



INSTITUTIONAL DEVELOPMENT PLAN (IDP)



FOR THE PERIOD 2024-2030

PREPARED FOLLOWING LATEST UGC GUIDELINES FOR INSTITUTIONAL DEVELOPMENT PLAN FOR HIGHER EDUCATION INSTITUTIONS (HEIS)

**HAJI ANFAR ALI COLLEGE,
DOBOKA: HOJAI: ASSAM
PIN-782440**

1. BASIC INFORMATION ABOUT THE COLLEGE:

- Name of the institution : Haji Anfar Ali College
- Year of Establishment : 1986
- Type: Co-education
- Stream: Arts
- Name of the Principal : Dr. Mamun Azam Barbhuiya
- Name of the Vice Principal : Mojaharul Islam
- Name of the Coordinator, IQAC : AH Talukdar
- Name of the Coordinator, KKHSOU Study Centre: S. A. Osmani
- NAAC Accreditation Status: 3rd Cycles accreditation completed in 2023.
- NSS Programme Officer: A. R. Laskar
- Name of the Librarian: Sri Gobinda Sarma
- Address for correspondence : The Principal, Haji Anfar Ali College, P.O. Doboka, Dist: Hojai, Assam Pin: 782440
- Website : haac.ac.in
- E-mail : haacdaboka@gmail.com
- Affiliating University: Gauhati University (earlier) at present-RTU, Hojai
- Recognition : u/s 2 (f) and 12 (B) of the UGC Act
- Campus area in sq.mts. : 59326.1729 sq. mts.
- No. of Departments : 8 (Eight)
- Name of the Subjects for Study: Assamese, Economics, Education, English, History, Mathematics & Political Science.
- Major Offered : Assamese, English, History, Economics, Political Science
- Distance Education: KKHSOU.
- Self-Finance Course: Compulsory Basic Computer Education for All (CBCEA)
- RUSA Grant : First category college of Assam to receive RUSA grants 2.0

IDP PREPARATION COMMITTEE

1. Dr. Mamun Azam Barbhuyia
Principal & Chairman, NEP Task Force.
2. Dr. Adidur Rahman (Convenor)
Associate Professor, Department of Political Science
3. Mr. Abdul Hamid Talukdar, IQAC Coordinator
& Associate Prof. Department of History.
4. Dr Sahab Uddin (Member)
Associate Prof. Department of English.
5. Mr. Sibir Ahmed Osmani (Member)
Assistant Prof. Department of Education.

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PRINCIPAL'S FOREWORD

The National Education Policy-2020 is a landmark document and a revolutionary step of the Government of India to bring transformational changes in the entire education system through advancements in pedagogies, knowledge creation, innovative delivery mechanism and integrated management of education system. It envisions greater access, equity, excellence, inclusion and affordability to help India emerge as the hub of knowledge power.

The Institutional Development Plan (IDP) of Haji Anfar Ali College, Doboka is the first step forward to chart out the modalities for phased implementation of the NEP 2020 at various levels, and broadly earmarks the short-term and long-term goals which may be assessed and reviewed periodically.

We consider that the IDP as the comprehensive Roadmap for implementation prepared by the IDP Preparation Committee shall facilitate the college fraternity in putting the vital components of the policy in place in a time bound manner. Basically, IDP focuses on all the important aspects of NEP-2020, with the provision of incorporating the left out components of NEP in future in a phased-manner.

As such, we are expecting and hopeful that reforms envisaged through the policy shall see the light of the day with the active engagement and cohesive efforts of all the stakeholders of the college.

**Dr.Mamun Azam Barbhuiya,
Principal & Chairperson NEP Task force
Haji Anfar Ali College: Doboka**

ABOUT US

Haji Anfar Ali College, the premier seat of higher learning was put on a firm foundation in the mid 80s of the twentieth century at Doboka, the newly formed Hojai District in Assam. It is an irony that even after the passage of four decades of independence, there had been no institution of higher learning until 1986 in such a place of historical significance. Though late, the thought of setting up an institution of higher education took shape in the minds of the intelligentsia and Haji Anfar Ali College is the ultimate fruition of the hopes and aspirations of the people at large of this area. Formerly known as 'Doboka College', the institution was formally initiated with a few students in the TDC classes in the year 1986 with due permission from the Gauhati University. The first building of the college was donated by the famous Anfar family of Hojai. In kind consideration to the long-felt need of a college and paying tribute to their generosity, the sponsoring body of the college renamed it as 'Haji Anfar Ali College' after the name of their heavenly father. The philanthropic donors of Anfar family have never turned a blind eye to the needs of the college. They contributed a handsome amount for the construction of a central library cum administrative building of the college. Acknowledging their generous contribution, the college authority also named the two blocks of the building after the names of their mothers as Samsun Nehar Begum Library and Juhra Begum Administrative Block. However, the college has built up a New Administrative Building with the grants offered by the State Govt. capacitating in it the office of the Principal and the different Departments and classrooms. Haji Anfar Ali College, Doboka was granted recognition by the University Grants Commission under section 2(f) and 12(B) of the UGC Act, 1956 in the year 2009 and since then the college has been getting financial assistance from UGC under its different schemes such as Indoor Stadium, UGC Network Resource Centre, Extension of Classrooms, Computer lab etc. and of late a Women's Hostel with Warden's Quarter.

The College has been consistently maintaining high academic standards and good institutional social responsibilities. The college is permanently affiliated to the Gauhati University, Assam and it had gone for the NAAC assessment and accredited with a prestigious C++ Grade in the year 2005 for the first time. The IQAC of the college has been taking initiatives for accreditation measure to carry out and implement the initiatives and responsibilities of the college. The IQAC has been acting effectively in compliance with the recommendations of the Peer Team, NAAC in implementing the diverse quality enhancing measures during the Post-accreditation period and thus brought the institution to the stage for 2nd Cycle of Assessment and Accreditation by the NAAC. In that stage of assessment, the college is able to achieve a prestigious Grade "B" from NAAC, Bengaluru in 2016 and 'B' Grade in 2023 in 3rd Accreditation by NAAC. This grade is the outcome of the collective and continuous efforts of the stakeholders of the college. Now we are working hard for the future course of actions planned by the IQAC of the college to make it an ideal institution in the field of higher education.

GOALS AND TARGETS ANALYSIS:

Education is the process of learning or acquisition of knowledge, skills, values, morals, and beliefs for full human potential. It is considered to be the single greatest tool for social and individual development, which leads towards achieving social justice and equity in society. Education is a mission and its success depends on the involvement of all stakeholders. The mandate of NEP for holistic education is the need of the hour. To value real-world learning is an essence for a good teacher. 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 are our priorities.

STEP 1: ANALYSIS OF PRESENT SCENARIO IN TERMS OF ACCESS, QUALITY AND FUTURE READINESS:

1.1. Access:

- The students of our college have access to well furnished and spacious classrooms which makes their learning experiences comfortable.
- There is experienced teaching faculty always ready to help and provide guidance to the students and who are always accessible to the students.
- There is access to various sports facilities. ICT enabled classrooms, auditorium for holding cultural festivals, and annual college week for the students.
- There is access and e-access to a diverse, rich and organised library which ensures access to students to any kind of information within and outside their syllabi. Subscription of various journals (State, Regional, National and International) news papers and periodicals are available in the library.
- Extension service through community outreach programme, village adoption and school adoption.
- Excursion, Study Tour and Field Trip for students.
- Women Cell in compliance with the U.G.C. guidelines for Gender Sensitization
- Well equipped Computer Laboratory.
- College canteen facilities are available for students.
- Internal Complaint Cell (ICC) is constituted as UGC Guidelines.

1.2. Quality:

- Development of infrastructure (enriched with updated facility, ICT enabled, well-equipped, and accessible to all).
- Administration (Decentralized, Transparent, and Good Governance).
- Enrichment of curriculum (Value-based, skill-based, updated and of national standard).
- Faculty members (Energetic, Experienced, Dedicated, well-trained and Research oriented).
- Student (Holistic development, Progression & Placement).
- Social engagement (community Service, School Adoption, Village Survey and Adoption).
- Mechanism Quality assurance (Regular Feedback from stakeholders).

1.3. Future Readiness:

- Student enrolment from diverse social background.
- Introduction of multidisciplinary and certificate courses.
- Initiative for innovative measures like e-depository and Academic Credit Bank.
- Growing infrastructure with increasing ICT facility and digital resources.
- Dynamic and visionary leadership and administrative set up.
- Updated and ready-to-be upgraded faculty members.
- Value based education to instil Indian traditional and cultural values.
- Innovative pedagogy and skill based/ vocational education for self-employment and realization of the ideals of Atmanirbhar Bharat.
- Exploration of team spirit, building effective teams, exploring individual skills and team work.

STEP 2: STRATEGIC PLAN OF ACTION, TARGETS AND STRATEGIES:

2.1 Administrative Plan:

2.1.1. Targets:

- Achieving excellence in higher education.
- To achieve innovations and excellence in teaching-learning maxima / pedagogy, training, research and extension activities to realize regional needs from the prospective of national goals.
- E-governance and transparency in academic and non-academic spheres.
- Decentralization and Good governance.
- Women empowerment through knowledge and value based education.
- To facilitate optimum use of human and natural resources for sustainable development.
- To create awareness on some issues like human rights, value system, composite culture, heritage, scientific temper and environment.
- To disseminate knowledge about literacy, technology and other such knowledge to the society through outreach programmes and
- To engage all the stakeholders of the institution towards the development of the college and the region.

2.1.2. Strategies:

- Devising an overarching plan to oversee functioning of all domains.
- Developmental Plan for the institution with specific targets for the desired outcomes
- Preparation of Annual Budget.
- Online Admission, transaction, digital record keeping in order to promote paperless administration.
- Democratic decision making through participation.
- Computer literacy for all.
- Introducing Management Information System (MIS)

2.2. Infrastructural Plan:

2.2.1. Targets:

- To cope up with NEP 2020 requirement.

- Development of the infrastructure

2.2.2. Strategies:

The priority initiatives under the existing Master Plan of the College:

- Construction of New Academic Building.
- Extension and renovation of Library Building with automation & enrichment.
- Increase of seat capacity in Girls Hostel.
- To equip every Class Room with ICT facility.
- Installation of Digital and Smart classrooms.
- To augment the present premises into a Green and Eco Friendly Campus.
- MoU with Forest Dept. and organization involving with environment.
- Construction of a Student Union Office.
- Renovation of Toilet and Water Supply Facility.
- Development of College Playground and construction of Sports Complex.
- Proper Utilization of college Land. (45 bighas)
- Cafeteria with Photostat, printer and other stationeries in the premises
- Access to all buildings and facilities for Differently abled.
- Solar energy for alternative power supply.
- Rainwater harvesting.

2.3 Curriculum and Pedagogy:

2.3.1. Targets:

- Achievement of distinction in and recognition for innovative pedagogy.
- Students' success in State and National level entrance tests and other related examinations etc.
- To produce skilled, employable and responsible professionals and Faculty empowerment.
- To ensure students' holistic development and
- To increase the Gross Enrolment Ratio (GER) in Higher education.

2.3.2. Strategies:

- To evolve an innovative and dynamic learner-centered pedagogy which is research-based and ICT enabled.
- Integrating Skill-based/Vocational Courses with General Education such as Graphic Design, Animation, Photo and Video editing, Digital Marketing, , Public Speaking, Soft Skill Development etc.
- To encourage students to relate the curricula and domain knowledge to contemporary real life situation.
- Mapping of students' skills for better employability.
- Integrating ancient and modern knowledge system in the curriculum with special thrust on Indianised knowledge through value-added courses on ancient traditions, philosophy, value system, Yoga, and Life Skills.
- Optimum use of technology-based education platforms, such as DIKSHA/SWAYAM.
- To foster the spirit of inquisition, and promote independent and critical thinking.
- To take initiative for encouraging more students by introducing P.G. Courses, enhancing awareness for Research-based Activities, Academic Exchange through MoU/Linkage with other institutions

- Special Career Guidance and Counseling Cell for Regular Coaching for different level competitive examination and placement.

2.4 Holistic and Multidisciplinary Education:

2.4.1. Target:

- Holistic Development of the students such as intellectual, aesthetic, social, physical, and moral development.

2.4.2. Strategies:

- Encouraging the students to participate in Co-curricular activities.
- Preparing the Roadmap for curricular reforms in a phased manner, focusing on multidisciplinary and holistic approach.
- Introducing community-based vocational/ skill-based courses.
- Introduction of Centre for Cultural and Gender Studies.
- Integrating sports, yoga and performing arts.
- Organizing sports and recreation activities.

2.5. Learning and Support for Students:

- Mentor-mentee system for constant guidance, counseling and grievance redressal.
- Strict enforcement of all no-discrimination and anti-harassment rules.
- Active participation of students in co-curricular, community based extension activities and other committees/ cells/ clubs relating to students' welfare.
- Wi-Fi Campus.
- Online learning and assessment system through college portal.
- Medical support facilities.
- Exploring the possibility to introduce 'Earn While You Learn Scheme' to support deserving students.
- Focus on sensitivity towards diverse gender, social, cultural and religious identities;

2.6. Faculty Empowerment Strategy:

- Institutional effort to ensure incremental progress of the faculty.
- Faculty Induction Programme for newly recruited faculty.
- Promoting the faculty for research projects and collaborative research work.
- Empowering the faculty to adopt innovative pedagogical approaches to enable them to perform creatively.
- Participation in Faculty Development Programme/workshops/ seminars.
- Representation in the Governing Body of the College.
- Mechanism to incentivize the outstanding teachers by assigning important administrative responsibilities.

2.7 Research Plan & Activities:

2.7.1. Targets:

- To enhance research engagements to contribute to the creation of new knowledge.
- To increase number of research programmes by identifying potential and relevant areas of research.
- To increase number and quality of research contribution in UGC referred journals.
- To disseminate the research outcomes and to find ways for its application.

2.7.2. Strategies:

- To organize the functioning of Research and Publication Cell by conducting motivational and orientation programmes on research at regular intervals.
- To Convene National/International Seminar/Workshop on research methodology.
- To undertake research programmes from leading National and international funding agencies.
- Publication of Research works in reputed, recognized and high impact Factor journals especially in UGC referred journals.
- Seed grants for faculty to undertake Research Projects.
- To motivate and help students for undertaking Research Projects.

2.8 Social Responsibility Plan:

2.8.1. Targets:

- Community awareness and outreach programme.
- Financial assistance.
- Support during natural calamities.

2.8.2. Strategies:

- Adoption of a village and School.
- Community projects and outreach Programme such as-tree plantation, cleanliness drives, blood donation, survey on literacy, health and socio-economic status.
- Financial assistance to economically backward students.
- Extending helping hand and support during natural calamities.

STEP 3: MISSION OF THE COLLEGE TO IDENTIFY GOALS, STRENGTHS, OPPORTUNITIES, PRIORITIES AND COMMITMENTS:

3.1. Mission to identify goals:

Three-important steps are followed to identify goals. They are-

- Close monitoring of the changing scenario.
- Changing of the existing goals as per requirement and
- Finally, setting new goals so as to meet the rising demands.
- The college engages different bodies ranging from the Governing Body to the Students' Union for realizing the mission of identifying its goal.

3.2. Mission to identify Strengths and Opportunities:

- Regular rigorous and objective SWOC analysis of the college in general and other constituent Units and Bodies.

3.3. Mission to identify Priorities:

- Requirements of the students are exclusively taken care of while it is a matter of identifying the priorities of the institution.
- Feedbacks from the stakeholders are the key to the execution of the mission for identifying priorities.

3.4. Mission to identify commitments:

- Utmost emphasis is laid on the matters of social as well as local and national relevance for identifying the institutional commitments.

- The college tries to realize its commitments through holistic development of the students.

STEP-4: IDENTIFY THE STRENGTHS AND CAPACITY OF THE INSTITUTION (HUMAN AND FINANCIAL) IN REGARD TO ORGANIZATIONAL GAPS & THE STEPS BE INITIATED TO MEET THESE GAPS.

Strengths and Capacity of the College (Human and Financial)	Steps to be taken to meet the organizational Gaps
○ Provide an ambience of work culture conducive to the qualified, dedicated and experienced faculty members of the college in a proper way for achieving better outcomes.	○ Team work will be formed at micro level with different areas of interest to develop work culture among the faculty members. They will be encouraged and assisted to participate in faculty development programmes and courses.
○ Community engagement and outreach programmes to facilitate collaborative venture with neighbouring society of the Doboka region.	○ More community outreach programmes in the greater Doboka areas will be undertaken in education, health and sanitation, gender sensitization, culture, sports, environment, anti-drugs programmes etc.
○ Decentralisation in the governance of college.	○ Steps will be taken to decentralize the administration with the involvement of stakeholders.
○ Augmenting proactive leadership role involving colleges and schools of the greater Doboka area to enhance quality education since the college is the only HEI within 10 km radius.	○ Schools of Doboka area with special needs will be identified and adopted through signing MoUs. Mentoring and classes will be taken by faculty members during recess of their schedule classes in the college.
○ Undertaking more linkage and collaborative study programmes with nearby HEIs to enable productive learning.	○ MoUs will be signed with HEIs situated in Hojai district. Besides, students and faculty exchange programmes will be conducted with nearby HEIs.
○ Proper utilization of well-equipped computer lab will augment computer knowledge and literacy among the students.	○ Compulsory Diploma and Certificate courses in computer education will be conducted.
○ Proper utilization of sport facilities of the college such as well-equipped multipurpose Indoor Stadium-badminton court, table tennis, basket ball, three-lane football playground and physical fitness to produce more sport personalities of state and national repute.	○ Competition of different sports at district level will be organized in the college to motivate talented students. Talent hunt programmes in different areas of sports will be conducted in the college.
○ Encourage eco-friendly environment.	○ College will encourage eco-friendly and pollution free environment with more

	plantation drive for a green campus, installation of solar energy, disposal of garbage, eco-power generator etc.
○ Proper utilization of 45 Bigas of land belonging to the college to generate own source of income.	○ Horticultural firming will be done in some parts of land along with paddy.
○ Proper utilisation of other financial sources as per Government instructions.	○ Admission fees, Govt. Fund both Central and State, scholarship (National, state, post metric), donations (civil donor, alumni, staff) etc. will be disbursed and utilised as per instructions.

STEP 5: IDENTIFICATION OF INSTITUTIONAL GOALS- LONG TERM AND SHORT TERM.

The college identifies long term goals for overall development of the college. At the same time, the college under short term goals keeps in its list of priority some urgent needs which are to be fulfilled at the earliest possible. They may be shortlisted in the following table:

Long Term Goals	Short Term Goals
○ To develop the college into a centre of excellence which shall provide desired scope and opportunity for the young learners to pursue their dreams of acquiring in depth knowledge and essential life skill of global standard?	○ Implementing the NEP 2020.
○ To transform human resources into a cognitively empowered, holistically developed and committed manpower offering significant contribution towards society and nation at large.	○ Initiative for changing the institutional status as a traditional degree college in to a centre of excellence enriched by diversity and multiplicity of course and programme.
○ To continue to serve with dedication in the field of higher education to meet the changing needs of society and develop responsible individuals.	○ Drive for increasing in enrolment.
○ To continue to pursue ethical conduct, high order of integrity and composite culture in all spheres of institutional functions.	○ Curriculum upgradation as per requirement so as to make the students ready to fulfill national and international demand.
○ To continually assess the institutional risk and provide a safe and secured academic environment to the stakeholders.	○ Initiative for insisting research culture among the teachers and students.

○ To upgrade the college to a multidisciplinary centre of learning and knowledge creation and innovation.	○ Emphasis on certificate and skill based courses.
○ To increase access, equity, and inclusion.	○ Compulsory computer courses for all.

STEP 6: CHALLENGES BEFORE THE COLLEGE: LONG TERM AND SHORT TERM:

Challenges	Ways and Means to meet and overcome the challenges in a phased manner
○ Implementation of NEP-2020 and its ramification is a major challenge.	○ Steps will be taken to implement NEP-2020 as per instruction of the affiliating University.
○ To create more faculty position.	○ To urge the competent authority for sanctioning more teaching and non-teaching positions.
○ To increase the number of students in higher education.	○ Will be encouraged to pursue higher education after graduation.
○ To increase the number of students in daily schedule classes.	○ Students will be motivated to attend the daily routine classes involving them in practice lectures, group discussion, presentation and personal mentoring. Reimagining and adopting pedagogical changes may be implemented.
○ To attain adequate diversity and flexibility in the curriculum and evaluation.	○ Steps will be taken as per NEP-2020 guidelines.
○ Upgradation of infrastructure.	○ Infrastructure upgradation with financial assistance from Govt. of Assam, RUSA etc. Also to explore new source of funding.
○ To make internet facility exclusively available.	○ Steps will be taken to ensure internet facility in the college campus.
○ Poor online learning facilities.	○ New avenue of imparting education through online learning will be encouraged.
○ Lesser visit and use of college library.	○ Proper and maximum use of Central Library of the college will be ensured by addition and extension library resources.
○ Full potential of alumni is yet to be tapped.	○ Efforts will be taken to register alumni association of the college.
○ Lack of proper communication skills amongst a section of the student community.	○ More workshops and other programmes to acquaint students and develop their

	communication skills and build up their confidence building skills.
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STEP 7: DEVELOPMENT OF LEADERSHIP STRATEGIES:

7.1. Target:

- We need ideal leaders to lead our society. So, the college committed to produce ideal leaders capable of leading our society, the nation and humanity at large in diverse spheres

7.2. Strategies:

- Inculcating leadership skills with proper orientation and formal coaching programmes.
- Inculcating the values of honesty, accountability with social responsibility.
- Appreciating, recognizing and rewarding good leadership.
- Identifying the skills and abilities of students and employees.
- Assignment of responsibilities to the employees on the basis of experience, proficiency, confidence level etc. and assigning tasks and autonomy accordingly and in a graded manner.
- Students are assigned tasks, giving clear guidelines and instructions and making them work under close supervision in the NSS Unit of the college.
- For capacity building tasks are given with clear instruction giving autonomy to carry out for execution.

STEP 8: MECHANISM TO ENSURE TRANSPARENCY IN GOVERNANCE:

8.1. Target:

- Transparency implies openness, communication and accountability in the administration and widely recognized as core principles of good governance.

8.2. Strategies:

8.2.1. E-Office (E-Governance) Model:

- Digitization and accessibility of all records.
- Digital financial management system (Public Finance Management System-PFMS).
- Online admission system.
- Biometric attendance system.
- Digital monitoring system.

8.2.2. Decentralized Decision and Policy Making System:

- The college promotes the culture of participative management at all levels.
- Discussion and inputs system from all stakeholders before finalization of any decision.
- Representational system from all stakeholders-Teaching and Non-Teaching Staff and Guardian at apex decision making body-the Governing Body of the college.
- Democratically elected Students Union.
- Teachers and students representations at Cells and Committees. The various committees are- 1. Internal Quality Assurance Cell 2. Library Management Committee 3. Discipline Committee 4. Hostel Committee 5. Prospectus Committee 6. Grievance Redressal Committee 7. Purchase Committee 8. Works Committee/Building Committee 9. Academic and Administrative Audit Committee 10.

Admission committee 11. Examination committee 12. Research and Publication Committee 13. Career Counseling and Guidance Committee.

A few committees are constituted in accordance with governmental guidelines such as-Sexual Harassment Prevention Committee, Anti Ragging Committee.

The teachers as members of these committees are able to contribute in a significant way to the participatory role in the institution. They determine the admission process, examination modalities, library practices, hostel administration, various teaching-learning innovations and other academic priorities.

Additionally, teachers discharge a pervasive role as motivators and spearheads of cultural and socially conscious activities in the institution by steering the NSS Unit, the Women's Cell, the Eco Club, Health Club and Soft Skills Club.

8.2.3. Comprehensive Audit System:

- Internal and external Financial Audit.
- Academic and Administrative Audit (AAA).
- Library Audit.
- Gender Audit.
- Energy Audit at regular interval.
- Green Audit.

8.2.4. Open Assessment System of Students' Performance:

- Publication of Annual Report of the College.
- Distribution of evaluated answer scripts to the concerned students.
- Notification of their performance in class tests, group discussion, seminars and attendance.
- Parent-Teachers and Alumni meet at regular interval and open discussion on academic and administrative matters.

STEP 9: FIVE YEARS ACTION PLAN

- The college being the only higher educational institution in the region will continue to take up the responsibility of becoming an ideal place of learning especially for the girl students.
- The college will develop a management information system (MIS) to select, collect, align and integrate data and information on the academic and administrative aspect of the institution.
- The authority also will inspire and motivate the faculty to take research activities, to participating seminars, conferences and workshops.
- The authority will also encourage the faculty to be refreshed by attending some capsule courses and accordingly, the faculties will be granted leave.
- The trend and tendency of using audio-visual aids in teaching learning process will be encouraged.
- New innovative, vocational and add on courses under various department will be introduced.
- Integrating ancient and modern knowledge system in the curriculum with special thrust on Indianised knowledge through value-added courses on ancient traditions, philosophy, value system, Yoga, and Life Skills.
- The college will develop certain quality assurance measures within the existing academic and administrative system.
- Apart from the academic development there will be congenial environment for co-curricular and extra-curricular development of the students.

- Community participation of the students will be encouraged. The students will be motivated to take part in various social service/ NSS camp and other activities organized by the college.
- The career counselling cell will organize counselling programs for the out-going students to make themselves employable in different avenues according to their aptitudes. Besides this, the college will conduct short-term program on entry into service and career potential courses.
- Provision for training and development on practical skills and human resource skills through vocational courses leading to global competencies.
- Mapping of students' skills for better employability.
- To equip every Class Room with ICT facility, Installation of Digital and Smart classroom.
- Renovation of Toilet and Water Supply Facility.
- Development of College Playground and construction of Sports Complex
- Construction of Hostel for Boys and increase of seat capacity in Girls Hostel.
- Annual Budget Preparation.
- Solar energy for alternative power supply.
- Optimum use of technology-based education platforms, such as DIKSHA/SWAYAM.
- Introduction of Centre for Cultural and Gender Studies.
- A robust mentor-mentee system for constant guidance, counseling and grievance redressal.
- Strict enforcement of all no-discrimination and anti-harassment rules.
- Active participation of students in co-curricular, community based extension activities, and other committees/ cells/ clubs relating to students' welfare.
- Seed Grants for Faculty to undertake Research Project.
- Developing the library as the centre of attraction for the learning community.
- Focus on sensitivity towards diverse gender, social, cultural and religious identities.
- Mechanism for students' wellness such as physical and mental health, psycho-social well-being and sound ethical grooming.

Conclusion: The IDP of Haji Anfar Ali College has been prepared as per the UGC criteria laid down with the envisioning of the institutions future in sync core ideals of NEP 2020 and monitoring mechanisms regarding its implementation. However, the IDP is subject to be reviewed, revised and resubmitted according to the evolving needs and emerging challenges of the college.

Warm Regards,

Sd/-
Principal,
Haji Anfar Ali College
Doboka: Assam