

## **Institutional Development Plan**

### **Lala Rural College**

Lala Rural College is one of the premiere institutes of higher education in the southern part of Assam in the vicinity of Lala town in Hailakandi district. Established in 1964, the College was affiliated to the Gauhati University till the Assam University, Silchar was set up in the year 1994. The college has produced innumerable graduates over the years, many of whom have established themselves in various sectors, especially as accomplished teachers in various Schools and Degree Colleges and keep in touch with the college as Alumni.

#### **Our Vision**

Our vision is to create knowledge based human resource equipped with a scientific temper and team spirit and making them competent and ethically strong future citizens who can successfully face challenges in life and effectively contributes to the society.

#### **Our Mission**

Our mission is to provide quality education to students including economically weaker students in particular, irrespective of the cast, creed or any other consideration and in this process of learning system to ensure their full dedication and commitment in all spears of life.

#### **Objectives:**

The objectives of the National Higher Education policies are clearly reflected in the mission and vision of the college for providing education to all by ensuring the quality of being fair and impartial and increasing access to education. It is a motto of the college to inculcate value system by ensuring that academic excellence leads to character development. The college maintains an excellent teacher-student relationship and to make teaching a learner oriented and the college practices sharing and learning through peer teaching. Team work and leadership qualities are promoted through assignments, class seminars, group discussions, industrial visits, educational tours and quiz and debate competitions etc. Wide range of extension activities is conducted by various cells such as NSS, Women's Cell, and Community Extension Services Cell among others, involving a large number of students to sensitize the community including the

plan for adopting a village (*Robidas Para*) to work in the areas viz. societal issues, health issues, women empowerment, and child care and develop human qualities.

**Values:**

Facilitating a sizzling desire in students and staff members to continuously seek self-renewal and better the life on earth through;

Mutual Respect;

Service;

Integrity;

Learning;

Excellence.

**Strength:**

1. Qualified, motivated and competent faculty with a blend of experience and young and energetic dynamism.
2. Effective teaching-learning process design approach with special emphasis on learning with teachers as facilitators and students being beneficiaries.
3. Well-equipped library with sufficient number of books.
4. Supporting economically weaker students through remedial & tutorial classes.
5. Strong Outreach experience
6. Alumni Network.
7. Only higher education center within 10 km radius.

**Weakness:**

1. The majority of the students come from weak socio - economic background and first learners.
2. Funding source depended on fees and govt. grants (State Govt and UGC) only.
3. Limited scope to introduce various combinations.
4. Improve the pass percentage.
5. Drop outs.
6. Limited job-opportunities.
7. Poor communication skills in both verbal and non- verbal.

**Opportunities:**

1. To train and counsel students to become more employable.
2. Communication and other skill development programmes for students.
3. More scope to use modern technology aids in teaching - learning programs.
4. There is no competing degree college in the radius of 10 Kilometers; hence it may be easy to attract more students by offering need-based courses.

**Challenges (Threats):**

1. In recent times the number of students opting BA course is declining due to more attraction towards professional and technical courses.
2. Accepting, adopting and updating the technologies on teaching and learning.
3. Attracting qualitative students because of the rural location of the college.
4. More drop-outs due to early marriages and weaker socio-economic background of the students.

**1.1 Strategy statement:****Strategic Objectives;**

1. The Immersive learning process that enriches learning process, Civic Society Engagement, and deliberates holistic development;
2. To adopt an in-house assessment and development mechanism that measures the progress of proficiencies;
3. Cultivating the requisite mind set in students and staff stakeholders to enable transformation of self and others through various specialised training programmes;
4. Mandatory blended learning that provides interaction to the teaching-learning process and enhances its effectiveness;
5. Aims to be an **institution of excellence** centred on holistic Teaching and Learning;
6. The ever-growing intake of the students' needs to be supported by enhancing infrastructure and learning resources. The college will be exploring various options to support this growth requirement through innovative financial plans and accordingly pursue various schemes initiate by the Government from time to time.

### **Goals:**

NAAC concentrates on key parameters like teaching and learning, research, student outcomes, support and progression, outreach programmes and its impact, governance leadership and values, and perception. The action plan focuses the institutions' efforts in these critical domains. The action plan focuses on creating a governance and administrative structure than can facilitate the realization of IDP goals.

### **Action Plan:**

1. Strengthen the administrative process and governance mechanisms.
2. Creation of administrative policies and ensuring transparency.
3. Encourage diversity and ensure equitable representation of gender in key roles in the college affairs.
4. Constitution of various cells and committees consisting of eminent academicians and industrialists to achieve its goals.
5. Encourage each department to strive for accreditation and higher rankings in their respective domains.
6. Strengthening the Departments through delegation and proper authority and allocation.
7. Ensure that key roles are handled by people with experience and competency through transparent and efficient CAS and recruitment wherever deemed necessary.
8. Strengthen the financial performance of the college by tapping resources such as, State Govt UGC funding, Alumni support and other funded projects.

### **Strategy 1:**

#### **Enrich student experience through Pedagogical innovation, Immersive learning, student-centric Pedagogy, and living environment**

1. NEP has put lot of focus on skill development among the student community. Lala Rural College would like to have the students develop key competencies like Leadership, Teamwork, Communication Skill, Social Sensitivity etc. The college believes that these skills are developed in students by encouraging them to participate in various extra-curricular events and inter-collegiate competitions. Every department of

the college will also develop a network of Alumni which will become indicators of outcome-based learning adopted here.

2. Lala Rural College believes that students would gain a holistic perspective through interacting with a diverse population thereby building a diverse community of students, staff and faculty members so that a vibrant cosmopolitan experience can be given to the students.
3. The college will increase faculty engagement with students aimed at augmenting the students' lifetransforming experience and favouring the development of their abilities, skills, and competencies through the effective mentoring programme. The college will encourage our faculty members to participate in training programmes to become excellent mentors for our students thereby enriching the student's life at Lala Rural College.
4. The College commits to continue and strengthen efforts to innovate the exemplary teaching thereby enhancing the use of interactive methodologies, tools, and technologies aimed at improving the learning process of students. A teaching philosophy based on immersive learning pedagogy will be formulated that will act as the differentiator for Lala Rural College in the Teaching and Learning domain. At least 50% of the pedagogy will be through student-centric learning methodologies.
5. Assessment and feedback is vital in any teaching and learning endeavour. Lala Rural College would develop competency in analytics and use data to measure the student's learning, competency and satisfaction.

**Strategy 2:**

**Retain and develop excellent faculty**

The faculty is the key to success of any institution of repute. Lala Rural College recognizes this and will ensure that there is a resource pool of faculty members who have a high calibre of teaching and research. The College will pursue to have a best faculty-student ratio. The College will encourage existing faculty members who do not have Ph.D. to complete their doctoral degree. The goal is to have more than 90% faculty members having their doctoral degree by 2027.

**Strategy 3:**

### **Harness technology to develop teaching and learning**

Lala Rural College will use the digital technology environment to open new ways to discover, test, create, and advance knowledge that will enhance the teaching and learning of our students. We shall encourage capacity building programmes among all staff stakeholders and students with access to high-quality, physical and virtual educational environments; transform education to reflect new realities and to lead in translating those to life skills and workforce development; and push the capacity of state-of-the-art digital tools and technologies for an excellent teaching learning environment in the campus.

#### **Actions:**

1. Encourage faculty, students, and staff to use the strength of technology to enhance the teaching and learning process.
2. Create an effective Information and Communication Technology (ICT) platform and infrastructure that support the academic need of the institute in a financially viable manner. The College will use the cutting-edge technology to create an environment of collaborative work among the faculty and students thus creating a culture of collaborative work and sharing.

#### **Strategy 4:**

##### **Enhance student and faculty diversity**

Lala Rural College has been imparting higher education in one of the remotest areas of the southern Hailakandi district of Assam and the greatest opportunity is that the college imparts education to the heterogeneous population and mixed ability students of this part of the country. Therefore, the institution wants to develop itself as a centre of excellence in knowledge based teaching and learning by delivering it to the last man.

#### **Strategy 5:**

##### **Financial Stability and Funding for Institutional Development**

There are a lot of infrastructural requirements for a degree college that requires a lot of resources and funding. Create a sustainable financial sourcing model with a diversified funding source especially by introducing self-financed skill enhancing programmes.

An endowment is deemed to be created which will be a source of funding for the college. The endowment may solicit donations from Alumni, Industry and other stakeholders, which is supposed to be handled by an internal group who has expertise in treasury management.

**Strategy 6:**

**Develop opportunities for placement and entrepreneurship for students**

Since institutions under NEP 2020 would cater to a larger number of students from diverse streams, the office of the Career and Counselling Cell of the College would be strengthened to meet the needs of the students to the desired effect.

Lala Rural College envisages that the institution would generate entrepreneurs who will, in turn, create jobs for the society. NEP 2020 focuses more on skill development and holistic learning. Hence the College looks upon the affiliating University to develop its academic design in tune with the new focus on skilling rather than just academic delivery so that college can have incubation centre to promote entrepreneurship thereby.

**Strategy 7:**

**Infrastructure**

NEP 2020 has changed the current structure of a three-year degree programme to a 4-year programme with options for students to exit at various points. This creates infrastructural challenge for institutions like ours especially at the under-graduate level. Infrastructural changes to accommodate this flexibility may be planned immediately to cater to a smooth transition.

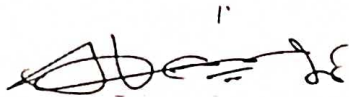
The College wants to develop state of art facilities both in terms of physical and knowledge infrastructure. Hence priority should be given in developing infrastructures like classrooms, library, laboratory etc. specific to the needs of various departments.

Since institutions envisaged under NEP 2020 will be accommodating a large number of students, infrastructure like hostels, recreational facilities etc. be created as per the regulations of the UGC and NEP 2020. A Committee will be constituted to recommend and monitor the necessary details and budget for the realization of infrastructural development.

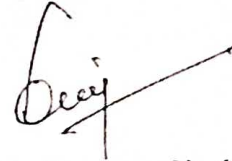
**Financial Strategy:**

Lala Rural College is strongly committed to fulfilling its mission-related strategic objectives. The College will pursue necessary outlets for funding new initiatives and investments to achieve the mission.

To sustain planned growth and achieve its strategic objectives, the College will seek appropriate mechanism to generate effective funding sources. Its efforts will be to increase government grants, which will be the source of revenue after Students' fees.



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