

INSTITUTIONAL DEVELOPMENT PLAN

(IDP)



BAGADHAR BRAHMA COLLEGE, JALAH

(B. B. KISHAN COLLEGE, JALAH)

(NAAC Accredited)

P.O.-Jalahghat, Dist.- Baksa, BTR (Assam), PIN – 781327

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Introduction:

1. A Brief Profile of the College

Bagadhar Brahma Kishan College, Jalah (B.B.Kishan College, Jalah) was established on the 16th day of August, 1978 with the relentless and untiring efforts of a band of social workers to push forward the intellectual energy of the people of greater Jalah area towards a blueprint for the future. Initially started with the financial and physical support of the 'people of the region' the co-educational college of higher education was subsequently taken over the Govt. of Assam under 'deficit-grant-in-aid' system in 1986. It has also been accorded permanent affiliation by Gauhati university and recognized by UGC under 2(f) section 12(B) of UGC act in 1990. Later, the college was affiliated to Bodoland university, Kokrajhar.

The academic excellence and efforts of the college have already been assessed by the NAAC and is accredited grade 'B' in 2005 and grade 'C' in 2020. The college is located at Jalah under the Jalah development block in Chapaguri Mouza of Baksa district, (BTR) Assam.

The College owns vast and sprawling campus amidst an enthralling and serene ambience. The meditative Himalaya in the northern horizon overlooks the college while Sankardev Sishu Vidya Niketan and a Srimanta Bhagabat Mandir in front of the college decorated the spiritual atmosphere of the college. The river Kaldia murmurs majestically encircling northern, southern and western sides. The back of the college, surrounded by lush green plantation, hostels, staff quarters, has a play ground which caters to the need of the lovers of games and sports.

The college, the only recognized institution of higher education in the northern most region of Baksa district (BTR), imparts teaching in four-year undergraduate course (FYUGP) in Arts and Science stream. Braving social unrest, paucity of funds, lack of basic infrastructure and academic freedom, and this institution has made out an identity of its own by sensitizing itself to new modes of teaching learning experience, continuous academic progress and greater community participation. At present the college has fifteen (15) teaching departments at levels with a healthy 18:1 learner teacher ratio

2. Present Scenario:

As mentioned already, B.B.Kishan College is a co-educational Arts and science college imparting higher education at Degree Level drawing bulk of the tribal students primarily coming from the rural adjoining regions. The Medium of instructions of the college is both English and Assamese. The College offers the following programme in Arts & Science

3. Courses Offered:

From the academic session 2023-2024, Bodoland University has introduced the Four Years Undergraduate Programme (FYUGP). The course shall be of Eight Semesters. A student needs to earn a required number of credits successfully complete a degree.

1. B.A. : Four Year Undergraduate Programme (FYUGP) – Intake-640
2. B.Sc. : Four Year Undergraduate Programme (FYUGP) – Intake-250
3. Post-Graduate Courses (Under Bodoland University)

4. Courses Available:

a. Graduate Courses (Under Bodoland University)

Major And Minor in all the Following Subjects:

Assamese, Bodo, Economics, Education, English, History Philosophy, Political Science, Sanskrit, Statistics, Botany, Chemistry, Mathematics, Physics, Zoology.

b. Post-Graduate Courses (Under Bodoland University)

1. Assamese, Intake-20
2. Philosophy, Intake-20

FYUGP Structure under NEP (B.A. and B.Sc.)

A

1st Semester	2nd Semester	3rd Semester	4th Semester
Major (MAJ1014)	Major (MAJ1024)	Major (MAJ2014)	Major (MAJ2034)
Minor (MIN1014)	Minor (MIN1024)	Major (MAJ2024)	Major (MAJ2044)
IDC (IDC1013)	IDC (IDC1023)	Minor (MIN2014)	Major (MAJ2054)
SEC (SEC1013)	SEC (SEC1023)	IDC (IDC2013)	Minor (MIN2024)
AEC (AEC1012)	AEC (AEC1022)	SEC (SEC2013)	AEC (AEC2022)
VAC (VAC1014)	VAC (VAC1024)	AEC (AEC2012)	INT (INT2012)
<i>Exit with a certificate (40 credits and additional internship of 4 credits)</i>		<i>Exit with a Diploma (80 credits and additional Internship of 4 credits)</i>	

B

5th Semester	6th Semester	7th Semester	8th Semester
Major (MAJ3014)	Major (MAJ3054)	Major (MAJ4014)	Major (MAJ4054)
Major (MAJ3024)	Major (MAJ3064)	Major (MAJ4024)	Minor (MIN4024)
Major (MAJ3034)	Major (MAJ3074)	Major (MAJ4034)	Dissertation/ Research Project (12)/ADL4014
Major (MAJ3044)	Major (MAJ3084)	Major(MAJ4044) / (REM4044)	ADL4024
Minor (MIN3014)	Minor (MIN3024)	Minor (MIN4014)	ADL4034
<i>Exit with a Diploma (80 credits and additional internship of 4 credits)</i>		<i>Exit with a Bachelor Degree in the subject studied (120 credits)</i>	

5. Teaching Learning and Evaluation:

It has been a constant challenge before the teaching community of this institution to fulfill the need and interests of the students who come from a multilingual, multicultural society of a rural, tribal and economically backward area. Hence, the teachers take a very careful, holistic and balanced approach to promote education for better and higher quality of life. It has been our endeavor to promote more and more self-learning among the learners through brain storming, random questioning, group discussion, debating, inter-learning, project work etc. The college attaches great importance to receive students' feedback to improve the overall academic quality of the institution. Apart from the final examination, fixed by B.U at the end of each academic session, the college conducts different Internal Evaluations to assess and monitor students' periodic performance in each subject.

6. Examination & Evaluation:

The College strictly adheres to the Examination and evaluation pattern of National Education Policy-2020 (NEP) and Bodoland University as well.

7. Attendance:

A student with less than 75% of attendance on an average of all the papers of the concerned semester shall NOT be allowed to appear in that semester examination. However, such a student may appear in the subsequent examination in all the papers. There will be provisions for condonation of attendance for the students to represent the college in different co-curricular activities.

8. Access, Quality and Future Readiness:

National Education Policy-2020 is a landmark document and a guiding source to bring reformative changes in the Indian education sector. It presents the vision for greater access, equity, excellence, inclusion and affordability to help India emerge as the knowledge super power. The policy is a revolutionary step of the Government of India and will bring transformational changes in the entire education system through advancements in pedagogies, knowledge creation, innovative delivery mechanism and integrated management of education systems.

B B Kishan College has been has geared itself up to impart teaching in line with the NEP2020. The main vision of the college is to provide outstanding education and training at the maximum at affordable cost to the predominantly tribal inhabited area of Chapaguri Kaklabari Mouza and its adjoining areas. The College lays stress on raising the aspirations of our learners and enable them to achieve their goals. The colleges envisage to become a Centre of Excellence of higher education in the district and to empower the students economically, Socially, politically and psychologically. The College aims at making contribution towards establishing the principles of social justice and equality of status and opportunity as enshrined in the Indian constitution. The Motto of the college is 'Educate: Enlighten: Empower'. The college is committed to impart education laying stress on all round development of the students. This is because the college firmly endorses the idea that when the people become educated they become enlightened and when people are enlightened they become empowered to make the positive difference they wish to see in the world and in them selves. We work for ensuring equal and equitable opportunity for all sections of the society to take full advantage of higher education. Access to Higher education gives the students the chance to study the subjects they are interested in and can boost their career prospects and earning potential. Those who get better education have higher incomes, have more opportunities in their lives, and tend to be healthier. Societies benefit as well. Societies with high rates of education completion have lower crime, better overall health, and civic involvement. Lack of access to education is considered the root of poverty. The College committed to provide each sections of the society the access to the most up to date form of quality higher education among students and inculcate among them the virtues adjustments, acquisition of ability for livelihood and making them good citizens.

As a part of its preparations to work in accordance with the provisions of the NEP 2020, B. B. Kishan College, Jalah has taken a number of initiatives to cope up it the new challenges. One of the most important initiatives in this direction is the preparation to set up e- library with Inflibnet facilities so that both students and teachers are provided with e- books and e-journals. The library wishes to increase the number of journals and renew subscriptions of previously subscribed journals. This will help the teachers and the students to get access to the best available teaching learning materials. The institution has plans to create functional subject-wise forums in each of

its departments, wherein every department is asked to conduct outreach programs like seminars, workshops, conferences at all levels and use the resources of both students and its faculty to benefit society at large.

The institution also has plans to impart computer skills to its faculty, administrative staff and students and make them techno -savvy so that they can learn more and they can be reachable. The goal is to see that all the teaching faculty get registered for Ph.D. and all of them publish articles in peer-reviewed journals. To improve the pedagogical practices and subject specific knowledge of the faculty, certain training programmes will be arranged. To upgrade the management skills of administrative staff and faculty, training on Softskills, UGC acts and University acts will be arranged in a phased manner so that we are fully ready for the NEP 2020.

9. Vision for Transformation of the Institution Vis-a Vis NEP:

National Education Policy-2020 (NEP-2020) proposes the revision and revamping of all aspects of the education structure, its regulation and governance, and create a new system aligned with the inspirational goals of 21st century education, while remaining consistent with India's traditions and value systems. One of the important aspects of NEP 2020 is to do away with the rigid Stream-based education system and offer flexibility that can allow students to follow their passion in a diverse array of domains/subjects with the provision of multiple exits and entry points. This will help students to pursue a course of their choice. Hence, NEP 2020 would transform the education sector in the country as it focuses on making education accessible, equitable, and inclusive. Universal access to quality education needs to be ensured in Chapaguri-Kaklabari Mouza region which is primarily inhabited by the tribal people with a growing population of youngsters who require educational opportunities for their personal and professional excellence as well as the welfare of our society and the country. The college has devised an action plan for the implementation of the IEP, 2020.

10.Methodology:

The intensive discussion method was adopted for the preparation of the Institutional Development Programme (IDP) of the college. All the stakeholders of the institution constituting the Governing Body of the college, teaching and non-teaching staff along with student union representatives and some parents were consulted over a period of time on various issues pertaining to the college. The feedback received from the stakeholders were further scrutinized by the core committee headed by IQAC committee after which in turn prepared the action plan in tune with the NEP,2020 and the same was approved by the college Governing Body.

11.Strategic Action Plan for Implementation of NEP 2020:

B B Kishan College, Jalah endorses the aim of National Education Policy-2020 that India must have an education system by 2040 that is second to none, with equitable access to the highest quality education for all learners regardless of social or economic background. With a

view to properly implement the provisions of the NEP 2020, B B Kishan College, Jalah has chalked out the following strategies which have been approved by the Governing Body of the College.

1. The college will ensure restructuring and reorientation of education in line with the NEP 2020 as per the guidelines of the state and central governments and its affiliating University, i.e, Bodoland University.
2. Special emphasis will be laid on the development of infrastructural faculties such as extra class rooms with most up to-date IT facility, a state of college auditorium, well furnished boys and girls common rooms with all the basic facilities, hostels for boys and girls, modern sports facilities so that the students can best avail the benefits of the educations as envisioned in the NEP-2020.
3. The College has plans to impart computer skills to its faculty, administrative staff and students and make them techno-savvy so that they can learn more, and they can be reachable.
4. Emphasis will be laid on the training of the faculty members on pedagogical skills by organizing seminars and workshop. Special lectures etc. on pedagogical skills. Teachers not only guide the students for their academic excellence but also mentor them in taking the right career decisions. Therefore, plans will be made to equip the faculty members with new-age teaching methods.
5. The College has plan to introduce PG Course, Integrated B. Ed and Commerce Stream in the immediate future for ensuring full implementation of the provisions of the NEP which envisages open options for the students to choose the subjects to be offered as single-stream higher education will be phased out over time, and all we are getting ready to move towards becoming part of vibrant multidisciplinary framework.
6. In line with the NEP 2020, multidisciplinary and holistic education across sciences, social sciences, arts, humanities, and sports for a multidisciplinary world will be ensured for the unity and integrity of knowledge.
7. The teaching modules will be reoriented with emphasis on conceptual understanding, creativity and critical thinking rather than rote learning and cramming for exams, for encouraging logical decision-making and innovation.
8. The students will be exposed to the outside world through field visits and industrial tours. The IT based education models will be followed. The personality development of students will be the core issue.
9. For this the college follows an academic calendar for each academic session which serves as a guide to the departments to accomplish their specific goals within a stipulated time period. Before the commencement of the academic year, the College prepares and publishes 'Academic Calendar containing the relevant information regarding the teaching learning schedule (working days), various events to be organized, holidays, dates of internal examination, semester examination etc. The academic calendar is in the lines of

the academic calendar of the Bodoland University. The academic calendar of the college is prepared so that teachers should know all the activities.

10. Regarding Continuous Internal Evaluation Process (CIE) and it is published on the yearly prospectus of the College and the same is also displayed in the Principal's office. The students' academic progress is monitored regularly by adopting the strategy of Continuous Internal Evaluation, seminars, project work, unit test and semester examinations.
11. The Principal of the college through the academic committee meetings frequently reviews the academic calendar semester's progress and provides suitable suggestions. In case of revision of by the university, the institution incorporates the necessary changes accordingly. The stakeholders are aware of the Continuous Internal Evaluation (CIE) of every department in the college.
12. There is a system of regular interaction of the teachers with students. Students are encouraged to approach the faculty members for their academic and nonacademic matters. The college has devised a system of mentorship where each faculty member is assigned the responsibility of around 30 students. The mentor teachers are responsible for providing all the academic, co curricular and psychological counseling to the mentee students.

A well-furnished digital college library is strength of the institution. Apart from possessing a large number of text and reference books the library also provides online browsing facility to the students to download required reading materials. There is the provision of digital smart class rooms where teachers impart lessons through the use of latest ICT tools.

12. Institutional Goals (Short Term and Long Term):

B. B. Kishan College, Jalah has set a number of short term and long-term goals to be achieved the upcoming days. These goals include:

1. A completion of all preparations relating to the NAAC inspection and get the college accredited by the NAAC at the earliest.
2. Construction of more class rooms for introducing PG Course, Integrate B.Ed. Course and Commerce stream and to increase intake capacity in the existing departments and extension work in existing building for construction of class rooms cum examination halls for accommodating increasing strength of students admitted each year.
3. Introduction of skill-based courses to increase employability potential in UG and professional programmes.
4. Recruitment of trained and competent teachers and support staff needed for the introduction of the above mentioned courses besides re-structuring and re-orienting the existing human resource by facilitating the most up to date pedagogical and technological knowhow for them.

5. In line with the NEP 2020, multidisciplinary and holistic education across sciences, social sciences, arts, humanities, and sports for a multidisciplinary word will be ensured for the unity and integrity of knowledge.
6. Initiative will be taken for the generation of convergence opportunities through collaboration between industry, college and research institutes. The Public Private Partnership will be used in planning new innovative skill imparting courses and undertaking innovative research projects for fostering global outlook.
7. Construction of laboratories for science stream
8. Construction of a new state of art auditorium in the college, up-gradation of the boys and girls' common with all the modern amenities.
9. Construction of Boys and Girls Hostels and Teacher's quarter.
10. Ensuring that all buildings and facilities (existing and upcoming) are wheelchair-accessible and disabled-friendly
11. Arrangement for conversion of all the class rooms in to IT enabled smart class rooms.
12. Further up-gradation of the existing digital library with the collection of more books and journals.
13. Campus improvement and beautification through plantation and gardening. Campus improvement is must to make the institutions green and full attractive in all respect mainly by the planarization, floorization, and Gardening.
14. Further up-gradation of the college Stadium for sports and other extension activities.
15. Extension work in existing water supply system.
16. In line with the vision of the NEP 2020 the college will strive hard to acquire the status of a PG institution so that it is able carter the most up to date educational needs of the students of the region in a more comprehensive manner taking in to account the local needs and aspirations.

13. Institutional Level Challenges:

While pursuing the above goals college will face certain institutional level challenges faced by the College which include:

1. Shortage of adequate financial resources is one of the main challenges which negatively face of the set goals within a stipulated time frame.
2. Shortage of adequate number of regular staff is another challenge faced by the institution. The achievement number teaching and nonteaching posts are lying vacant due to the departmental irregularities.
3. Physical distance with the affiliating university, namely the Bodoland University, Kokrajhar frequently leads to communication gap which hampers the academic and administrative activities of the institution.
4. Low student teacher ratio in some of the departments is also a serious impediment

5. Poor socio-economic status of the students most of whom are the first-generation college goers
6. Social prejudice regarding girls coming out of their home to attend college is another challenge
7. As the college falls in a hill area primarily inhabited by the hill tribes, most of the villages are virtually cut off the modern developments in the field of information technology. This result in is less awareness among the students and their parents towards the upcoming opportunities. This also led to low level of public support for the institution.

14. Workable Hypothesis to Overcome the Challenges:

The following working hypotheses have been developed to mitigate and overcome the challenges in a phased manner:

1. To overcome the challenge of infrastructural development due to the paucity of fund, details estimated of the proposed infrastructure projects prepared by experts in the field will be submitted to the concerned authority which in turn will sanction the project leading to the development of the requisite infrastructure. A cooperative mindsets of the state and the local Autonomous Council (BTC) have always been a need in this regard.
2. Continuous and well formulated awareness programmes among the local population about the upcoming opportunities in the field of education will eradicate the problem of college dropouts.
3. In line with the NEP 2020, multidisciplinary and holistic education across sciences, social sciences, arts, humanities, and sports for a multidisciplinary world will ensure the unity and integrity of knowledge which in the long run will help the college to acquire the status of an autonomous educational institution.

15. Strategies to Promote Leadership:

Promotion of leadership qualities among the faculty members and the students is necessary to achieve the institutional goals. Effective leaders have the ability to communicate well, motivate their team, handle and delegate responsibilities, listen to feedback, and have the flexibility to solve problems in a never-changing workplace. The college has devised certain strategies to promote leadership qualities among the faculty members and the students:

1. The college encourages the faculty members to undergo training on professional development and leadership and management skill. The college aims to conduct Faculty Induction Programme for newly recruited faculty members.
2. Faculty members are given the opportunity to head up internal committees, cells or external advisory boards of the college. They are given sufficient amount of autonomy to set specific goals and objectives and oversee implementation of plans and programs of the concerned cells. This not only helps to promote leadership and decision-making

skills, but it also allows the administration to delegate tasks and free up its own schedule for more important endeavors.

3. The college has devised a system of mentorship where each faculty member is assigned the responsibility of around 30 students. A mentor is someone who has already served in the role they are now helping another to learn. They have the experience, skills, and knowledge to share in a consultative role that offers direction, a listening ear, suggestions, and resources. It's a much more nurturing and supportive way to develop a leader but just as effective in its result. The mentor teachers handle academic, emotional and psychological aspects of the mentee students. This system helps to promote leadership qualities both among the teachers and the students.
4. Annual departmental presentations are to be made mandatory to motivate the faculty for incremental progress.
5. Faculty members are encouraged to undertake social extension activities which will enable them to interact people from different walks of life. Exposure to new experiences, situations, technology, cultures, processes, information and people helps to add new facets that enable that person to lead all types of people and through numerous situations using different approaches.
6. Steps such as motivating the faculty for quality publications and research by way financial incentives, publicity and recognition will be undertaken.
7. The faculty identified as 'excellent' will be given special opportunities for professional development and leadership and management skills.
8. Initiative will be taken for identifying excellent faculty with high academic and service credentials as well as demonstrated leadership and management skills for training through a ladder of Leadership positions.
9. As far as the students are concerned, there is the provision of a duly elected students union in the college. The student union acts as the representative of the general students. This system helps to grow leadership qualities among the students.
10. Sports and cultural events are organized in the college regularly, which in turn helps to inculcate leadership qualities among the students. Participation in such events helps the students to is maintained through hired chartered accountants.

With a view to ensuring transparency in the administration and to make the administration more accountable to the public, the college has constituted the RTI Cell in accordance with the Right to Information (RTI) Act, 2005. The RTI Cell enables the students, citizens and the stakeholders to have necessary access to information/disclosures relating to the administration of the college.

The College RTI Cell makes speedy and timely disposal of the queries and grievances lodged by individual or stakeholders time to time. We assert in enabling the general public to have greater access to the domain of information systematically preserved by our office.

16.Action Plan for Implementation of IDP:

The college has formulated long term an action plan for phase-wise implementation of the perspective IDP with specific timelines:

1. Year-1:(2024)

- A. Campus improvement and beautification through plantation and gardening. Campus improvement is must to make the institutions green and full attractive in all respect mainly by the planarization, fluorination, and Gardening.
- B. Introduction of Skill enhancement courses under PMKVY/IIIE like mushroom, gardening, Sewing machine, Computer and Makeup Artist
- C. Installation of FRID of the Library
- D. Construction of Girls Hostel Building

2. Year-2: (2025)

- A. Introduction of Commerce Stream
- B. Construction of new building named-Administrative Building.
- C. Construction of laboratories for science stream.
- D. Network of farm activities like vegetable farming, fruit farming, mushroom production, value addition, watershed development etc. will be planned and executed in collaboration with the district agriculture department and District Industry Centre (DIC).

3. Year-3: (2026)

- A. Arrangement of modern student friendly furniture for classroom and laboratory
- B. Conversion of all the classrooms into IT enabled smart classrooms.
- C. Construction of Boys Hostel
- D. Up-gradation of the boys' and girls' common rooms with all the modern amenities.
- E. Completion of NAAC inspection and accreditation of 3rd Cycle

4. Year-4: (2027)

- A. Construction of a new well-furnished Conference/Seminar Hall in the college (2000 capacity)
- B. B. Introduction of B.Ed. Course
- C. Introduction of skill-based courses to increase employability potential in UG and Professional programmes.
- D. Construction of Principal & Staff Quarters.

5. Year-5: (2028)

- A. The college will complete the process of restructuring and reorientation of education in line with the NEP 2020 as per the guidelines of the state and central governments.
- B. Introduction of Post Graduate Courses in different subjects.
- C. Public Private Partnership will be introduced in planning new innovative skill imparting courses and undertaking innovative research projects for fostering global outlook.
- D. College will complete the process of conducting UGC recognized Faculty Induction Programme (FDP) and workshop on teachers training on pedagogy and modern ID enabled teaching.

Sd/-
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Principal
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Please Contact:

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