to continuously improve the B.Ed. program.

Networking with Educational Organizations:
Engage with professional educational bodies, NGOs working in education, and government educational departments for policy discussions, seminars, and collaborative projects.

8.6. Student Support and Employability

Career Counseling and Placement Cell:
Establish a dedicated cell to provide career guidance, conduct mock interviews, resume writing workshops, and facilitate placement drives with various schools and educational organizations.

Mentoring System:
Implement a strong faculty mentorship program where each student is assigned a faculty mentor for academic and personal guidance.

Soft Skills and Communication Training:
Integrate modules on communication skills, presentation skills, critical thinking, problem-solving, and leadership qualities into the curriculum.

Alumni Network:
Foster a strong alumni network to provide mentorship, networking opportunities, and placement assistance for current students.

Well-being and Counseling:
Provide access to counseling services for mental health and well-being support.

8.7. Digital Transformation

Integration of ICT in Teaching:
Train faculty and students to effectively use various digital tools, educational software, and online platforms for teaching and learning.

Development of E-Content:
Encourage faculty to develop digital learning resources, video lectures, and interactive modules.
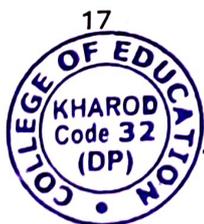
Digital Literacy for Students:
Ensure all B.Ed. graduates are digitally literate and competent in using technology for teaching, administration, and professional development.

Data Analytics for Institutional Improvement:
Utilize data analytics to track student progress, faculty performance, and program effectiveness for informed decision-making.

8.8. Sustainability and Green Campus Initiatives

Environmental Education:
Integrate concepts of environmental sustainability, climate change education, and sustainable development goals into the B.Ed. curriculum.

Campus Green Initiatives:
Implement practices like waste management, water conservation, energy efficiency (e.g., solar panels), and promoting a plastic-free campus.

Community Engagement:
Encourage students and faculty to participate in environmental awareness campaigns and community outreach programs related to sustainability.

Sustainable Practices in College Operations:
Adopt eco-friendly practices in daily college operations, from purchasing to waste disposal.

8.9. Internationalization

Global Perspectives in Curriculum:
Incorporate international educational trends, comparative education, and global citizenship education into the curriculum.

International Collaborations (if feasible):
Explore partnerships with foreign universities for student/faculty exchange programs, joint research, and shared learning resources.

Inviting International Faculty/Scholars:
Host international guest speakers or visiting faculty to enrich the learning experience.

Promoting Global Competencies:
Develop global competencies in students, including cross-cultural understanding, adaptability, and an international outlook.

8.10. Promotion of Knowledge of India

Indian Knowledge Systems (IKS):
Integrate relevant aspects of ancient and contemporary Indian knowledge systems, philosophies of education, and educational thinkers into the curriculum.

Cultural and Heritage Education:
Promote an understanding and appreciation of India's rich cultural heritage, traditions, and values.

Vernacular Language Proficiency:

Encourage proficiency in regional languages and emphasize the importance of multilingualism in education.

Understanding Indian Education System:

Provide a deep understanding of the historical evolution and current challenges of the Indian education system, including policy frameworks and initiatives.

Community Engagement with Indian Context:

Encourage projects and research that address local educational challenges and contribute to community development within the Indian context.

9. Action Plan/Implementation Strategy

* For the achievement of the wider goals and objectives of the institution:

- Regular meeting of various bodies at college level. Viz. IQAC/cells/committee, students councils, CDC... etc.
- Regular review of the work being done by the institution.

Strategic Planning (Short term):

| Strategic Objective	Activity	Responsible Person/Department	Timeline	Estimated Budget	Key Performance Indicator (KPI)	Review Intervals
Facilitate access, equity and welfare measures (Scholarships)	Identify eligible students and disburse scholarships	Scholarship Committee	1–2 Years, it is /will be make continuous practice	Scholarship as per Govt. rules and regulation	As per category of student	Annually
Facilitate quality education, training, mentoring and counselling	Conduct workshops/seminars/mentorship sessions	Academic Council	1–2 Years ,it is /will be make continuous practice	As per requirement	As per requirement	Half-Yearly

Pre-placement training and campus recruitment drives	Organize training sessions and job fairs	Placement Cell	it is /will be make continuous practice	As per requirement	Give opportunity to all final semester students	Annually
SWAYAM course registration	Create awareness and support registration	IQAC	it is /will be make continuous practice	As per student interest	As per student interest	Annually
Faculty recruitment	Publish posts and complete selection process	CHE Department	as per Govt. rules and regulation	as per Govt. rules and regulation	Posts filled	As per Govt. rules and regulation
Development of Question Bank	Prepare and compile question bank	BoS & Subject Experts	1 Year	Soft copy development	Exam preparation	Annually
Promotion of the Faculty	Complete promotion process as per norms	CHE Department	1–2 Years	No cost	as per Govt. rules and regulation	Annually
Organizing cultural festivals	Plan and organize events	Cultural Committees	Annually	As per requirement	Participation & feedback	Annually
Facilitate supervised internships in school	Identify schools and post interns	Internship Coordinator	1–2 Years	No cost	Internship completion reports	Per Semester
Website updating	Revise and update content regularly	Principal & staff	Ongoing	As per requirement	Website functionality and update logs	Quarterly
Renovation of Laboratories	Repair and upgrade equipment	Infrastructure Committee	1–2 Years	As per requirement	Lab usability and feedback	Annually

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| Counselling & Placement cell	Activate full-time cell with staff	Placement Cell	1 Year	As per requirement	Cell operational status	Annually

Strategic Planning (Mid-term):

Strategic Objective	Activity	Responsible Person/Department	Timeline	Estimated Budget	Key Performance Indicator (KPI)	Review Intervals
Recruitment of Non-Teaching Staffs	Advertise and recruit non-teaching staff as per requirement	CHE Department	as per Govt. rules and regulation	as per Govt. rules and regulation	Posts filled	As per Govt. rules and regulation
Build a strong Alumni Association	Organize alumni meets, create alumni database, and engagement	Alumni Cell	3 Years	As per requirement	Active alumni participation and events held	Half-Yearly
Library Automation and Digitization	Implement library software and digitize records	Librarian Cell	3–5 Years	As per requirement	Library usage statistics and digital access logs	Annually
Green Campus Programme	Launch tree plantation, waste management, and energy initiatives	Trust & college	3–5 Years	As per requirement	Tree plantation & waste management	Annually
Earn-while-Learn Program	Introduce part-time campus jobs for students	Student Welfare Committee	3 Years	As per requirement	Participation & feedback	Annually

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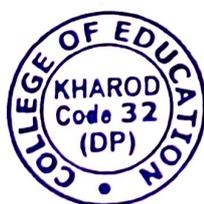
Developme nt of Psychology Laboratory	Equip lab with apparatus, furniture, and software	Lab Development Committee	3–5 Years	As per requireme nt	Lab functionalit y	Annually

Strategic Planning (Long term):

Strategic Objective	Activity	Responsible Person/Departme nt	Timelin e	Estimated Budget	Key Performanc e Indicator (KPI)	Review Interval s
Strengthenin g alumni network and engagement	Create alumni mentorship programs, fundraising, and ongoing events	Alumni Cell	5+ Years	As per requiremen t	active alumni initiatives and mentee feedback	Annuall y
Solar Light Systems for sustainable energy	Install solar panels and transition key areas to solar lighting	Green Energy Committee / Infrastructure	5+ Years	As per requiremen t	Reduction in electricity bills and % of power from solar	Annuall y
MOU with schools for internships	Identify schools and formalize internship agreements	Internship Coordinator / Principal	5+ Years	No cost	MOUs signed and active internships	Annuall y
Renovation of method rooms and multipurpose hall	Structural upgrades, smart boards, seating, and resource enhancemen t	Infrastructure Development Committee	5+ Years	As per requiremen t	Renovation As per requirement	Annuall y
Upgradation of Networking in method rooms	Install high-speed internet and smart classroom networking	Infrastructure Development Committee	5+ Years	As per requiremen t	Network uptime, speed, and smart teaching tool integration	Annuall y

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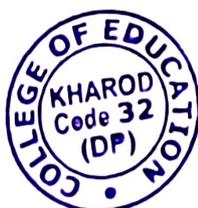
10. Monitoring and Evaluation:

1. Mechanism for Tracking Progress

- Regular Reporting System: Monthly/quarterly reports submitted by each responsible department committee /cell to the IQAC or Principal.
- Dashboard Monitoring: Maintain a digital dashboard (internal) showing KPIs for each strategic goal (e.g., alumni engagement, internship count).
- Documented Milestones: Break down long-term goals into yearly targets; track achievements accordingly.
- Site Visits and Observations: For physical infrastructure projects (labs, networking, solar panels), conduct inspections.
- Attendance and Participation Logs: For events, training, SWAYAM, and student programs, maintain attendance and completion data.

2. Mid-Term Review and Feedback Loop

- Internal Review Meetings: Organize bi-annual review meetings with heads of departments to evaluate ongoing progress.
- SWOT Analysis: Conduct Strengths, Weaknesses, Opportunities, and Threats assessments at the halfway point of each goal.
- Feedback Mechanism: Use surveys from students, faculty, and employers (in case of placements/internships) to refine strategies.
- Course Correction Plans: Identify underperforming goals, revise timeline/budget/resource allocation as needed.
- Mid-Term Performance Reports: Compile progress review reports and submit to management/governing body.

3. Stakeholder Involvement

- Faculty: Involved in implementing and reporting academic and mentoring activities; provide insights in reviews.
- Students: Participate in surveys, placement tracking, and feedback for counselling, internships, and learning resources.
- Alumni: Provide mentorship, engage in events, and offer feedback for improving outreach and career readiness.
- Administrative Staff: Support operational tracking, budgeting, and infrastructure improvement reporting.
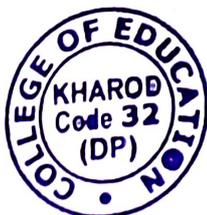
- **External Partners:** Schools (for MOUs/internships), Industry (for placements), and Government Bodies (e.g., scholarship agencies) consulted as part of partnership goals.

11. Risk Management

Proactive identification and mitigation of potential risks are essential to prevent disruptions and ensure smooth implementation of strategic objectives.

Identification of key risks:

Academic:

Resistance to new pedagogical approaches, decline in student admissions, faculty turnover.

Operational:

Infrastructure failures, budget overruns, lack of staff, Internet connectivity

External:

Changes in regulatory policies (e.g., NCTE guidelines) Implementation of NEP-2020, economic downturn affecting funding, competition from other B.Ed. colleges.

12. Budget and Financial Plan:

College of Education, Kharod is a Grant in aid college. So, we have very limited fund. But we would try to expense at least Rs. 1,00,000/- per year for different kind of academic, administrative and educational college related work.

13. Annexures

Supporting documents:

1, NCTE Recognition letter
2, Photographs of college building

I/C Principal
College of Education
Kharod, Ta. Ankleshwar

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राष्ट्रीय अध्यापक शिक्षा परिषद
(भारत सरकार का एक विधिक संस्थान)
पश्चिम क्षेत्रीय समिति

National Council For Teacher Education
(A Statutory Body of the Government of India)
Western regional Committee

F. No WRC/313036/2016 | 156725

Date 08/12/15

TO BE PUBLISHED IN GAZETTE OF INDIA PART III SECTION 4

Revised Order

Whereas, in exercise of the powers conferred by sub-section(2) of Section 32 of the National Council for Teacher Education Act 1993(73 of 1993), and in supersession of the National Council for Teacher Education [Recognition Norms and Procedure] Regulations, 2009, the National Council for Teacher Education has notified the Regulations, 2014 on 01.12.2014

2. And whereas, the College of Education, Kharod, District – Surat, Gujarat -394115 by affidavit dt.12.01.2015 has consented to come under new Regulations and sought for one basic unit in B.Ed which required additional facilities

3. And whereas, it has been decided to permit the institution to have one basic unit of 50 students subject to the institution fulfilling following conditions namely,

i. The institution shall identify/select the full component of the faculty/staff, as per NCTE Regulations, 2014, and approval of the affiliating body be obtained latest by 29.02.2016 and the same may be conveyed to the Western Regional Committee in the prescribed manner and in the prescribed proforma, giving details of qualification and experience of the Faculty/Staff selected alongwith the letter of approval of the affiliating body by that date

ii. The institution shall create additional facilities that include (a) additional built-up area, (b) additional infrastructure, (c) additional funds, as per Regulations, 2014 and inform the Regional Committee with required documents such as certified copy of registered land documents, Certificate for Land Use (CLU), copy of approved Building Plan (BP) and Encumbrance Certificate (EC) in proof of having the additional facilities, before May 30, 2016. Building Completion Certificate (BCC) may be given along with other documents if available, otherwise it can be given to the Visiting team at the time of inspection.

iii. In case any existing institution's matter is sub-judice under court direction/SCN under section 17 of the NCTE Act/Complaint etc., the institution shall be required to submit a copy of the Hon'ble Court order/reply to SCN/complaint/already submitted alongwith the documents, if any together the documents referred above. In case the institution's request for shifting of premises is pending, such institutions shall be required to submit the requisite documents as per provisions of the NCTE Regulations, 2014 with a copy of the order/NOC of the affiliating body/State Govt. and such other documents as indicated in the revised format recognition order. The final decision shall be subject to the directions given by the Hon'ble Court in the Writ Petition/case decided by the Western Regional Committee in respect of Section 17/complaint cases etc.

4. Now therefore, in the light of the above and in accordance with the NCTE Regulations, 2014 the Western Regional Committee (NCTE) hereby issues the revised recognition order to College of Education, Kharod, District – Surat, Gujarat -394115 for conducting B.Ed programme of two years duration with an annual intake of 50 students (one basic unit of 50 students) from the academic session 2015-16 subject to fulfillment of the conditions mentioned above.

5. Further, the recognition is subject to fulfillment of other requirements as may be prescribed by other regulatory bodies like UGC, affiliating University/Body, the State Government etc. as applicable. The affiliating body (University/State Govt.) shall also be required to verify the authenticity of the land & building documents as well as appointment of requisite teaching & non-teaching staff as per provisions of the NCTE Regulations, 2014 by the concerned institution before grant of affiliation to an institution.

Cont.....2

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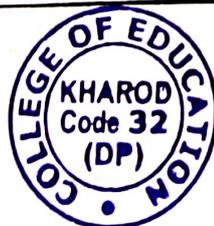કોલેજ ઓફ એજ્યુકેશન, ખરોડ.

COLLEGE OF EDUCATION
KHAROD
Code 32
(DP)

6.   The institution shall submit to the Regional Committee a Self- Appraisal Report at the end of each academic year along with the statement of annual accounts duly audited by a chartered Accountant.

7.   The institutions shall maintain & update its web-site as per provisions of NCTE Regulations and always display following as mandatory disclosure :-

a) Sanctioned programmes along with annual intake in the institution.
b) Name of faculty and staff in full as mentioned in school certificate along with their qualifications, scale of pay and photograph.
c) Name of faculty members who left or joined during the last, quarter;
d) Names of Students admitted during the current session along with qualification, Percentage of marks in the qualifying examination and in the entrance test, if any, date of admission, etc.;
e) Fee charged from students;
f) Available infrastructural facilities;
g) Facilities added during the last quarter;
h) Number of books in the library, journals subscribed to and additions, if any, in the last quarter;
i) The affidavit with enclosure submitted along with application.
j) The institution shall be free to post additional relevant information. If it so desires.
k) Any false or incomplete information on website shall render the institution liable for withdrawal of recognition.

If institution contravenes any of the above conditions or the provision of the NCTE Act, Rules, Regulations and orders made and issued there under, the institution will render itself liable to adverse action including withdrawal of recognition by the Regional Committee under the provisions of Section 17(1) of the NCTE Act 1993.

8.   Recognition order no. WRC/5-6/22/2000/9018 Dt. 17.10.2000 be treated as cancelled from the date of issue of this revised order

By Order,

(Satish Gupta)
Regional Director

The Manager,
Government of India Press
Department of Publications (Gazette Section)
Civil Lines, New Delhi – 110054.

Copy to:

1. The Principal, College of Education, Kharod, District – Surat, Gujarat -394115.
2. The Secretary, The Ankleshwar Progressive Education Trust, Kharod, Taluka – Ankleshwar, District – Bharuch, Gujarat – 394115.
3. The Registrar, Veer Narmad South Gujarat University, University Campus, Udhana Magdalla Road, Surat-395007, Gujarat.
4. The Education Secretary, (Higher Education), Govt. of Gujarat, Mantralaya, Gandhinagar, Gujarat.
5. The Secretary, Dept. of School Education and Literacy, Ministry of Human Resource Development, Govt. of India, Shastri Bhavan, New Delhi – 110 001.
6. The Computer Programmer, Computer Section, WRO, (NCTE), Bhopal with a request to include the name of the institution in the recognized list uploaded in WRC website.
7. Office Order file/Institution no. 313036.

Regional Director

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College of Education, Kharod, Gujarat 394115, India
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24/01/25 10:59 AM GMT +05:30

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