



GOVERNMENT OF GOA

GOVT. COLLEGE OF ARTS, SCIENCE & COMMERCE

KHANDOLA, MARCELA – GOA 403 107. (INDIA)

(Affiliated to Goa University) (Estd. 1989) Ph. / Fax: 0832-2287718

email:gcasck@rediffmail.com Website: www.khandolacollege.edu.in

Accredited by NAAC with 'A' Grade (28/03/2017 to 27/03/2022)

GCASCK/ESTD/NAAC-ISP/18-19/336

Date: 25/06/2018

INSTITUTIONAL STRATEGIC PLAN

Given below are ten areas or goals that our college has chosen to focus on, with effect from the academic years 2018-19 to 2022-23:

GOAL 1: CURRICULUM DEVELOPMENT

1. Designing academic calendar with year-round activities aligned with the College mission statement.
2. Strengthening curricular aspects by introducing new programmes such as B. Voc. (Software technologies); Honours (6 Units) in Psychology; BSc in Electronics; T.Y.BSc. in Geography; T.Y.BSc in Mathematics; and Department of Hindi's Post-graduate Diploma in Translation (PGDT).
3. Offering advanced learners PG programmes like M.Com., MA in Geography, MSc in Inorganic Chemistry, MSc in Microbiology.
4. Developing research culture by establishing research centres in Chemistry, Geography, Commerce and Microbiology and other subjects having Ph.D. Guides in the college.
5. Enabling life-long learning through skilling, re-skilling, and up-skilling, especially for the marginalised students.
6. Promoting skill enhancement by offering value-added courses, skill-based courses, certificate courses, training programmes and workshops.
7. Implementing Outcome Based Education System.

GOAL 2: ENRICHING TEACHING-LEARNING PROCESS

1. Installing Smart boards in all classrooms for interactive teaching-learning process.
2. Encouraging teachers to update their teaching skills by exploring ICT tools acting as facilitators to attain holistic development of students.
3. Adopting blended learning methodologies such as MOOCS, Flipped classroom, co-operative learning, etc.



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4. Creating environmentally friendly ecosystem for the Persons with Disabilities.
5. Organising various activities for promoting and preserving culture, heritage and legacy through Indian Languages.
6. Creating e-content for every subject in English and in regional language Konkani, to support slow learners and rural students.
7. Sensitising teachers on using student engagement tools like Mentimeter, Kahoot, Nearpod, ZOOM, Google meet etc.
8. Motivating faculty members to attend and organise industry expert lecture series, FDPs, workshops, conferences to harness Industry – Academia Interface and Skill development for better employability.
9. Implementing reservation rules issued by Government of Goa giving equal opportunities to reserved category students and the specially-abled students.
10. Introducing online admission process for fair and equitable opportunity for students from across Goa and other states.
11. Installing advanced software for processing and declaring examination results.
12. Adopting multi-mode system for continuous assessment, viz. Google forms, charts.
13. Participation of B.Voc. students in national-level examination (NASSCOM).
14. Checking execution of teaching plan and corrective actions through Teacher's Lecture Diary record system.
15. Immediate demand for recruitment of qualified staff as per departmental workload requirement.
16. Mentoring and coaching advanced learners to tap their potential for higher studies and competitive examinations such as GU-ART, NET, SET, Bank Exams, CA Foundation, GPSC, UPSC exams.
17. Pairing slow learners with advanced learners to support qualitative learning in the classroom.
18. Promoting experiential learning through participative approach, problem-solving methodology, flipped classroom, etc.



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GOAL 3: PROMOTING RESEARCH AND DEVELOPMENT:

1. Establishing Cluster Research Centres in Microbiology, Chemistry and Geography.
2. Organizing workshops and training on research methodology.
3. Organizing expert sessions on civic issues such as RTI, IPR, start-ups, biodiversity.
4. Extending technical support to faculty members to obtain financial assistance for conducting workshops, seminars, conferences, etc.
5. Dedicating more on-campus working hours to carry out research.
6. Encouraging students to write articles, research papers, dissertations.
7. Approaching industries for financial assistance to purchase research equipment and setting up laboratories.
8. Encouraging faculty members to write research proposals to funding agencies like ICSSR, DST, DBT, UGC, GIPARD.
9. Initiating research coffee series to promote research culture in the institution.

GOAL 4: DEVELOPMENT OF LIBRARY, ICT AND PHYSICAL INFRASTRUCTURE

1. Infrastructure:

- Constructing and upgrading laboratories (UG Chemistry, Microbiology, Commerce, Psychology, B.Voc.) with desktop computers, printers, scanners and internet.
- Setting up of research labs for post-graduate departments of Chemistry, Microbiology, and Geography.
- Setting up of language laboratory-cum-studio for departments English, Hindi, Marathi and Konkani.
- Constructing a Hostel for UG-PG students from hinterland of Goa, other states or foreign countries.
- Upgrading multipurpose hall with advanced equipment and facilities.
- Installing face-reading biometric machine for recording attendance of teaching and administrative staff.
- Roofing of passage connecting administrative building to Arts and Commerce block.



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- Fencing to compound wall of the college for the safety and security of students.

2. ICT:

Setting up Smart classroom, Internet facility, virtual classroom, firewall, intercom, online admission portal, CCTV cameras.

3. Library:

- Establishing Digital Library on campus, to provide better and easy access of e-books, e-journals and other e-learning resources to staff and students, through NLIST, NDLI, Knimbus e-Library, Pearson e-Library
- Introducing Library Management Software (such as KOHA, New Gen Lib) to help to manage the library efficiently.

GOAL 5: ENHANCING STUDENT SUPPORT AND PROGRESSION

1. Promoting and processing various scholarships for all categories of students offered by State and Central Government, Non-Government Bodies, and Philanthropists.
2. Conducting career guidance programmes for higher studies, communication skills, job skills for better employability.
3. Organising campus recruitment drives in collaboration with manufacturing and service industry firms, private placement firms, semi-government bodies.
4. Motivating students to participate in sports, cultural and technological events at local, district, state, university and national level talent exploration and skill development.
5. Organising collaborative activities through alumni, such as industry visits, scholarships, expert lecture series, campus recruitment drives.
6. Promoting holistic development of students through Students Council, Sports, NSS, NCC, Yoga, Meditation, and Counselling.



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GOAL 6: ENHANCING GOVERNANCE, LEADERSHIP AND MANAGEMENT

1. Decentralising work to subordinates. Vice-Principals, HOD's are allocated administrative duties on rotation basis. Teachers are appointed as committee chairpersons, coordinators and team members for routine functioning.
2. Promoting leadership and management skills among students by involving them and sharing responsibilities under Students Council, NSS, representation in various statutory and non-statutory committees.
3. Encouraging faculty members to avail study leave, sabbatical leave, etc. for their academic growth.
4. Sanctioning maternity leave, childcare leave to female and paternity leave to male staff, to help discharge children caring duties efficiently.
5. Providing medical leave and medical reimbursement facility to administrative staff.
6. Hassle-free sanctioning of LTC advance and need-based assistance in final settlement of bills.
7. Encouraging staff members to attend FIP, RC, and FDP for their professional development and career advancement as per CAS.
8. Organising capacity-building and skill-enhancement programmes for teaching and administrative staff.
9. Assistance in availing low-interest car loan and housing loan under State Government scheme.

GOAL 7: PROMOTING INDUSTRY-ACADEMIA INTERACTION AND COLLABORATION

1. Organising campus recruitment drives in collaboration with manufacturing and service industry firms, private placement firms, semi-government bodies.
2. Strengthening industry-academia Interface by organising collaborative activities, such as seminars, lecture series, internships, field visits, as per suggestions made by IQAC.
3. Organising industry expert lectures on multi-job skills, interview, communication skills.
4. Introducing internship for PG Students of Commerce, Chemistry, and Microbiology.



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5. Organising study tours for students across the country for wider subject exploration.
6. Conducting curricular field trips as a part of assignment and experiential learning.
7. Pooling CSR funds to organise seminars, conferences, purchase of equipment and setting up laboratories.

GOAL 8: EFFICIENTLY DISCHARGING INSTITUTIONAL SOCIAL RESPONSIBILITY

1. Establishing IGNOU Study Centre to facilitate open and distance mode of learning for those engaged in gainful employment.
2. Carrying out community welfare activities through NSS and Government initiatives.
3. Undertaking village development activities under village adoption programme in collaboration with the respective Panchayats.
4. Establishing NCC unit to nurture discipline, leadership, secular outlook and selfless service to the nation among youths of all walks of life.
5. Establishing Department of Social inclusion and Equal Opportunities for empowering the Persons with Disabilities.
6. Supporting the Election Commission of India for the smooth conduct of Assembly and Parliamentary Elections in Goa.

GOAL 9: PROMOTING START-UP/ENTREPRENEURSHIP CULTURE

1. Establishing Institutions Innovation Council (IIC) at college affiliated to MoE -India
2. Promoting entrepreneurship for self-employment through Department of Commerce.
3. Signing MOUs with academic institutions, industry, Government and non-Government organisation.
4. Conducting skill-oriented courses, such as 3D-printing, robotics, Photoshop, drone technology, Tally, Sanskrit and Healing with Fermented foods.



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GOAL 10: PROMOTING SUSTAINABLE DEVELOPMENT

1. Initiatives for Green Campus include establishment of a botanical (herb) garden and energy saving measures.
2. Installing solar panels for generating sustainable energy.
3. Installing atmospheric water generators in campus.
4. Ensuring proper dry waste and e-waste management at campus and through Government bodies.



PRINCIPAL
Principal

Govt. College of Arts, Science & Commerce
Khandola, Marcela-Goa.