



**GOVERNMENT DEGREE COLLEGE DARLAGHAT  
DISTRICT SOLAN, H.P. 171102**

**Phone No: 01796-248084**

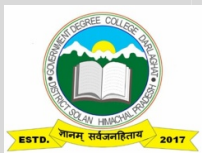
**email: gdcdarlaghat@gmail.com**

**INSTITUTIONAL DEVELOPMENT PLAN**



**Academic Year 2023-24**





## GOVERNMENT DEGREE COLLEGE DARLAGHAT DISTRICT SOLAN, H.P. 171102

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### Current Status of the College

<b>Name and Address of the college</b>	<b>Govt. Degree College Darlaghat, Village Syar, P.O. Darlaghat, District Solan H.P.</b> Mail Address gdcdarlaghat@gmail.com Website www.gdcdarlaghat.edu.in
<b>Year of Establishment</b>	<b>2017</b>
<b>Institutional Status</b>	<b>Govt. College</b>
<b>No. of Programme offered</b>	<b>B.A. &amp; B.Com</b>
<b>No. of sanctioned post (teaching)</b>	<b>10</b>
<b>No. of sanctioned post (Non-teaching)</b>	<b>9</b>

### About the College

Government Degree College, Darlaghat, District Solan is situated on the Shimla-Bilaspur-Kangra Highway, just over a kilometer ahead of the Darlaghat Bus Stop, towards Bilaspur. It overlooks the charming and picturesque Darla hills.

The College was established on 23<sup>rd</sup> May, 2017, with a view to make quality higher education accessible in Darlaghat and its surrounding regions. It is currently being run in a privately hired complex. The college has already acquired 43.1 bighas of land in village Kotla Pujariyan and Kotla Numhal on the Darla Hill. In addition, administrative approval of Rupees 14.56 crore has been granted for construction of a new college campus. All codal formalities having been completed, the construction is set to start soon.

Darlaghat is a sub-teshil and a panchayat of Solan District. Interestingly, it derives its name from “*Dadu*”, a wild sour pomegranate, prolific in the area.

It is known primarily for *Dadu* fruit, and limestone resources. In addition, Darlaghat Wildlife Sanctuary was established in 1974, known for hosting populations of black bears, sambhars, wild boars, leopard, and various migratory birds.

Ambuja Cement Factory, established in 1995, is the economic lifeline of the region. It has facilitated development of a vibrant market networking the region. As a result, the region is also host to a substantial migrant population.

What lends a peculiar distinctiveness to Darlaghat, is its ‘Rurban’ nature. Just beyond the highway, the factory, and the market, one will find the fields lush with the maize crop, the cows lazily grazing on hay, and the familiar sight of the hardworking Indian farmer. There is a certain solace in the very nature of Darlaghat, a mixture of a town and a village.

Government Degree College, Darlaghat is a leap forward in fulfilling the vision of providing affordable and accessible quality higher education to all.



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The institution primarily serves rural areas, but is well connected to urban facilities, by virtue of its location on National Highway and nearness to the Ambuja Cement factory.

From the very beginning, 70-80 per cent of its students have been girls, a fact which represents both a responsibility and an opportunity to shape the future of these young girls, who are driven by a desire to learn, but for various hurdles are unable to go to major cities for their education. The college is an admirable attempt to bring quality education to the door of those not so privileged, marking a step forward in fulfilling constitutional values of equality and justice.

The dynamic, hard-working, and driven students and staff members of Darlaghat, are a reflection of the bright future that the college has before it.

### VISION

To be a centre of inclusive education which will transform young minds into credible, innovative & socially committed citizens.

### MISSION

To nurture the students with the best of the new world humanistic, scientific & employability skills, through a wide variety of curricular, co-curricular & extra curricular activities.

### Introduction to IDP

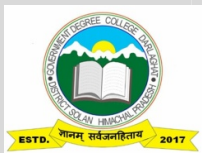
The NEP Taskforce of the college has undertaken the mission of designing an Institutional Development Plan for a period of fifteen years commencing from Academic Year 2023-2024 to Academic Year 2038-2039 for balanced growth of the college. The Quality Indicators of different criteria determined by National Accreditation and Assessment Council (NAAC) have been taken into consideration as the base to create Quality Radars and to make out milestones for the future.

### Guiding Principles of IDP

The IQAC has considered the following main objectives for preparing the Institutional Development Plan:

#### 1. Executive Summary of the Institutional Development Plan:

Govt. College Darlaghat, Dist. Solan HP is a new college instituted in the year 2017. It is a college situated in rural area which offers education at the undergraduate level to the students of the region in the Humanities and Commerce. The college shall endeavour to inculcate among its students competence in the subjects/courses of study chosen by them while fostering personal, social and national values in tune with the contemporary ethos so as to make them aware of cross-cutting issues like social and



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gender equity, public health, drug abuse and environmental pollution and how to cope with these. At the same time due emphasis will be placed on developing appropriate skills among them vis-a-vis personal and professional life of students like General Awareness, Soft and Interpersonal Skills, Logical and Critical Thinking, Information Technology and other Capacity Building measures like preparing them for a career through interactive workshops with professionals in Banking, Information Technology and industry. In short, the mission and objective of Govt. College Darlaghat is to encourage personal, academic and professional growth of its students through a variety of academic and co-curricular activities.

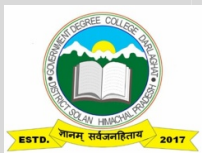
### **2. Details of SWOT analysis:**

Being a newly instituted college, no formal mechanism of SWOT Analysis is in place as of date at Govt. College Darlaghat. However, feedback and analysis of Strengths, Weaknesses, Opportunities and Threats is done through constant interaction with the important stakeholders like staff, students and parents and a proper record of such meetings is maintained. The chief strength of the college is the availability of adequate faculty and ministerial staff as per the sanctioned posts, which is the preliminary requirement for the growth and development of any institution. The major weakness of the college is the lack of its own premises as it is a newly opened institution running in a rented building, although adequate land has been acquired for the construction of college building. As far as the opportunities are concerned, the college has tremendous potential for growth and expansion as it is situated along the National Highway (NH 205), easily accessible to a wide cross-section of prospective students from the region. The college will be in a position to offer a variety of academic and skill-based, state-of-the art courses to its students once it begins to operate from its own campus. The students can also be provided adequate industry exposure to its students given the fact that a large number of industries are based in Solan district, the Ambuja Cement Factory being in its very vicinity. The delay in infrastructure development is the only threat that the college may face in the near future.

The strategic plan for institutional development is in tune with the SWOT analysis as the college aims to launch capacity building programmes in IT, linguistic competence and employability potential of the students through industry exposure in near future.

### **3. Specific Objectives and Expected Results:**

In addition to enabling students score well in academics by way of marks/percentage, which is the key parameter for assessing the achievement level of students, the capacity building programmes in IT, including Tally for Commerce students and specially designed remedial and improvement workshops in language and communications skills as well as reasoning/critical ability and general awareness



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coupled with career counselling is expected to improve the learning outcome and employability of students.

#### 4) Action Plan:

**a) About Building:** The Department of Higher Education has already acquired 43.1 bighas of land in village Kotla Pujariyan and Kotla Numhal on the Darla Hill. In addition, administrative approval of Rupees 14.56 crore has been granted for construction of a new college campus. All codal formalities having been completed, the construction is set to start soon.

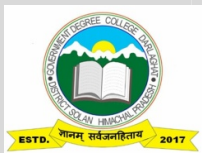
**b) Improving Employability of Students:** In addition to organizing internal workshops for capacity building in IT, it is proposed to enable students enrol for proper certification courses in IT by enrolling them for Spoken Tutorials. It will also be possible to tie up with local professional organization through the agency of the Parent Teachers' Association to offer IT education to college students on a subsidized fee structure after college hours and also to provide them coaching for banking and other competitive exams.

**c) Increased Learning Outcome of Students:** To improve the learning outcome of students, a special drive will be initiated to identify shortcomings or gaps in their learning through class tests and other activities. Senior faculty/professionals will be invited for guest lectures to enhance their understanding of a subject/course in addition to remedial/corrective measures at the institutional level. Separate workshops of Grammar and Communication Skills will also be organized for students.

**d) Implementation of Academic and non-Academic Reforms:** The college being affiliated to Himachal Pradesh University, Shimla; the college has adopted the UGC-CBCS Curriculum. Students are being offered specially designed Ability Enhancement Courses and SEC course in all streams. The adoption of Continuous Comprehensive Assessment of Students and examination reforms under UGC-CBCS is another hall mark of this system.

**e) Improving Interaction with Industry:** Visit by industry experts to the college and spot industry visits by students for first-hand information and understanding of different aspects of industry functioning by students is proposed which is viable given the fact that the Ambuja Cement Factory Darlaghat is situated in the vicinity of the college.

**5. Action Plan for Organizing Finishing School for SC/ST/OBC Students:** Capacity Building Workshops in IT, Linguistic and General Competence and Career Counselling will be organized to improve the academic and general performance of such students.



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6. **Training Need Analysis:** The college has not conducted any Training Need Analysis on its own. Being a Govt. funded institution, the faculty participates/ will participate in training programmes conducted by the State Council for Educational Research and Training, Solan (H.P.) from time to time, especially Induction Training Programmes for new incumbents. They are allowed to participate in general Orientation Programmes and subject specific Refresher Courses organized by different UGC – Human Resource Development Centres for academic training and subject upgradation courses. The faculty members are also allowed to pursue higher research after due approval by the Dept. Of Higher Education, Govt. Of H.P.
7. **Training of Other Staff:** The office/ technical staff is provided training at HIPA Shimla by DoHE from time to time and which are need based which is an agency of the state govt. for such trainings.
8. **Relevance of IDP:** The institutional Development Plan is in tune with the directives/instructions issued by the State Higher Education Dept./Affiliating University and the UGC from time to time.
9. **Participation of Staff in IDP:** The IDP is chalked out after due consideration with the faculty and other staff members of the institution. A due record of inputs made by the staff members is maintained.
10. **Implementation of IDP:** The IDP is implemented through the specially designated committees of the staff members with the active responsibility of effective implementation of the activities thereof.

Principal  
GDC Darlaghat

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District Solan HP