

Saurashtra Gnanpith art's and commerce college Baravala

Institutional Development Plan (IDP)

Name of institution: Saurashtra Gnanpith art's and commerce college
Baravala

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IDP duration 2026-2031

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INSTITUTIONAL DEVELOPMENT PLAN (IDP)

Five-Year Strategic Plan (2026–2031)

1. College Introduction

Barwala is a village located in **Bhesan Taluka of Junagadh District**. It lies approximately **three kilometers west** of the taluka headquarters and at an equal distance **east of the renowned pilgrimage place Parab**, situated between the two on the **Jetpur–Bagasara State Highway**. In **February 1992**, an educational campus named “**Saurashtra Gnanpith**” was established at this location. Subsequently, in **June 1993**, **Saurashtra Gnanpith Arts and Commerce College** was started under this educational campus. The institution was founded by **Shri Hansrajbhai Ambalal Gondaliya**, a native of Barwala village and presently the **Chairmen and industrialist of Alindhra Textile Engineering Ltd., Surat**. The campus was established through **Smt. Dudhhiben Ambalal Gondaliya Education Foundation** in loving memory of his late mother **Smt. Dudhhiben** and late father **Shri Ambalal**.

The college has a **distinct vision towards education** with clearly defined objectives and areas of functioning. The institution offers education through **two main faculties – Arts and Commerce**. Under the **Arts faculty**, subjects such as **Gujarati, Hindi, Sanskrit, and Psychology** are taught across various departments. The **Commerce faculty** offers education in core commerce-related subjects. Through **NSS Regular and Special Camps**, the college inculcates a sense of **dignity of labour**, promotes a **friendly and disciplined environment** among students, and encourages them to actively engage in solving issues faced by rural communities. These initiatives contribute significantly to the **overall development of students**. The college regularly organizes various **cultural and extracurricular activities** such as **Navratri celebrations, Rangoli competitions, festivals, painting competitions, Guru Purnima celebrations, and national festivals**. Through participation in these programs, students’ **latent talents are nurtured**, national values are strengthened, and a spirit of active participation in nation-building is developed. Continuous efforts are made to maintain a **well-organized, clean, and disciplined campus environment**, fostering values of discipline and responsibility among students.

To introduce students to the concept and importance of cooperation, the college organizes an **annual cooperative training programme**, through which students gain practical understanding of cooperative activities and their role in **rural socio-economic development**. To promote **physical fitness and sportsmanship**, the college regularly conducts sports competitions that help bring out the hidden talents of students. The college has been organizing **inter-college focus competitions for the last ten years**, in which it has **won championships multiple times**.

The faculty members appointed in the **Arts and Commerce departments** are **highly qualified**, possessing degrees such as **M.Phil., Ph.D., NET, and GSET**, ensuring quality teaching and academic excellence.

2. Vision

Every student, irrespective of caste, creed, religion, or remoteness of rural background, should obtain higher education and become socially, culturally, and economically empowered to lead a dignified and noble life, and contribute her best to the progress story of our New Gujarat and the New 21st Century.

3. Mission

- To develop the college as an institution of **wholesome and holistic education**
- To provide every student the **best opportunities** for intellectual, physical, and creative development
- To nurture **mature, honest, disciplined, and responsible citizens**
- To promote national values, social harmony, and democratic ideals
- To contribute meaningfully to the development of **India as a knowledge society**

4. Summary of key initiative in the IDP

Saurashtra Gnanpith Arts and Commerce College, Barvala is committed to providing inclusive and equitable higher education, especially to students from rural and remote areas. The college believes that education is the strongest instrument for social, cultural, and economic empowerment. This Institutional Development Plan (IDP) has been prepared as a five-year roadmap to ensure planned growth, academic excellence, holistic development of students, quality assurance, and contribution to the progress of New Gujarat and 21st Century India, in line with NAAC and NEP-2020.

5. Institutional profile

Name of Institution	Saurashtra Gnanpith Art's and Commerce College				
Year of establishment	1993				
Type of Institution	Grant in aid (public)				
Accreditation &affiliation	Bhakta Kavi Narshih Maheta university, Junagdh				
Program offered	Bachelor of arts Bachelor of commerce				
Number of faculty teaching	faculty teaching				
	sr	Name of faculty	Qualification	Designations	Experience
	1.	Dr. R.G. Bhuva	M.com, Ph d	Principal	31 year
	2.	Dr.B.D. Bhuva	M.A. , PH.D.	Associate prof.	31 year
	3.	Prof. H.G. Kavani	M.A.	Associate prof.	31 year
	4.	Dr. K.V. Gajera	M.A. , Ph.D.	Associate prof.	30 year
	5.	Dr. T.R. Rohadiya	M.A. , Ph.D.	Associate prof.	21 year
	6.	Dr. N.J. Gamit	M.A. , Ph.D. GSET	Assistance prof.	15 year
	7.	Dr. J.H. Gojiya	M.com, Ph d	Assistance prof. (adhiyapak sahayak)	5 year
	8.	Prof. S.R. Nayak	M.com, GSET	Assistance prof. (adhiyapak sahayak)	18day
Number of faculty non-teachin	1.	Dr. V.J Ramani	M.Ll.sc. , Ph.D.	Libran	30 year
	2.	P.C. Dhakecha	B.A.	Head clerk	32 year

6 . Institutional SWOC Analysis

Strengths

- Strong rural outreach and inclusive admission policy
- Dedicated and experienced faculty
- Supportive management and student-friendly environment
- Active NSS and extension activities

Weaknesses

- Limited research funding
- Need for advanced ICT infrastructure
- Limited industry exposure

Opportunities

- NEP-2020 multidisciplinary approach
- Skill India & Digital India initiatives
- Online learning platforms and MOOCs
- Collaboration with local industries and institutions

Challenges

- First-generation learners
- Financial limitations of students
- Rapid technological changes

7. Core Institutional Values

7.1 Inclusiveness & Equity

The institution is committed to providing equal access to quality higher education to all students irrespective of caste, creed, religion, gender, or socio-economic background.

Special emphasis is placed on supporting students from rural and disadvantaged sections, ensuring equity in learning opportunities and institutional support.

7.2 . Academic Excellence

The college strives to achieve academic excellence through effective teaching-learning practices, qualified faculty, continuous evaluation, and a learner-centric approach. Emphasis is laid on intellectual rigor, critical thinking, and outcome-based education to ensure holistic academic development.

7.3 Social Responsibility

The institution fosters a deep sense of social responsibility among students through NSS activities, community outreach programs, and rural development initiatives. Students are encouraged to engage actively in addressing societal issues and contributing to community welfare.

7.4 Ethical Conduct

The college upholds the highest standards of ethics, integrity, and discipline in academic and administrative practices. Honesty, transparency, respect, and moral values are instilled in students and staff, shaping responsible and trustworthy citizens.

7.5 National Commitment

The institution is dedicated to nurturing national consciousness and civic responsibility among students. Through the celebration of national festivals, cultural programs, and value-based education, students are inspired to actively contribute to the progress and unity of the nation.

7.6 Environmental Sustainability

The college is committed to promoting environmental awareness and sustainable practices. Green campus initiatives such as tree plantation, waste management, energy conservation, and cleanliness drives encourage students to become environmentally responsible citizens.

8. Strategic Thrust Areas (2026–2031)

Short-Term Goals (First 1–2 Years: 2026–2028)

8.1.1 Inclusive Access & Student Enrollment

Short-Term Goals (1–2 Years):

- Increase enrollment of students from rural and disadvantaged backgrounds
- Strengthen admission facilitation and scholarship guidance
- Introduce bridge courses for slow and first-generation learners

Expected Outcome:

- Improved enrollment and retention
- Reduced dropout rate

8.1.2. Academic Quality & Teaching–Learning Enhancement

Short-Term Goals:

- Prepare and implement Outcome-Based Education (OBE) lesson plans
- Increase use of ICT tools and smart classrooms
- Strengthen Continuous Internal Assessment (CIA) system

Expected Outcome:

- Improved academic performance
- Better student engagement

8.1.3. Faculty Development & Academic Support

Short-Term Goals:

- Organize FDPs on NEP-2020, ICT tools, and pedagogy
- Encourage faculty participation in seminars/workshops
- Implement faculty appraisal and feedback mechanism

Expected Outcome:

- Enhanced teaching effectiveness
- Motivated and updated faculty

8.1.4. Student Support & Holistic Development

Short-Term Goals:

- Strengthen mentoring and counseling system
- Conduct career guidance and soft-skills programs
- Promote participation in sports and cultural activities

Expected Outcome:

- Holistic student development
- Improved confidence and discipline

8.1.5. Skill Development & Employability

Short-Term Goals:

- Introduce value-added / skill-based certificate courses
- Initiate internship opportunities with local organizations
- Conduct placement awareness programs

Expected Outcome:

- Improved employability readiness
- Skill-oriented learning culture

8.1.6. Research Orientation & Academic Growth

Short-Term Goals:

- Constitute Research Committee and Research Policy
- Conduct workshops on research methodology
- Encourage faculty and students to publish papers

Expected Outcome:

- Development of research culture
- Increase in academic output

8.1.7. Governance & Quality Assurance (IQAC)

Short-Term Goals:

- Strengthen IQAC functioning and documentation
- Prepare Annual Action Plan and ATR
- Initiate e-governance practices

Expected Outcome:

- Transparent and effective governance
- Strong quality assurance system

8.1.8. Community Engagement & Social Responsibility

Short-Term Goals:

- Organize NSS activities and village outreach programs
- Conduct awareness programs on health, cleanliness, and social issues
- Encourage student participation in national initiatives

Expected Outcome:

- Social awareness and civic responsibility
- Strong community linkage

8.1.9. Green Campus & Environmental Sustainability

Short-Term Goals:

- Organize tree plantation and cleanliness drives
- Initiate waste segregation and plastic-free campus steps
- Conduct environmental awareness programs

Expected Outcome:

- Clean and green campus
- Environmentally conscious students

The IDP is structured around **8 Strategic Goals** aligned with the Vision and Mission.

8.2. Strategic Thrust Areas – Medium-Term Goals (3–5 Years: 2028–2031)

8.2.1. Inclusive Growth & Student Success

- Sustain higher enrollment from rural/first-generation learners
- Reduce dropout rate through mentoring and academic support
- Improve progression to higher studies and employment

Outcome: Stable enrollment, improved retention & success rates

8.2.2. Academic Excellence & Curriculum Enrichment

- Institutionalize OBE across programs
- Introduce interdisciplinary and value-added courses
- Strengthen student feedback → Action Taken cycles

Outcome: Consistent academic performance and learner satisfaction

8.2.3. Faculty Excellence & Leadership

- Increase faculty with Ph.D./NET/GSET
- Regular FDPs and leadership roles in governance
- Incentivize teaching innovations and research

Outcome: Competent, motivated, and research-active faculty

8.2.4. Skill Development & Employability

- Formalize internships and local industry linkages
- Add career-oriented certificates and soft-skills training
- Improve placement and self-employment readiness

Outcome: Employable, industry-ready graduates

8.2.5. Research, Innovation & Academic Visibility

- Increase publications and academic events
- Promote student research projects
- Seek minor research funding and collaborations

Outcome: Visible research culture and academic reputation

8.2.6. Infrastructure & Digital Transformation

- Upgrade smart classrooms and e-resources
- Strengthen library, Wi-Fi, and e-governance
- Ensure barrier-free and learner-friendly campus

Outcome: Technology-enabled learning ecosystem

8.2.7. Governance, IQAC & Quality Assurance

- Mature IQAC systems (AQP, ATR, audits)
- Data-driven decision making using KPIs
- Timely AQAR/SSR processes

Outcome: Institutionalized quality culture

8.2.8. Community Engagement & Nation Building

- Structured NSS outreach and village adoption
- Regular social, health, and environmental drives
- Student leadership in national initiatives

Outcome: Socially responsible graduates

8.2.9. Green Campus & Sustainability

- Waste management and energy conservation
- Campus greening and environmental audits
- Sustainability awareness programs

Outcome: Eco-friendly, sustainable campus

8.3. Five-Year Strategic Goals & Action Plan 5 year

GOAL 1: Inclusive & Equitable Access to Higher Education

Objective:

Ensure access to quality education for students from rural, socially, and economically weaker sections.

Action Plan (5 Years):

- Student-friendly admission and support systems
- Scholarships and fee support facilitation
- Bridge courses for slow learners

Expected Outcomes:

- Increased enrollment from rural areas
- Reduced dropout rate

GOAL 2: Academic Excellence & Teaching–Learning Quality**Objective:**

Enhance teaching-learning effectiveness and academic outcomes.

Action Plan:

- Outcome-Based Education (OBE)
- ICT-enabled teaching and smart classrooms
- Continuous internal assessment and feedback

Expected Outcomes:

- Improved pass percentage
- Higher student satisfaction

GOAL 3: Holistic Student Development**Objective:**

Promote intellectual, physical, emotional, and creative growth.

Action Plan:

- Sports, cultural, and literary activities
- Personality development & life skills programs

- Yoga, health awareness, and value education

Expected Outcomes:

- Confident and disciplined students
- Balanced personality development

GOAL 4: Skill Development & Employability

Objective:

Enhance employability and self-reliance among students.

Action Plan:

- Skill-based and value-added courses
- Career guidance and placement activities
- Internship and apprenticeship opportunities

Expected Outcomes:

- Improved employability
- Career readiness

GOAL 5: Research, Innovation & Academic Growth

Objective:

Promote research culture and critical thinking.

Action Plan:

- Research committee and research policy
- Faculty publications and seminars
- Student research projects

Expected Outcomes:

- Increased research output
- Academic visibility

GOAL 6: Governance, Leadership & Quality Assurance

Objective:

Ensure transparent, participative, and effective governance.

Action Plan:

- Strengthening IQAC
- E-governance systems
- Academic and administrative audits

Expected Outcomes:

- Efficient administration
- Continuous quality improvement

GOAL 7: Community Engagement & Social Responsibility**Objective:**

Develop socially responsible and nationally committed citizens.

Action Plan:

- NSS activities and community outreach
- Awareness programs on health, environment, and social issues
- Village adoption initiatives

Expected Outcomes:

- Social awareness
- Strong community bonding

GOAL 8: Green Campus & Sustainable Development**Objective:**

Promote environmental consciousness and sustainability.

Action Plan:

- Tree plantation and cleanliness drives
- Waste management and plastic-free campus
- Energy conservation initiatives

Expected Outcomes:

- Eco-friendly campus
- Environmentally responsible students

9. Key Focus Areas (IDP 2026–2031)**9.1. Academic Excellence**

To achieve academic excellence by strengthening teaching–learning processes through Outcome-Based Education (OBE), learner-centric pedagogy, continuous internal assessment, curriculum enrichment, and systematic student feedback mechanisms, ensuring improved learning outcomes and academic performance.

9.2. Research and Innovation

To promote a culture of research and innovation by encouraging faculty and students to engage in research activities, publications, seminars, conferences, and innovative academic practices, thereby enhancing academic growth and institutional visibility.

9.3. Faculty Development

To empower faculty members through continuous professional development, Faculty Development Programmes (FDPs), research orientation, ICT training, and leadership opportunities, ensuring competent, motivated, and quality-oriented teaching staff.

9.4. Infrastructure Development

To upgrade and expand physical and academic infrastructure including classrooms, laboratories, library resources, sports facilities, and learner-friendly campus amenities to support quality education and institutional growth.

9.5. Industry Collaboration

To strengthen industry–institution interaction through internships, guest lectures, field visits, skill-oriented training, and collaborative initiatives with local industries and organizations to enhance practical exposure and employability.

9.6. Student Support and Employability

To provide comprehensive student support through mentoring, counseling, scholarships, career guidance, skill development programmes, internships, and placement initiatives, enabling students to become confident, competent, and employable graduates.

9.7. Digital Transformation

To promote digitalization in academic and administrative processes by adopting ICT-enabled teaching, smart classrooms, digital library resources, e-governance systems, and online learning platforms for effective institutional functioning.

9.8. Sustainability and Green Campus Initiatives

To promote environmental responsibility through green campus practices such as tree plantation, waste management, energy conservation, cleanliness drives, and sustainability awareness programmes among students and staff.

9.9. Promotion of Knowledge of India

To integrate Indian Knowledge Systems, cultural heritage, national values, ethics, and constitutional ideals into academic and co-curricular activities, fostering respect for India's rich intellectual, cultural, and spiritual traditions.

10. Action Plan / Implementation Strategy (IDP 2026–2031)

10.1. Strategic Objective: Academic Excellence

Component	Details
Activities	OBE implementation, ICT-enabled teaching, internal assessment reforms, student feedback
Responsible Person / Department	Principal, IQAC, Heads of Departments
Timeline	Short-term (2026–27), Continuous
Estimated Budget	₹ .0.5–1 Lakhs
KPIs	Pass percentage, student satisfaction score, CIA performance
Review Intervals	Semester-wise, Annual

10.2. Strategic Objective: Research & Innovation

Component	Details
Activities	Research committee formation, seminars, faculty publications, student projects
Responsible Person / Department	Research Committee, IQAC
Timeline	Medium-term (2027–2031)
Estimated Budget	₹ 1.0–1.5 Lakhs
KPIs	Number of publications, seminars conducted
Review Intervals	Annual

10.3. Strategic Objective: Faculty Development

Component	Details
Activities	FDPs, NEP-2020 training, ICT workshops, appraisal system
Responsible Person / Department	Principal, IQAC
Timeline	Continuous (2026–2031)
Estimated Budget	₹ 1.0 Lakhs
KPIs	FDP participation, faculty qualification upgrades
Review Intervals	Annual

10.4. Strategic Objective: Infrastructure Development

Component	Details
Activities	Smart classrooms, library upgradation, sports facilities
Responsible Person / Department	Management, Infrastructure Committee
Timeline	Medium-term (2026–2029)
Estimated Budget	₹ 8–10 Lakhs
KPIs	Number of ICT classrooms, facility usage
Review Intervals	Annual

10.5. Strategic Objective: Industry Collaboration

Component	Details
Activities	MoUs, internships, guest lectures, field visits
Responsible Person / Department	Placement Cell, Departments
Timeline	Short–Medium term (2026–2028)
Estimated Budget	₹ 0.5–1.0 Lakhs

KPIs	Number of MoUs, internships
Review Intervals	Annual

10.6. Strategic Objective: Student Support & Employability

Component	Details
Activities	Mentoring, career guidance, skill courses, placement drives
Responsible Person / Department	Student Support Cell, Placement Cell
Timeline	Continuous
Estimated Budget	₹ 0.3 Lakhs
KPIs	Placement %, internship participation
Review Intervals	Annual

10.7. Strategic Objective: Digital Transformation

Component	Details
Activities	ERP, e-governance, digital library, LMS
Responsible Person / Department	Office Administration
Timeline	Short-term (2026–27)
Estimated Budget	₹ 2–3 Lakhs
KPIs	Digital usage, e-services implemented
Review Intervals	Annual

10.8. Strategic Objective: Sustainability & Green Campus

Component	Details
Activities	Tree plantation, waste management, energy conservation
Responsible Person / Department	Green Campus Committee
Timeline	Continuous
Estimated Budget	₹ 0.5–1.0 Lakhs
KPIs	Trees planted, waste segregation status
Review Intervals	Annual

10.9. Strategic Objective: Promotion of Knowledge of India

Component	Details
Activities	Indian Knowledge System lectures, cultural programs, national days
Responsible Person / Department	Cultural Committee, Departments

Department	
Timeline	Continuous
Estimated Budget	₹ 0.5 Lakhs
KPIs	Programs conducted, student participation
Review Intervals	Annual

11. Monitoring and Evaluation Framework

1. Purpose of Monitoring and Evaluation

The Monitoring and Evaluation (M&E) mechanism ensures the **effective implementation, continuous tracking, and outcome-based assessment** of the Institutional Development Plan (IDP). It enables the institution to measure progress, identify gaps, ensure accountability, and facilitate continuous quality improvement in alignment with **NAAC and NEP-2020**.

2. Governance Structure for Monitoring

Monitoring Bodies & Roles

Body / Authority	Key Responsibilities
Governing Body	Policy review, strategic oversight, annual approval
Principal	Overall supervision, academic & administrative monitoring
IQAC	Core monitoring, KPI tracking, documentation, AQAR/SSR
Heads of Departments	Department-level implementation & reporting
Functional Committees	Execution, evidence generation
Stakeholders	Feedback & participatory review

3. Monitoring Tools & Mechanisms

Key Monitoring Instruments

- Annual Action Plan (AAP)
- Action Taken Report (ATR)
- Key Performance Indicators (KPIs)
- Student & Stakeholder Feedback
- Academic & Administrative Audits
- IQAC Meeting Reviews

4. KPI-Based Evaluation System

Each strategic objective is evaluated through **measurable KPIs**.

Strategic Area	Sample KPIs	Data Source
Academic Excellence	Pass %, CIA results, satisfaction	Results, feedback
Research & Innovation	Publications, seminars	Research records
Faculty Development	FDPs attended, qualifications	HR records
Infrastructure	ICT classrooms, usage	Asset & audit reports
Student Employability	Placement %, internships	Placement cell
Digital Transformation	E-services,	Admin records
Green Campus	Plantation, waste mgmt.	Environmental

2. Identification of Key Risks & Mitigation Strategies

Risk Management Table (NAAC Format)

Risk Category	Identified Risk	Likely Impact	Mitigation / Control Strategy	Responsible Authority	Review Frequency
Student Risk	Dropout of rural / first-generation learners	Reduced enrollment, wastage	Mentoring system, scholarships, counseling, bridge courses	Student Support Cell	Semester
Faculty Risk	Shortage of qualified faculty / attrition	Teaching quality affected	Faculty development, motivation, workload balance	Management, Principal	Annual
Research Risk	Low research output	Weak academic visibility	Research committee, incentives, training workshops	Research Committee	Annual
Infrastructure Risk	Inadequate or outdated infrastructure	Poor learning environment	Phased infrastructure upgrade, maintenance planning	Infrastructure Committee	Annual
Financial Risk	Insufficient funds / delayed grants	Project delays	Budget planning, fund diversification, alumni support	Management, Finance Committee	Annual
Digital Risk	Technology failure / data loss	Administrative disruption	Data backup, antivirus, IT maintenance	IT Cell, Office	Quarterly
Governance Risk	Inefficient decision-making	Delays, quality gaps	Participative governance, IQAC monitoring	Governing Body, IQAC	Annual
Reputation Risk	Negative public perception	Enrollment decline	Transparency, grievance redressal, quality improvement	Principal, IQAC	Continuous

12 Budgets and Financial Plan (2026–2031)

- To ensure optimum utilization of financial resources
- To support academic excellence, infrastructure development, and student welfare
- To align budget allocation with strategic objectives of the IDP
- To maintain transparency, accountability, and sustainability

Sources of Funds

Source	Description
Government & University Grants	Grants from State Government, University, UGC schemes
Management / Trust Funds	Financial support from the managing trust
Institutional Receipts	Fees, examination-related receipts
CSR / Projects	Project-based funding, CSR support (as applicable)

13. Conclusion

This Five-Year Institutional Development Plan reflects the commitment of Saurashtra Gnanpith Arts and Commerce College, Barwala to **inclusive education, holistic student development, social empowerment, and nation-building**. The successful implementation of this plan will ensure that students emerge as **educated, ethical, skilled, and responsible citizens** contributing to the progress of Gujarat and India in the 21st century.



PRINCIPAL,
ARTS & COMMERCE COLLEGE
BARWALA.