# SRI KRISHNA DUTT ACADEMY

(Recognised by NCTE and Affiliated to University of Lucknow)

# INSTITUTIONAL DEVELOPMENT PLAN
## (2022-2027)



## Quality of life commitment to all

## SRI KRISHNA DUTT ACADEMY

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# SRI KRISHNA DUTT ACADEMY
## Institutional Development Plan (2022-2027)

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# Institutional Development Plan (2022-2027)

## 1. INTRODUCTION

SKD Group is contributing in the field of education with Lucknow as its main hub. Under it two flagship institutions SKD Academy having a chain of schools in different parts of the city and another Sri Krishna Dutt Academy Degree College are continuously setting new records in the field of education, the credit for which goes to the hard work and passion of SKD Group's Founder Chairman Mr. SKD Singh a distinguished Physics teacher and recipient of the prestigious UP Ratna Award and the visionary Founder Director Mr. Manish Singh who envisioned an institution that would cater to the educational aspirations of students across all sections of society.

Founded in 1997 as a beacon of educational excellence in Lucknow. In due course of time SKD Academy reached new heights having expanded its branches to different prominent areas of Lucknow with state board, ICSE and CBSE board. Students brought laurels by being Board toppers and getting selected in competitive exams of diverse fields as IIT-JEE, NEET, CLAT etc. Taking admission into premier educational institutions becoming engineers, doctors and scientists serving not only our country but also other countries across the globe, carrying forward the values and wisdom they have imbibed here.

Lucknow having a rich historical and cultural tapestry. This capital city of Uttar Pradesh is not only renowned for its cultural heritage but also for its rich literature, architecture, traditions, music and culinary delights. Lucknow is not just bound by traditions. The city is evolving, embracing modernity while holding tight to its cultural roots. Its educational institutions, technological advancements and infrastructure developments are a testament to its progressive future. It won't be long for Lucknow to be recognized as India's next AI and ML powerhouse. Lucknow's essence is its blend- where the allure of the past meets the promise of the future. SKD group of education is an integral contributor to the holistic & economic development of the city and society as a whole covering not only Lucknow but also the surrounding districts.

An urge for higher education institutions was felt by different eminent educationists in the city of Lucknow. To cater to the need SKD Group of Education took a leap in 2016 by opening its teacher training college. It has a track record of giving trained teachers to the society since then. It also provides in-house placements at SKD schools to these newly trained enthusiastic teachers.

In 2017, Bachelor of Commerce (B. Com) course was started with affiliation from University of Lucknow, Lucknow. The very next year in 2018 Bachelor of Science (B.Sc.-ZBC) course was started with affiliation from University of Lucknow, Lucknow.

The degree college following Lucknow's ethos- blending tradition with modernity impart quality education to the youth. It is nurturing minds, imparting not just academic knowledge but focusing on holistic personality development of the students. It is showcasing their talent in extracurricular activities also. Students get exposure to various computer courses, certificate courses, tally, internships, seminars, workshops, Industrial visit and job fairs are organized from time to time which help the students get placed in eminent organizations through the placement cell. Students also participate in inter college and University level activities and have earned accolades. The potential being recognized and nurtured here helps bridging the gap between Industry and Academia.

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The educational wing of SKD Group added another feather to its cap in 1997 by establishing Sri Krishna Dutt Academy. Within a span of 24 years the Academy has grown up with its five branches – U.P. Board, ISC Board, Junior High School Branch, CBSE Board (10+2) (Vikrant Khand-3, Gomti Nagar) & (Vrindavan Branch) have made a great impact on the society by imparting quality education to thousands of students desirous of becoming highly qualified professionals. The quality of education imparted in the Academy can be easily judged with the 100% result achieved by the school every year in the High School and Intermediate result of UP, ISC and CBSE Board Examinations.

## 2. PREAMBLE

Dr A.P.J. Abdul Kalam said that continuous efforts to make oneself better is culture of excellence. We, at Sri Krishna Dutt Academy, practice this culture of excellence and have incorporated modern techniques in imparting quality education to our students. With the advent of NEP, the college has reframed its policies to sync with the purpose of implementing it in our institution.

In our current VUCA (Volatile, Uncertain, Complex and Ambiguous) world, it is essential to determine the strategic objectives and quantifiable targets and Goals, measuring the performances of the predetermined indicators, and monitor & evaluate the strategic plan. It is a participative approach that enables the institute to prioritize the resources in accordance with the objectives mentioned in the strategic plan. The education scenario is highly dynamic and disruptive and undergoing rapid changes with focus on the rise of emerging skills viz. big data, machine learning, artificial intelligence, Cloud Computing, and scientific and technological advances. Quality is prime motto, and the requirements of the consumers and industry are changing very fast. It has escalated the demands of multidisciplinary abilities across the streams. Now it has become imperative to see what and how the students learn to be innovative and adapt and absorb new material in shaping their personality. NEP demands education to develop creativity, critical ability, and problem-solving skills among students. Pedagogy must evolve to make education more experiential, holistic, integrated, engaging, and interesting and learner centric. The curriculum must be explored to include basic arts, crafts, humanities, sports and fitness, languages, literature, culture, and values, in addition to science and mathematics with equitable access for all learners regardless of their social or economic background. Education must build character, enable learners to be ethical, rational, compassionate, and caring, while at the same time prepare them for employment. Indian culture and philosophy must not only be nurtured and preserved for posterity but also researched, enhanced, and put to new uses through our education system.

These principles, in consonance with the foundational pillars of access, affordability, equity, quality, and accountability as envisaged in NEP 2020, form the basis of college education policy in guiding its students. our Institution emphasises on conceptual understanding rather than rote learning by recognizing, identifying, and fostering the unique capabilities of each student, by sensitizing teachers as well as parents to promote each student's holistic development in both academic and non-academic spheres. The college strongly believes in pluralism, multilingualism, life skills, scientific temper, human & Constitutional values, economic and social mobility, inclusion, and equality. Faculty at the heart of the learning process is encouraged to bring in innovation and out-of-the-box ideas through autonomy, good governance, and empowerment.

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Our college in pursuit of excellence and guided by these principles has framed its "Institutional Development Plan" for 2022-27.

The Institutional Development Plan, created with the participation of the educational community, establishes the aspects on which the College will concentrate its actions for the next five years in cohesion with the optimal fulfilment of the Mission, Vision, and Institutional Strategic Directions, through compliance with the Institutions' core functions: Curricular Aspects; Teaching-Learning, assessment and evaluation; Research, Innovation and extension; Infrastructure and Students' Support, Governance, Leadership and Management; and Institutional Values and social Responsibilities.

## 3. PURPOSE

Institutional Development Plan (IDP) is very important and necessary for academic quality and excellence. IDP is the vision document of education. University Grants Commission has prepared the framework of Institutional Development Plan (IDP) with which educational institutions can improve their goals and infrastructure. The main objective of the Institutional Development Plan is to make students successful citizens by improving the quality and infrastructure of educational institutions. The IDP will also help in increasing the Gross Enrollment Rate of Higher Education. Moreover, in the National Education Policy, it is mandatory for every educational institution to prepare an institutional development plan. We, at Sri Krishna Dutt Academy, have developed the institutional development plan (IDP) along with the **Perspective/Strategic Plan.**

**Strategic plan** is an important tool for an educational institution to manage itself effectively because it provides a framework for effectiveness and sense of direction
  ➢ Outlines the goals (Long term and short term) and measurable targets
  ➢ It is useful for guiding day-to-day actions
  ➢ Helps in evaluating progress and changing approaches when moving forward
  ➢ It is an iterative process at both stages, i.e., while framing and when implementing

### 3.1 Action Plan

  ➢ Vision of our college
  ➢ SWOC Analysis
  ➢ Prepare standards of university level from academic point of view
  ➢ Evaluate Curriculum at regular intervals and include subjects if considered useful for the students
  ➢ Take initiatives for experimental training
  ➢ Improve employability of Graduates
  ➢ Improve Learning Outcome of the Students
  ➢ Achieve the targets of (COs, Pos, PSOs) 60% of available UG and PG Programs
  ➢ Improve Interaction with Industry by encouraging their presence in the campus
  ➢ Enhancement of Research and Consultancy
  ➢ Promote green landscape in the campus
  ➢ Obtain Autonomous Institution Status Within 3 Years
  ➢ Implementation of Academic and Non-Academic Demands
  ➢ Time bound strategy

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### 3.2 Core Values
- Honesty & Integrity
- Equality
- Synergy through Teamwork
- Social Responsibility
- Mutual Respect
- Ethics & Commitment
- Graduate Attributes (Personal,Professional,Intellectual,Social & life skills)

### 3.3 The Targets
- Curricular Aspects and Teaching-Learning
- Infrastructure development and Learning resources
- Research, Innovations and Extension Services
- GROW Model for Students' Empowerment: GROW is a simple but effective framework that helps students to understand their challenges properly, and identify what their next actions should be, to reach a solution.
- Faculty and Staff Empowerment Strategies
- Good Governance
- Institutional Vision and Leadership
- Strategy Development and Deployment
- Financial Management and Resource Mobilization
- Alumni engagements and interactions
- Effective role of Internal Quality Assurance
- Ensure gender equality, Environment Consciousness, Entrepreneurial mindset

## 4. ROADMAP AND WAY AHEAD -----------------------
### 4.1 Exploring innovation through curriculum

Our college envisions the fostering of the spirit of innovation in both learning and teaching for effective dissemination of knowledge. We strive for excellence with a meaningful involvement of the student community in evolving a wise, self-reliant, and purposeful citizenry.

The focus of the institution is to attain and sustain quality teaching and learning to instil students with confidence. The vision and mission of the college reverberates the objectives of the National Policy on Education 2020. We aim to provide the quality education to the students to meet the challenges of the society. All the programmes offered by the institution necessarily integrate skill development component to enhance employability and inculcate entrepreneurial spirit.

The University designed curriculum operates at UG & PG levels that strengthens the students' intellect by integrating components of sustainable development goals, environment sustainability, gender sensitization, human values and ethics. Our consistent results are testimony to our strong focus and commitment towards improving and implementing the pedagogical practices. Our institution hopes to achieve the desired goals in the next five years:

- Strive for optimized and need based development initiatives
- Introduce 20 to 25 value added innovative skill-based job-oriented certificate courses for better Formative Assessment of students
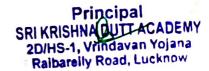
- Implementation and effectiveness of project-based learning in the areas of community engagement and service, environmental and value-based education
- To organise workshops and seminars on project-based learning
- To introduce value-based education as a course.
- Introduction of more Vocational, Hons. and PG programs
- Introduction of credit-based curriculum in vocational courses and programmes
- Collaborations and MoUs for courses on soft skills
- Introduction of complete and effective on-line feedback system
- More UGC approved vocational programmes
- Faculty and Staff Development (including faculty qualification, Upgradation, pedagogical training, and organizing/participation of Faculty in workshops, seminars, and conferences) for enhancing & improving competence, gender sensitization and ensuring equity and inclusion.
- Teachers under Self-Finance Scheme to attend Refresher/Orientation courses
- Teaching staff skills to be enhanced to the latest computer skills and technologies to utilize E-Sources
- Introduction of Four Years Integrated Programmes like BA B.Ed., B.Com B.Ed., B.Sc. B.Ed., MBA & MCA.
- Introduce more certificate courses on Foreign Language
- Introduction of new programmes e.g., MBA & MCA
- Increase of strength in BCA Programme
- Effective and robust remedial classes for weaker students
- Introduce ITEP-Integrated Teacher Evaluation Programme
- To work towards GER-Gross Enrolment Ratio Increase by providing academic and financial support to the students
- Target the decrease in the dropout rate of the students

## 4.2 Twinning technology with teaching learning objectives and effective assessment

This Practice deals with the efforts of our institution to serve students from different backgrounds and abilities, through effective teaching-learning experiences. Interactive instructional techniques that engage students in high order critical thinking and investigation, through the conduct of interviews, group discussions, debates, projects, presentations, experiments, internship, and application of ICT resources, are important considerations. It also probes into the adequacy, competence as well as the continuous professional development of the faculty who handle all these programmes of study with diligence. The efficiency of the techniques used to continuously evaluate the performance of teachers and students is also one of the major objectives in our institution. For this the following are the goals and objectives we wish to take up and accomplish in the next five years:

- Up-gradation of qualifications and enhancement of Skills of faculty
- Encourage and depute faculty to acquire higher qualifications
- Identify and depute faculty for need based training programmes
- Arranging more Management Capacity building Programmes
- Pedagogical Training for Faculty

- Invite industry and R&D personnel for skill enhancement training
- Faculty visits to industries and R&D labs/University labs for on-site training
- Motivate faculty for participating seminars/workshops and presenting papers in c onferences
- Augmentation of Departmental Libraries through ICT
- Teachers' evaluation by students, analysis, action taken and communicating to students
- Use of more modern teaching aids
- More innovations to be introduced for using effective experiential teaching learning methods that use Project based learning, case studies
- Integrating co-curricular and extracurricular with programmes making students learn beyond curriculum
- Teaching plans to be made transparent and accessible to students
- Introduction of more vocational/ job-oriented courses
- Attract meritorious students for Post-Graduation (PG) programs through teaching assistantships
- Introduce new PG courses in emerging areas
- Upgrading multilingual lab in the language of Hindi, Sanskrit, English to promote effective communication skills among students
- Introducing more Simulation related visits for students to give them hands on training. The Project MAAC for the same has been started in the institution.

## 4.3 Innovation Hub

With a vision to nurture new ventures, our institution has created an ecosystem for innovation and incubation hub for Research & development, IQAC, Centre for Entrepreneurship and Skill Development, The Digital Content development &Management Centre and other initiatives. They function in coordination with one another to create and disseminate knowledge, to monitor and address the issues related to enhancement of research, innovation and entrepreneur skills among the faculty and students, thus fostering holistic growth. The Intellectual Property Rights Centre, Digital Content Development and Management Centre have also been established to facilitate the identification and exploration of patent policy and ICT. The following objectives have been set to be achieved in a time span of five years:

- Establishment of research Labs and equip existing labs with modern instruments
- To create central instrumentation facility
- To submit more Major/Minor Research projects for financial assistance
- To organize International Conference and National Conferences per year
- To motivate faculty to get more research publications in International Journals of repute
- To enhance extension activities & collaborations
- To generate consultancy facilities and provide industrial consultancy and consultancy to local people
- To have more MoUs with Centres of Excellence in Academics and Research
- To file more patents

- To depute faculty for domain specific training programmes
- Depute faculty to higher learning institutes for research collaborations.
- Encourage faculty to engage in high quality research keeping societal concerns in mind
- Provide financial assistance/incentive to faculty for publishing the research outcomes in international refereed journals/conferences
- Form inter & intra department research groups to promote collaborative research activities across the departments
- Conduct programs on research methodologies for young faculty and post graduate students
- Depute faculty for carrying out research at National/International R&D labs
- Involve industry experts in identifying and supervising research problems
- Conduct awareness programs about cutting edge technologies
- Research oriented innovative projects/ project-based learning to be introduced at UG and PG levels
- To engage Professor of Practice for skilling students

### 4.4  Physical Facilities & Learning Resources

Infrastructure as a support system plays a vital role to create positive and conducive atmosphere for enhancing the quality of teaching and learning. To meet the challenges of modern academic era and to endorse the effective teaching-learning process, college has always emphasised on the state-of-the-art infrastructure. For this purpose, college utilizes the funds provided by the state government and other govt. funding agencies such as UGC, RUSA etc. to renovate the college building, classrooms, laboratories, and library. The college library has access to INFLIBNET, ILMS software KOHA and fully automated inbuilt RFID (Radio Frequency Identification) technology-based system. The college has an in -built ICT based strong Learning Management System (LMS) and e -resources which the faculty & students can access using their separate login ID and Password. The college is taking effective measures for transforming the way of teaching by incorporating ICT in teaching-learning process. Digitally equipped seminar rooms with LCD projectors, laptops, and computers have been setup and every department is equipped with digital resources.  Besides this, college is on solar power with power back-up and in-house maintenance system.  Facilities for indoor sports room, shooting range, Gymnasium, auditorium, administrative office, canteen, girls' common room, etc. are also in place. The following objectives have been set to be achieved in next five years:

- New building in wing-III
- 20-25 ICT enabled smart classrooms
- Administrative block for more than 20 officials, complete with all requisitions of a paperless modern office.
- One larger cafeteria/food court.
- Enhancement of existing digital facility in library
- Annual addition of new books to nurture cognitive abilities and critical thinking
- Subscription of more UGC Care listed & Peer-reviewed journals
- Ramps at all access points for 'Divyang Jan'
- 2 more vocational training labs like skill lab, hands on training facilities etc.

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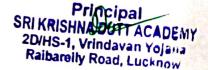Raibareily Road, Lucknow

- Updating software in various existing labs
- Effective digital communication with least usage of paper
- Installation of sanitary pad vending machine and incinerator
- Sign boards and indicators for easy access of facilities
- Augmentation of medical facilities at campus and ties ups with nearby hospitals for handling exigencies
- Big Playground for students
- Covered parking with double the existing capacity
- Staff rooms with latest IT enabled infrastructure, Dish TV, Table Tennis for staff
- 10 washrooms separate for boys and girls
- Students' common rooms with Dish TV, indoor games
- To enhance power back up facilities with double load capacity
- To plant more trees, develop lush green landscape, provide more rain water harvesting, increase the capacity of RO system
- To make solid waste, liquid waste, E -waste disposal system more vibrant

## 4.5 Effective governance & leadership

Effective governance and leadership enable the creation of a culture of excellence and innovation in higher education institutions. The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution. The institution practices decentralization, participative and transparent management and implementation of e-governance in areas of operation. The governing body prepares the annual budget and takes final decisions on all key issues in tune with innovative ideas proposed by IQAC. The institution has effective welfare measures for teaching and non-teaching staff. Professional development and administrative training programs are organized to promote the culture of excellence. The college conducts internal and external AAA periodically. There is a transparent performance appraisal system for teaching and non -teaching staff to ensure accountability and transparency. The following goals have been set to be achieved in coming five years:

- To fill all vacant posts
- Approach UGC and other government agencies for more financial aids
- Various extension activities to inculcate leadership quality in students
- Appoint minimum 2 technical personnel in each lab
- Organise more FDPs, Conferences and Seminars for knowledge generation and dissemination
- More FDPs on Train The Trainer and Mentoring the Mentor.
- Conduct Gender Audit.
- Promote a robust ecosystem for research-oriented activities
- Organise more leadership development programmes to foster integrity, learning agility and empathy
- Shifting towards paperless administration
- Strengthen alumni involvement for college welfare

## 4.6 Entrepreneurship, skill development and employability

Entrepreneurship definitely requires several ingredients like – questioning the status quo, playing with your imaginative, innovative & creative skills, seeking opportunities, finding solutions, risk taking and failure embracing abilities, an open and adaptive mindset, the ability to influence others, being a team player & leader etc and they have to be instilled in the students by integrating them in the day-to-day learning and across all subjects. It starts with a mindset change of looking at all things with an entrepreneurial angle. To be in rhythm with this thought college lays emphasis on capacity building and skills enhancement initiatives like soft skills, life skills and ICT skills. The college makes the students aware about various scholarships schemes provided by Haryana government, Central government and other agencies. The college has started a number of Career Enhancement Courses and has plans to organise many more career counselling sessions and seminars in the coming five years. The focus will be on conducting placement drives also for the outgoing students and preparing them for competitive/ qualifying exams at state/national/international level in the college campus itself. The college also intends to collaborate and sign MOUs with different organisations for the better placement and enhancing employability skills of the students. The effort will be made in the direction of conducting seminars/workshops on latest developments and innovations in business world. For this the following are the goals and objectives we wish to take up and accomplish in the next five years:

- Enhancement of Soft Skills/ ICT skills/ Communication skills and life skills classes.
- Conduct more career counselling seminars to create awareness about different career options.
- Provide coaching and all necessary support to students to prepare for qualifying exams and various competitive exams.
- more Placement drives and student participation on live projects.
- Awareness sessions for students on latest concepts prevailing in the market like Block Chain Management, Intelligent Robots, Artificial Intelligence etc.
- More MOUs and collaborations with different companies and organisations
- Collaboration with Alumni for more employment opportunities.
- Continue practice of Industry visits so that students get to know about the plant layouts and real life working in corporates.
- Engaging Professor of Practice to bring in expertise from Industry and other professional areas.
- Sessions by entrepreneurs on challenges in setting up enterprises, government support and schemes to start new ventures and other aspects of entrepreneurship.
- Upskilling of students so that they can start their own ventures/ enterprises through Tie ups with organisations like IAMSME of India, MSME etc.
- Inspire student to pursue "Vocal for Local" and popularise products through ICT.

## 4.7 Value Based Education

Swami Vivekananda said that energetic youth can change the future of a Nation. We all have responsibility to instil among our students a deep-rooted pride in being Indian, not only in thought, but also in spirit, intellect, and deeds. The New Education Policy envisions to develop knowledge, skills, values, and dispositions that support responsible commitment to human rights, sustainable development and living, and global well-being.

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The purpose of the education system is to develop good human beings who are capable of rational thoughts and actions. Education should instil the virtues of compassion and empathy, courage and resilience, scientific temper and creative imagination, with sound ethical moorings and values so as to build an equitable, inclusive, and plural society for holistic development.

The college understands very well its responsibilities in building and nurturing a value-based system so that our students acquire and apply value-driven skills and play an active role as responsible citizens. The college is dedicated to inculcating ethics & human and constitutional values among students so that they can groom their overall personality holistically with their values rooted deep in Indian culture. We believe in value of community service and inculcate in our students the values which sensitise them towards social issues. For this the following are the goals and objectives we wish to take up and accomplish in the next five years:

- Developing key qualities like regularity, punctuality, cleanliness, industriousness, sense of duty, desire to serve, among students through value-based lectures.
- Inviting speakers and experts to give an insight to the students about India and its rich culture legacy.
- Conducting FDPs and workshops on Wellness Management/ Mental Health/ Stress Management/ Time Management under various centres.
- To sensitise faculty and students to nurture and preserve Mother Nature.
- To organise sessions on green lifestyle. College faculty and experts from other institutions will be invited to develop environment sense among students so that they become partners in Mission LIFE (Lifestyle for Environment) to save Planet Earth and live in harmony with nature.
- Take measure to make our students understand and appreciate diversity in culture and traditions.
- Focus to sensitise students on SDGs and ensure localisation of the goals in the institution and surrounding areas.
- Counselling sessions for students for handling stress and emotions.
- To engage students in Live Labs.
- Organise tours by students to different parts of the country with rich cultural heritage.
- Invite local artists, writers and experts as master instructors to teach students on the inclusion of Indian knowledge.
- Conduct sessions to train teachers in skills and methodologies to help develop attitudes among students that promote gender equality and inclusive environments where both boys and girls participate without any gender-based prejudice.
- Adopt one slum area each year and a total of five slum areas in five years where programmes related to women empowerment, health and hygiene, economic opportunities can be organised regularly.
- Generate awareness among students about road safety rules by organising lectures and quiz contests.
- Take Eco-Green Initiatives by celebrating eco activities in the form of rallies and by organising competitions.

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- Encourage contribution of students through Sustainable Development Goals Club, Health Club, Energy and Eco Club, Unnat Bharat Abhiyaan, NSS, NCC, RRC, YRC, St John's Ambulance Club, Women Cell, Swachhta Senani Club in doing community services.