



INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032)
FOR HIGHER EDUCATIONAL INSTITUTIONS IN GOA
As part of the implementation of National Education Policy-2020

CONTENT			Page no
1	Institutional Basic Information		
	1.1.	Institutional Profile	02
	1.2.	Institutional SWOC Analysis	03 - 05
2	Institutional Development Plan		
	2.1	Vision	06
	2.2	Mission	06
	2.3	Goals and Objectives	06
	2.4	Executive Summary	07
	2.5	Developing Motivated and Energized Faculty	08
	2.6	Teaching, Learning and Education Technology	09
	2.7	Research, Development and Innovation	10
	2.8	Industry-Academic Partnership	10
	2.9	Institution's Placement Plan for Students	11
	2.10	Achieving the Target for Accreditation	11
	2.11	Incubation and Start-up	12
	2.12	Alumni Engagement/ Activities plan	12
	2.13	Basic Infrastructure Development plan	12
	2.14	Skill Development of Non-teaching Staff	13
	2.15	Any Other Initiatives for the Student's and Institutional Growth	13



1. Institutional Basic Information

1.1. Institutional Profile:

Name of the Institution	Nirmala Institute of Education					
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College Website	www.nirmalainstitute.org			AISHE Code: C-30850		
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NAAC Accreditation Status	1st Cycle:	Grade: B+	2nd Cycle	Grade:		
	3rd Cycle	Grade: -	4th Cycle	Grade:		
NIRF Ranking	2020-21: NA		2019-20: NA	2018-19: NA	2017-18: NA	
UCG Recognition	2(f)	Yes	No	12 B	Yes	No
					✓	
NBA accreditation	Yes		No ✓			
Financial Status	Government /Aided: ✓			Self-Finance:		
Under National Education Policy (NEP 2020), would your institute prefer to be:	<p>i. Constituent college of the State University</p> <p>ii. Autonomous degree granting College.</p> <p>iii. Part of Higher-educational institution (HEIs) cluster. ✓</p>					



1.2 Institutional SWOC Analysis

Strengths:

Location:

- Located atop Altinho hill surrounded by educational institutions, government departments, All India Radio and Doordarshan.
- A clean and neat campus with ample open spaces.

Core Values and uniqueness

- Believes in and practices diversity
- Facilitates openness and propagates a culture of change and commitment in the educational and social spheres
- Endeavors to keep alive the culture and heritage of Goa through an annual cultural display
- NIE is a brand that is held in high esteem.

Faculty

- Skilled faculty
- Two of the faculty are doctoral research guides in the faculty of education, Goa University
- Expertise of faculty is used at the State and National level.
- Faculty promote an atmosphere of growth and success of students.

Library/Sports facilities/Art Infrastructure/ICT/Safety/

- A well-stocked library with ample books across the B.Ed. curriculum, Inclusive Education, Guidance and Counseling, and Elementary Education.
- A full-time committed college librarian, library assistant and library attendant.
- Data bases such as NDLI and N-List.
- Availability of a sports room, yoga room, art room, indoor games, a volleyball court
- A full-time College Director of Sports and Physical Education and Faculty for Visual and Performing Art.
- Availability of digital infrastructure such as; a studio, a professional 32 channel mixer, i7 processor laptops, document reader ...
- A stage for indoor programmes fitted with two LCD projectors, condenser microphones and lighting devices
- Makes available a stable internet connection with a sufficiently good enough bandwidth and wi-fi service.
- Has installed a fire fighting and water hydrant system on campus
- Large ventilated classrooms some of which are fitted with digital devices.
- Recreational activities for Faculty and staff.

Courses

- Offers courses in addition to the flagship B.Ed. programme namely; a Certificate course in Pre-Primary Education, Diploma in Elementary Education, Post Graduate Diploma in Guidance and Counseling, M.A. in Wellness Counseling.



Student extension/support facilities

- Different clubs – Eco Club, Red Ribbon Club, Swachh Abhiyan Cell, Mathematics Club, Science Club, Sports Club (organize sports events, maintains a health card for each of the students, faculty and staff)
- Counselling and Career Counselling services for students on campus
- STEM Laboratory
- A variety of Government scholarships.
- Childline Nodal center for children and women in distress.
- Partnering with Institutions for Inter-religious dialogues.e

Academic results and Student placements

- Excellent results
- 100% employment of trainees in schools and colleges across Goa and
- In institutions/organizations overseas.

Weaknesses:

- Inability to charge beyond prescribed fees to conduct extracurricular activities.
- Insufficient research publications.
- Institution does not have its own schools for practice teaching and Internship.
- Lack of sufficient student enrollment in the PG Courses.
- Lack of Multidisciplinary Courses
- B.Ed. Curriculum has not been updated.
- Insufficient Literary programmes
- Not much community outreach programmes in rural areas.
- Need to incorporate more of IT in lesson planning and execution.
- Insufficient training in inclusive education.
- Difficulty to get students to visit the library and read more.
- Poor documentation of work done and activities conducted.
- Low Alumini involment.

Opportunities:

- To provide quality teachers and counselors in the field, at the State, National, and International levels.
- To expose students to numerous experiences beyond academics in the fields of Drama, Art, Sports, Guidance and Counselling, Gardening, Bakery
- To provide wide range of courses to students through Cluster of Colleges.
- Conducting / organizing enriching programmes in collaboration with National and State institutions through MOUs.
- Availability of land for setting up kitchen gardens, additional infrastructure and organising various events.
- Opportunities for Faculty to offer their skills and expertise through planning, organizing and participation in various webinars, seminars, workshops and conferences at the State, National and International Level
- To provide guidance and counselling services, and career guidance as community outreach.
- To revive and promote the culture of the State and country through Faculty and teacher trainees.



Challenges:

- Difficulty in getting qualified candidates for different teaching posts.
- Financial difficulties to organize academic activities.
- Obtaining adequate funds for:
 - conducting academic programmes like setting up a good language lab, conducting seminars, conferences and cultural programmes.
 - tying up with foreign universities
 - upgrading infrastructure and undertaking developmental projects.
 - inviting Professional Resource persons.
 - paying prescribed salaries to Faculty of Self-financed PG courses which are well-designed for quality education.
- Mobilizing increased regular transport facilities on the route and to the Institute.
- Inability to obtain Research Guideship for the P.G section due to Faculty employed on contract basis.
- To infuse and strengthen in students the values of sincerity, selflessness, gratitude, respect and commitment to hardwork.
- To strength language competence.
- To reach out to the differently abled through more concrete, specific services in the State.



2.1. Vision

“The Institute endeavours to create a cadre of professionals committed to excellence imbued with values and responsive to the emergent needs and challenges in the local, national and global context.”

2.2. Mission

The mission of the college is

- *To develop universal values in teachers.*
- *To help students discover and appreciate their unique vocation in society.*
- *To create a learning environment which integrates theory and practice.*
- *To nurture, in particular, the values of peace, justice, equality and fraternity.*
- *To enable students to understand and cater to the needs of a diverse student population.*
- *To encourage students to become catalysts of social transformation.*
- *To revitalize education through partnership with different organisations and universities*

2.3. Goals and Objectives

- To encourage students to pursue Higher Education in their respective fields of education to fill the lacuna created by the dearth of competent Faculty.
- To identify ways and means to raise funds.
- To get in touch with foreign Institutions in Education and sign MoUs with them.
- To use extensively, communication-based technologies in the form of pedagogical tools for teaching, learning and evaluation.
- To create more publicity for PG courses
- To organize transport facilities for students right into the campus.
- To strengthen the language abilities of students.
- To set up a research cell in the PG departments.
- To ensure that Faculty publish at least two research papers annually.
- To have inhouse paper presentations.
- To motivate students to present papers at State, National and International Conferences as well as organize seminars and workshops.
- To encourage PG Faculty to design short courses for wider outreach.
- To organize Language Development programmes in English, Hindi and Konkani.
- To motivate Faculty and students to publish monographs.
- Sign MoUs with various schools including Government Schools for practice teaching and Internship and offer innovative programmes in pedagogy.
- To organize courses to prepare trainees for inclusive education so as to cater to the needs of students with different learning needs.
- To prepare students to appear for and clear the TET.
- To venture into rural areas for work with the community.
- To start an incubation centre and Start-ups.
- To train students in financial literacy.
- To train students to learn how to learn, and engage in self study.



2.4. Executive Summary

The Nirmala Institute of Education is a brand name and with the NEP the teaching Learning process has to be enhanced by infusing new motivation for doing things in a new way.

1. The student- teachers will be equipped to design curriculum and planning of the core subjects.
2. The student-teachers will be motivated to implement learner-centric approaches in the teaching learning process.
3. The student-teachers will be encouraged to create and celebrate events which inculcates values and ethics towards humanity and nation.
4. The student-teachers will be motivated to inculcate professionalism for self-renewal.
5. 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.
6. The student-teachers will be encouraged to comprehend professional disposition towards collaborators.



2.5. Developing Motivated and Energized Faculty

2 years plan

- *Workshops to enhance research skills..*
- *Periodic meetings of the research cell to monitor the progress of the Faculty and students with regard to writing papers.*
- *Periodic review and assessment of faculty by Principal.*
- *Administration of teacher effectiveness scale*
- *Conducting training programmes for Faculty members on the use of new technology for teaching by experts.*
- *Asking faculty members to do SWOC Analysis of themselves and present the report to the Head of the Institute in a one-on-one session.*
- *Workshops on using SPSS for Social Science Research.*
- *Workshops on team building for faculty and non-teaching staff.*

5 years plan

- *Faculty exchange programs within and outside the country.*
- *ISO Certification for the Institute*
- *Need analysis for upgradation of faculty members' skills to be done periodically*
- *workshops on Quality Teacher Education*
- *Associations with International Institutions of Education for quality improvement of Teacher Education.*
- *Encouraging Faculty to take up SWAYAM courses as coordinators.*
- *Training Faculty for MOOC courses.*
- *Work on NETWORKING AND COLLABORATION with partner institutions under MOUs*
-

10 years plan

- *Collaboration with foreign Universities for annual conferences in the field of education.*
- *Encouraging faculty to complete online courses related to teaching.*
- *Periodic needs analysis for upgradation of Faculty members' skills.*
- *Start a UGC care listed Journal and also Developing Psychological scales.*



2.6. Teaching, Learning and Education Technology

2 years plan

- *To equip teacher trainees with modern technological tools that can be used in Teaching.*
- *Check students' progress periodically (monthly/bi-monthly/quarterly) and address the difficulties, if any.*
- *Re-write the outcomes of each course to fit in with the outcome-based education.*
- *Training faculty to develop MOOCs.*
- *ODL Centre of a Central University like IGNOU.*
- *Lecture series on multidisciplinary teaching.*
- *Certificate courses for the holistic development of teacher trainees*
- *Develop NETWORKING AND COLLABORATION with partner institutions with US Consulate General and with the British Council, under MOUs for content and new courses.*
- *Certificate course to improve in communication skills.*
- *Conducting short term training programmes in the field of mental health to make the alumni aware of the latest development in the field of mental health.*

5 years plan

- *Each faculty member must develop one MOOC in their area of specialization.*
- *Implement multidisciplinary teaching.*
- *Implementation of outcome-based education*
- *ODL Centre of a Foreign University, if permission granted by the competent authorities.*
- *Conducting courses for teachers in Goa for upgrading their skills in using educational technology.*
- *New certificate course on Educational technology for content and new courses.*

10 years plan

- *Development of more MOOCs in teams*
- *Review and improvement of Implementation of multidisciplinary teaching.*
- *Review the Implementation of outcome-based education*
- *Review the ODL Centres on Campus periodically.*
- *Starting new courses on the basis of a needs analysis in the field of education and beyond.*



2.7. Research Development and Innovation

2 years plan

- *Workshop on writing proposals for funded projects*
- *Workshop on analysing qualitative and quantitative data.*
- *Workshop on writing synopsis and research report (Ph.D. Thesis)*
- *The research cell to have meetings periodically to make teams of faculty members and students to write papers.*
- *Workshop for research paper writing for students.*
- *Research magazine of College adding quality research articles by Faculty and others*

5 years plan

- *Faculty to be involved in at least one funded research project.*
- *Encouraging students to write research papers and publish them.*
- *Workshop on obtaining patents for the work done by the faculty members*
- *Starting a Reserach centre at NIE*
- *Work on developing a strong R&D cell within the partner institutions under MOU'S / Cluster colleges*

10 years plan

- *Involve students in funded projects.*
- *Encouraging students to write research papers and publish them in Scopus journals.*
- *Tie up with other research organizations.*
- *Conduct Annual Research Panel discussion with eminent students researchers of all over the country.*
- *Work towards getting ICSSR research projects.*

2.8. Industry-Academic Partnership

2 years plan

Organize/conduct:

- *Talks by industry experts for the trainees.*
- *Talks by ex-students who are working in the industry.*
- *Training programmes in financial management.*
- *Conduct certificate courses on inclusive education, leadership, citizenship training*

5 years plan

- *Train Counsellors for Mediation, Team Building, attending to worker/employee problems, etc.*
- *Tie up with major Counseling centres, NGOs and other mental health organisations, for internship and other outreach programmes.*
- *Tie up with educational service providing agencies / corporates*

10 years plan

- *Set up a 3D centre for designing educational materials.*



2.9. Institution's Placement Plan for Students

2 years plan

Student Placement cell can

- Notify the advertisements regarding jobs and related information on the college website/notice board.
- Organize expert lectures and national seminars to educate students on the latest teaching/learning strategies and also have a discussion with educationists from other educational institutions.
- Conduct Soft Skills enhancement activities like personality development, classes on interpersonal skills and communication.
- Coordinate with the college counselor to improve their career exposure across global perspectives.
- Method Masters can groom their students to be effective teachers according to the demands of the changing times and for the world of work.
- Prepare students to appear for and qualify in the TET.
- Coordinate with the Alumni placed in other Institutes to help prepare the aspiring students for the job interview.

5 years- 10 years plan

- *Organize Campus Placement Drives for students and ex-students*
- *Tie up with major Counseling centres, NGOs and other mental health organisations for placement.*

2.10. Achieving the Target for Accreditation

2 years plan

- *Making an inventory of what is lacking in the different criteria of NAAC.*

5 years plan

- *Including activities to enrich the different criteria of NAAC.*

10 years plan

- *Putting into practice the suggestions given by the NAAC peer team.*



2.11. Incubation and Start-up

2 years plan

- *Formation of team for sphere heading the incubation center*
- *Demarcation of space for the incubation center*
- *Brainstorming for innovative ideas*

5 years plan

- *Conducting workshop for interested candidates*
- *Collaborating with experts in the field*
- *Arranging funds for the physical resources in the incubation center*

10 years plan

- *Collaborating with other incubation centers in and outside the state*

2.12. Alumni Engagement/ Activities plan

2 years plan

- *Encouraging more members to join the alumni*
- *Organising re-unions*
- *Participation of Alumni in college activities such as lectures and cultural programs.*
- *Coordinate with the Alumni placed in other Institutes to help prepare the aspiring students for the job interview.*

5 years plan

- *Organising activities for the benefit of the community.*

10 years plan

- *Collaboration with alumni overseas.*

2.13. Basic Infrastructure Development plan

2 years plan

- *Upgrading the science laboratory*
- *Establishing History Club, Geography*
- *Club and Language Laboratory / Club*

5 years plan

- *Construction of two additional classrooms*

10 years plan

Construction of a gymnasium/ sports fields



2.14. Skill Development of Non-teaching Staff

2 years plan

- *Basic Skills training which includes immediate needs of the institution for instance, Handling Sound system, Camera, Website, Gardening , taking care of electronic devices.*

5 years plan

- *Skill development courses for MTS*
- *Workshop for LDCs*

10 years plan

- *Short term courses organised by State/National bodies(Online/Offline) to develop communication skills, social skills , office management etc.*

2.15. Any Other Initiatives for the Student's and Institutional Growth

2 years plan

- *To develop courses for cluster.*
- *To organize conferences/ seminars/ short term courses/workshops*
- *To organize Faculty Development Programs for Faculty and Staff of Institutions under MoUs.*
- *To sign MoUs with Government Departments in close proximity of the campus (All India Radio, Doordarshan, Meteorological Department, Indian Customs & Central Excise Museum)*

5 years plan

- *Advanced courses for the cluster.*
- *Exclusive Institutional courses in the field of counselling.*

10 years plan

- *Collaborations at National and International level for conference/ seminars/ short term courses/workshops.*