



GOVERNMENT GIRLS' GENERAL DEGREE COLLEGE
7, MAYUR BHANJ ROAD , KOLKATA-700023

**Preparation of Institution Development Plan
(IDP)**

Introduction:

Education has been considered as a key instrument for social change and progression. The present decade is marked by an increasing awareness of the necessity of women's empowerment, for it plays an important role in the development of a country. Higher education for women has become a policy agenda for many developing nations including India. Government of West Bengal has also taken various steps to enhance women's position by means of education. Establishment of this Government College for Girls at Ekbalpur, Kolkata is a part of this endeavor. The college is directed to spread and improve the quality of education among all sections of women in the society. In other words, this college visualizes the academic and intellectual development, moral uplift, social commitment, cultural refinement of the upcoming generation. To reach the vision following are the future plans:

- ♣ To cultivate quality and excellence in education.
- ♣ To boost scientific and technological temperament.
- ♣ To organize Seminars and Workshops for cultivation of knowledge, skills and discipline among the students.
- ♣ To ensure overall personality development of the students through extra-curricular activities.
- ♣ To provide opportunities for improvement of girls from educationally and economically marginalized section of the society.

The Government Girls' General Degree College is the fourth Government college for girls in West Bengal. Due to its proximity to National Library, Calcutta University Alipur Campus, and other major locations of southern Kolkata, the college is favourably accessible to a large section of students interested in higher education. The establishment of this college marks a positive and progressive initiative towards facilitating higher education for women in West Bengal. Incidentally, the college was established after a decade long pressing demand for a Women's college in the locality. The college was inaugurated on the 28th January, 2016 by Honourable Chief Minister Smt. Mamata Banerjee. The College has been affiliated to the University of Calcutta. The inauguration inevitably marked the beginning of a journey towards achieving academic excellence for women. Presently, the college offers Honours Courses in Arts, Science and Commerce streams. Faculties of all fifteen departments (Honours) put untiring efforts to provide quality academic guidance to all students and work towards their overall developments.

The college began its academic journey on 28th January 2016 with thirteen departments. The academic session started with one hundred and fifteen students in both Arts and Science streams. To create awareness, conviction and commitment among the students towards social and moral values, the college arranges for compulsory Value Education classes where lectures are delivered by eminent personalities from various fields. The college provides scope to its students to put forward their views, positive and negative, through Grievance Redressal Cell and Anti-Ragging cell. The Psychological Counselling Cell looks into the problems faced by the students. Being a girl's college a Sexual Harassment Cell has also been set up within the campus.

The students are awarded with certificates and medals not only for their cultural achievements and athletic prowess but there are other awards for them as well. Principal's Medal is awarded to "The Best Student of the Year". A Medal will be awarded by Dr. Syed Shah Marhoonullrshad Alquadri, in memory of his revered father His Holiness Hazrat Syed Shah Rashad Ali Alquadri for obtaining Highest Marks in C.U final year examination. Late Bhupendranath Sen Memorial award will be given to the students of Bengali Honours securing highest marks in Final year Examination. Certificates will be given to the regular participants of the value education classes. On behalf of all faculty members and members of non-teaching staff, I welcome all aspiring students to participate in our mission.

Strategic plan of the Institute :

The Government Girls' General Degree College, Kolkata is a government college and as such the overall administrative setup, appointments, service rules, procedures that guide the working of the institution are all framed by the Higher Education Department of the Government of West Bengal. However, every effort is made on part of the institution to abide by and to put to effect the policies / plans / strategies / guidelines as issued by the said authority from time to time.

There are various Committees like the Service Book , Career Advancement , Pay Fixation & Arrear , Grievance Redressal Cell , Anti Ragging Cell, ICC committee which work to put government policies and plans in matters of employment and service conditions and students problem action continuously into action constantly. Sports Committee and Annual Prize Committees conduct the different events and programs annually. The Website Committee works continuously to keep the college website updated so that students have easy access to upcoming events and programmes.

The Principal of the college together with the Co-ordinator, IQAC , Secretary , Teachers' Council and the Departmental Heads , lead all activities of the College. They regularly meet and take necessary steps to formulate and implement strategic plan of the institution.

- The following strategies are adopted by the institution to monitor and evaluate policies that will be implemented:
 1. Regular meeting of the IQAC and the Teachers' Council.
 2. A regular feedback system from Students and their parents.
 3. Periodical Academic Audit by the Principal with the help of Co-ordinator, IQAC.

4. Regular visits of the Principal to the department and interaction with the Head and other faculty members of the departments (not operative during the period of lockdown in 2020-21 and 2021-22) .
5. Head of the departments monitor the academic and administrative governance of each departments on a regular basis.
6. Application for grants from the Government.
7. Extension of available area to accommodate more classrooms, laboratories etc.
8. Renovation to revive the ageing infrastructure of the institution.
9. Application for more substantive posts from the State Government.
10. Introduction of Students' Seminars/ webinars in all department.
11. Arrangement of Seminars/ webinars .
12. To enter into collaborative ventures with other reputed institutes.

Strategic plan deployed to improve Teaching Learning :

- ❖ The purpose of the strategic plan is to improve the teaching- learning process. Since throughout the whole academic session of 2020-21 and 2021 -22 (upto November 2021), there was no face-to-face interaction between students and teachers, it was extremely challenging to discharge academic responsibilities effectively. There were several problems, from connectivity issues with teachers and students. Several department conducted regular online classes and tutorial classes for their students, on the basis of their needs. Internal Assessment was conducted by different departments in online mode.

Administrative set-up:

- ❖ The institution is a government organization under the aegis of the Government of West Bengal. It is under the direct control of the Department of Higher Education, Government of West Bengal . There is a Governing Body to the Principal in administrative matters. The IQAC plays a vital role in framing and implementing decisions related to academic affairs. The Teachers' Council of the College also plays an important role in matters related to academics. The Teachers' Council creates different sub- committees to smooth conduct all affairs related to academics. The Principal, with the help of the Teachers' Council Secretary , forms some administrative committees. Appointment and Service Rules are implemented as per the Government norms. The Public Service Commission, West Bengal arranges interviews and prepares merit list and the Higher Education Department, Government of West Bengal gives the appointment to those selected, in concurrence with the Governor. The West Bengal Education Service job is transferable in nature and teachers are transferred to other Government colleges within the state from time to time . Service Rules include rules for the state Government employees and rules for teachers issued by the UGC. Promotions of teaching staff are as per UGC norms ratified by the Government of West Bengal. Appointments and promotions of non-teaching staff are also as per West Bengal Service Rules.

Future readiness:

- The college will continue imparting quality knowledge and skills to the learners.
- The college will attempt to inculcate democratic idealism among the students.
- The college will try to contribute to national development through dissemination of specialized knowledge and skill enrichment for promoting self employability.
- The college will try to develop human values in the students by taking up activities to help the poverty-stricken people .
- The college will aim at preparing the students for leadership in the professional and public life through training programmes , various workshops, guest lectures .


Institutional Goals (Long term and Short term)

The mission of our institute is to provide the best of knowledge and skills to the enrolled learners. Some significant areas have been identified so as to achieve our mission.

- ✚ To create among a desire for knowledge, a scientific temper and the appreciation and inculcation of human values.
- ✚ To make students learn the moral and ethical values by arranging popular talk, programmes on moral r and social responsibilities
- ✚ To set up and create a greenenvironment is also a priority and a mission to be achieved.
- ✚ To make career counseling programmes a regular event so that the students can get an opportunity to choose their careers once they complete their graduation.
- ✚ To generate a spirit of entrepreneurship amongst the students of the institution by making them familiar with-entrepreneurship skills through holding of entrepreneurship counseling sessions by different agencies.
- ✚ To take initiatives to introduce skill based courses to acquaint students with various skills
- ✚ To assure mental health and personality development of the learners through psychological counselling sessions on regular intervals.


IQAC coordinator
Co-ordinator
IOAC




Principal
GGGDC, Kolkata
Principal
Government Girls' General
Degree College
Kolkata