

Institutional Development Plan (IDP)



Institution: Science and Commerce College, Tarsadi

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1. PREFACE

The challenges and demands emerging both within India and globally—particularly in the context of rapid technological advancement and the internationalization of higher education—require a powerful and coordinated response. Across the world, there is increasing concern for the quality and standards of higher education, reflecting its rapid growth and the significant public and private investment it entails. Ensuring sustainable quality has therefore become a central priority for Higher Educational Institutions (HEIs).

India's aspiration to become a leading knowledge-based economy is closely linked with its commitment to nation-building and the creation of an equitable and just society. Our responsibility toward present and future generations of Indians rests upon strengthening the quality, accessibility, and relevance of higher education. Indian higher education institutions must demonstrate their commitment to advancing quality standards and establishing effective systems for attaining, assuring, and continuously improving excellence.

The Hon'ble Prime Minister has observed that the growing number of universities, colleges, IITs, IIMs, and AIIMS serve as strong building blocks of a New India. India's rich educational tradition continues to act as a carrier of national prosperity, while the soft power of India is increasingly reflected in the achievements of its youth. Preparing the new generation to be future-ready—with resilience, adaptability, and the capacity to face emerging challenges—is possible only through visionary institutions committed to high-quality education.

At the heart of these transformative efforts lies the vision of the National Education Policy 2020, aligned with the Sustainable Development Goals (SDGs), the National Credit Framework (NCrF), and integration with the Academic Bank of Credits (ABC). The NEP 2020 seeks to transform higher education by promoting multidisciplinary learning, flexibility, skill-based education, research orientation, and stronger industry–academia linkages to meet the evolving needs of society and the economy.

The National Education Policy 2020 emphasizes that quality higher education must aim to develop thoughtful, well-rounded, and creative individuals. HEIs are expected to enable learners to pursue deep specialization in chosen disciplines while also nurturing character, ethical and constitutional values, intellectual curiosity, scientific temper, creativity, spirit of service, and essential 21st-century competencies across sciences, social sciences, arts, humanities, languages, professional, technical, and vocational domains.

The commitment of all stakeholders engaged in the creation, discovery,

dissemination, and application of knowledge augurs well for the realization of a uniquely Indian approach to quality assurance in higher education. Strengthening academic and professional excellence in HEIs remains central to achieving national educational goals and sustaining long-term societal progress.

3. EXECUTIVE SUMMARY

Science & Commerce College, Tarsadi, established in 2017, is a self-financed rural higher education institution committed to providing affordable and quality education in Science and Commerce streams. The college serves students from rural and semi-urban backgrounds in Surat district, many of whom are first-generation learners.

This Institutional Development Plan (IDP) for 2025–2030 outlines a structured roadmap for academic excellence, infrastructure enhancement, research promotion, digital transformation, and financial sustainability. The plan aligns with the National Education Policy (NEP) 2020, NAAC quality benchmarks, and regional development priorities.

The IDP aims to:

- Improve academic quality and learning outcomes
- Increase student strength from 170 to 330 by 2030
- Strengthen research and innovation culture
- Enhance employability through skill integration
- Upgrade digital and laboratory infrastructure
- Achieve NAAC accreditation with a competitive grade
- Ensure long-term financial sustainability

3. INSTITUTIONAL PROFILE

3.1 General Information

- **Year of Establishment:** 2017
- **Type:** Self-Financed
- **Location:** Rural – Surat District, Gujarat
- **Affiliation:** Veer Narmad South Gujarat University

- **Current Student Strength:** 170

3.2 Programs Offered

Undergraduate Programs

- B.Sc. Chemistry
- B.Sc. Microbiology
- B.Com. (Accountancy)
- BBA

Postgraduate Program

- M.Sc. Organic Chemistry

3.3 Institutional Characteristics

- Rural-serving institution
- Majority first-generation learners
- Focus on Science, Commerce and Management education
- Emerging postgraduate research environment
- Community-oriented academic culture

4. CONTEXT AND NEED FOR IDP

Since its establishment in 2017, the college has focused on stabilizing enrolment, building infrastructure, and ensuring academic continuity. As the institution enters its second growth phase (2025–2030), strategic planning is essential for:

- Academic diversification
- NAAC accreditation readiness
- Infrastructure modernization
- Research ecosystem development
- Financial sustainability

This IDP provides a structured five-year development framework.

5. SWOC ANALYSIS

Strengths

- Strong rural outreach and community trust
- Affordable fee structure
- Dedicated management support
- Presence of PG program (M.Sc. Organic Chemistry)
- Stable enrolment in Commerce stream
- Newly started BBA Course from 2025

Weaknesses

- Limited research output
- Need for ICT-enabled classrooms
- Limited industry collaboration
- Low progression to competitive exams

Opportunities

- NEP 2020 implementation
- Skill-based certificate courses
- Collaboration with Surat and Ankleshwar industrial belt
- Digital learning expansion

Challenges

- Competition from private institutions
- Funding constraints (self-financed model)
- Faculty recruitment regulations
- Retention of meritorious students

6. VISION, MISSION AND CORE VALUES

Vision

To become a leading rural higher education institution fostering academic excellence, employability, research, and value-based education.

1. Expand the reach of our institute: Our institute is known for providing affordable and accessible education to thousands of learners across our region. However, there are still many parts of the region where the reach of my institute is limited. Our aim is to expand the reach of our institute to more remote areas, by mouth to mouth and social media.

2. Enhance the quality of education: While our institute has been providing quality education; there is always room for improvement. We plan to enhance the quality of education by ensuring that the course material is updated and relevant, the assessment system is robust and fair, and the faculty members are well-trained and experienced.

3. Strengthen industry-academia collaboration: It is essential to bridge the gap between academia and industry, and our aim is to strengthen this collaboration. This can be done by introducing more industry-oriented courses, setting up internships and placements, and inviting industry experts to deliver guest lectures.

4. Focus on research and innovation: Research and innovation are crucial for the growth and development of any educational institution. our vision is to encourage research and innovation by providing better facilities, funding, and incentives to the faculty members and students.

5. Promote digital learning: The pandemic has highlighted the importance of digital learning, and it is here to stay. Our aim is to promote digital learning by developing more online courses, using innovative technology, and providing better digital infrastructure to the students and faculty members.

Overall, our vision for the department for the next five years is to make our institute a more inclusive, innovative, and responsive educational institution that provides quality education to thousands of learners across region.

Mission

- Provide affordable and inclusive higher education
- Integrate skill-based and vocational learning
- Promote research and innovation
- Develop socially responsible citizens

Core Values

Integrity | Inclusivity | Excellence | Sustainability | Community Engagement

7. STRATEGIC GOALS (2025–2030)

7.1 Academic Excellence

- Implement NEP-aligned curriculum reforms
- Introduce multidisciplinary electives
- Add value-added and certificate courses
- Improve student learning outcomes through continuous evaluation

7.2 Skill Integration & Employability

- Launch certificate programs in Tally, GST, Banking, Data Analytics
- Industrial Microbiology and Lab Techniques courses
- Internship-based learning model
- MoUs with industries and CA firms

7.3 Research & Innovation

- Establish Research & Innovation Cell (2025)
- Encourage faculty publications
- Promote M.Sc. dissertation publication
- Apply for minor research projects
- Organize annual research workshops

7.4 Faculty Development

- Annual participation in FDPs
- ICT training workshops
- Research incentives and seed grants

7.5 Digital Transformation

- 50% smart classrooms by 2030
- ERP system implementation
- Learning Management System adoption
- Digital attendance and result processing

7.6 Infrastructure Development

- Laboratory modernization
- Library digitization and e-resources
- Wi-Fi enabled campus
- Solar energy installation
- CCTV surveillance and campus safety

7.7 Student Support & Inclusivity

- Mentoring system
- Career guidance and placement cell
- Competitive exam coaching support
- Scholarship awareness drives

7.8 Green Campus Initiative

- Solar energy installation
- Rainwater harvesting system
- Plastic-free campus initiative
- Tree plantation drives

7.9 Governance & Quality Assurance

- Strengthen IQAC
- Annual Academic Audit
- Stakeholder feedback system
- NAAC preparation roadmap

To foster an innovative learning environment, a blend of technology, pedagogy, and mindset changes is crucial. Below are effective strategies to create an innovative learning environment.

1. Redesigning the Physical Classroom

- Students may learn from each other within their groups, with their desks arranged in clusters.
- Bright colours and, where possible, natural light, foster the needed atmosphere for creative thinking and behaviour.

- Reading, project, and technology-based learning may be done in distinct areas.
- Students are more involved with the lesson when they use interactive boards and other digital displays.

2. Integrating Technology

- Students' ability to grasp lessons quickly and with more ease is enabled by the use of smart boards, tablets, and projectors.
- Learners are able to appreciate the lessons more when VR and AR are used.
- These platforms enable the learners to collaborate and submit their assignments with ease.
- Learning fosters positive competition between students when gamification apps are used.

3. Motivating Cooperative Learning

- Learning through conversations, peer-assisted learning, and through project work.
- Role-playing and debating for the purpose of enhancing oral communication and reasoning skills.
- Cross-disciplinary projects integrating the principles of science, art, and technology.

4. Cultivating Positive Learning Behaviours

Developing Positive Learning Behaviours allows for productive realisation of goals:

- Fostering the habit of reading to the purpose of critical thinking.
- Setting individualised learning objectives.
- Exercising self-control and effective scheduling.
- Developing a positive approach to solving problems by accepting challenges as an opportunity to learn.

5. Focus on Students

Stop concentrating on the instructor and start concentrating on the learner.

- Students choose their own projects and topics to research for in-depth learning.

- Students should be encouraged to ask and to learn on their own.
- Let the students take the lead in their groups.

6. Ongoing Evaluation and Feedback

- Focus on process assessment as well, instead of only concentrating on terminal assessment.
- Make a habit of providing feedback as often as possible, which should be in the form of positive, constructive criticism.
- Students should be given self-assessment tools to promote accountability.

7. Creating a Positive Physical Setting

A Positive Physical Setting has great value for the productivity of class work.

- Classrooms should be tidy, well-organised, and clean, with proper airflow.
- Libraries, laboratories, playgrounds, and other resources for learning should be easily accessible.
- Support for mental well-being, as well as the range of other supports available, should be encouraged.
- Mental well-being and promotion of active movement for better health should be encouraged.

8. FIVE-YEAR ACTION PLAN (2025–2030)

Phase I (2025–26)

- Establish Research Cell
- Introduce 3 certificate courses
- Install 2 smart classrooms
- Strengthen IQAC documentation

Phase II (2026–27)

- Sign 3 industry MoUs
- Expand PG intake
- ERP implementation
- Faculty ICT training

Phase III (2027–28)

- NAAC documentation preparation
- Solar installation phase I
- Launch consultancy services

Phase IV (2028–29)

- Library digitization
- Additional smart classrooms
- Research grant applications

Phase V (2029–30)

- NAAC submission
- Financial stabilization
- Surplus generation and reinvestment

9. FINANCIAL PROJECTION PLAN (2025–2030)

9.1 Student Growth Projection

Year	Projected Students
2025	200
2026	230
2027	260
2028	285
2029	310
2030	330

9.2 Revenue Projection (₹ in Lakhs)

Year	Fee Revenue
2025	59

Year	Fee Revenue
2026	71
2027	84
2028	96
2029	110
2030	122

Additional Revenue by 2030

- Certificate Courses: 12 Lakhs
- Consultancy & Lab Testing: 5 Lakhs
- Research Grants: 10 Lakhs
- CSR & Donations: 8 Lakhs
- Alumni Contribution: 3 Lakhs

Projected Total Revenue by 2030: ₹150–160 Lakhs

9.3 Recurring Expenditure (2030 Projection)

- Faculty Salaries: 55 Lakhs
- Non-Teaching Staff: 15 Lakhs
- Utilities & Maintenance: 12 Lakhs
- Lab Consumables: 10 Lakhs
- Library & Digital Resources: 7 Lakhs
- Administrative Expenses: 8 Lakhs

Total Recurring: ₹107 Lakhs

9.4 Capital Investment (2025–2030)

- Smart Classrooms: 15 Lakhs
- Lab Modernization: 25 Lakhs
- Solar Installation: 20 Lakhs
- ERP & Wi-Fi: 8 Lakhs

- Security Systems: 7 Lakhs

Total Capital Investment: ₹80 Lakhs

10. NAAC ACCREDITATION ROADMAP

- 2025–26: IQAC strengthening and documentation
 - 2026–27: Data compilation and SSR drafting
 - 2027–28: Submission and Peer Team Visit
 - Target Grade: B++ or higher
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11. MONITORING AND EVALUATION

- Quarterly IQAC review meetings
- Annual Academic Audit
- Student Satisfaction Surveys
- KPI-based departmental evaluation
- Mid-term IDP review (2027–28)