



INSTITUTIONAL DEVELOPMENT PLAN (IDP)

2026 - 2031



GOVERNMENT MCA COLLEGE



Address

Padmashree K. K. Shastri Educational Campus,
Khokhra Road,
Ahmedabad - 380008



Date of Submission: 31-Aug-2026

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1. Institutional Profile

- a. Year of Establishment:
2012
- b. Type (Government/Aided/Private/PPP):
Government
- c. Affiliating University:
Gujarat Technological University
- d. Principal/Director Name and Contact:
Dr. Nilay N. Bhuptani
EMAIL: gmca-abad-dte@gujarat.gov.in
- e. NAAC/NBA Accreditation Status:
MCA Department is NBA Accredited from January 2026 to December 2028
- f. AISHE Code:
C-49596
- g. Website:
<https://gmca.ac.in/>

2. Vision, Mission & Core Values

- a. Vision Statement:
Provide value-based quality education for computer science applications which enable students to solve real-life problems of society.
- b. Mission Statement:
 - To equip our students with good knowledge, skills and attitude to solve real-life problems in the domain of computer applications.
 - To establish industry-academia interaction to facilitate the students to work proficiently in the industrial environment.
 - To imbibe high moral values and professional ethics.
 - To provide a conducive environment so as to achieve excellence in teaching-learning, and research and development activities.
- c. Core Values: (e.g., Integrity, Inclusiveness, Innovation)

<u>Core Value</u>	<u>Description</u>
<u>Academic and Professional Excellence</u>	
Value-Based Education	Providing value-based education that develops responsible, ethical and socially conscious professionals with strong academic and human values.
Quality and Excellence	Striving for excellence and continuous improvement in teaching-learning, academic practices, research and development, and professional growth.
Knowledge, Skills and Attitude	Equipping students with relevant knowledge, practical skills and positive attitudes to enhance their professional competence and lifelong learning capabilities.

Research and Development	Promoting research, innovation, knowledge creation and development activities that contribute to technological advancement and solutions to societal challenges.
<u>Innovation and Employability</u>	
Problem Solving and Innovation	Encouraging creativity, critical thinking, innovation and the effective application of emerging technologies to solve real-life problems of society.
Industry–Academia Collaboration	Strengthening interaction and collaboration with industry to provide practical exposure, internships, projects, professional skills and readiness for the industrial environment.
Collaboration and Teamwork	Encouraging teamwork and collaboration among students, faculty, industry, alumni and other stakeholders to achieve shared academic, professional and institutional goals.
<u>Values, Inclusion and Social Responsibility</u>	
Moral Values and Professional Ethics	Upholding integrity, honesty, accountability, professional ethics and high moral values in academic, professional and personal conduct.
Inclusiveness and Equity	Fostering an inclusive, respectful and equitable learning environment that provides equal opportunities and supports the holistic development of every learner.
Social Responsibility	Applying knowledge and technology to address real-life challenges of society and encouraging students to contribute meaningfully to community and societal development.
Sustainability and Responsible Technology	Promoting environmentally conscious practices and responsible, ethical, secure and sustainable use of technology for the benefit of present and future generations.

d. Summary of key initiatives in the IDP

The Institutional Development Plan (IDP) of Government MCA College, Maninagar focuses on strengthening the institution as a value-based, student-centric, technology-driven, industry-connected and innovation-oriented institution, aligned with the principles of NEP 2020. The key initiatives are:

1. **Academic Excellence and NEP 2020 Alignment**
 - Strengthen student-centric, experiential and outcome-based teaching-learning practices.
 - Promote multidisciplinary learning opportunities.
 - Integrate emerging technologies and contemporary areas in Computer Applications.
2. **Knowledge, Skills and Employability**
 - Enhance technical, communication, soft skills and professional competencies.
 - Organize skill-development programs, certifications, workshops, hackathons and hands-on training.
 - Strengthen internship, project-based learning and career-oriented activities.
3. **Industry–Academia Collaboration**
 - Strengthen collaboration and MoUs with industries and technology organizations.

- Organize expert lectures, industrial visits, workshops and industry interaction programs.
 - Facilitate industry-oriented projects, internships and practical exposure for students.
 - Provide opportunities for faculty interaction and exposure to current industry practices.
4. **Research, Innovation and Development**
 - Promote faculty and student research, publications and participation in conferences, seminars and research activities.
 - Encourage innovative technology-based projects and solutions to real-life problems of society.
 - Strengthen research culture and collaborative research activities.
 5. **Entrepreneurship and Start-up Development**
 - Strengthen entrepreneurship and innovation activities through SSIP.
 - Encourage students to develop innovative ideas and technology-based solutions.
 - Facilitate awareness programs, mentoring and support for student entrepreneurs and start-ups.
 6. **Digital Transformation and Emerging Technologies**
 - Strengthen ICT-enabled and blended teaching-learning practices.
 - Expand the use of digital learning resources and online educational platforms.
 - Develop student competencies in emerging areas such as Artificial Intelligence, Machine Learning, Data Science, Cloud Computing, Cyber Security, AR/VR, Quantum Computing and other emerging technologies.
 7. **Faculty Development and Professional Growth**
 - Plan regular Faculty Development programs, workshops, seminars and training programs.
 - Encourage faculty to pursue professional certifications and continuous learning.
 - Promote faculty industry interaction and training.
 8. **Holistic Student Development**
 - Strengthen mentoring, academic guidance, career guidance and student-support mechanisms.
 - Develop leadership, communication, teamwork, critical thinking and problem-solving abilities.
 - Encourage participation in sports, cultural, technical, co-curricular and extracurricular activities.
 9. **Inclusive and Equitable Education**
 - Ensure equal learning opportunities for students from diverse backgrounds.
 - Foster a safe, respectful, inclusive and supportive learning environment.
 10. **Moral Values, Professional Ethics and Social Responsibility**
 - Promote high moral values, integrity, accountability and professional ethics among students and faculty.

- Encourage responsible and ethical use of technology.
- Promote technology-based solutions and community-oriented activities addressing real-life societal challenges.

11. Infrastructure and Learning Resources

- Modernize computer laboratories, computing facilities, networking and ICT infrastructure.
- Strengthen library and digital learning resources.
- Develop infrastructure conducive to teaching-learning, research, innovation and collaborative activities.

12. Quality Assurance and Institutional Governance

- Strengthen IQAC and institutional quality improvement mechanisms.
- Adhere measurable institutional goals, Key Performance Indicators and monitoring mechanisms.
- Promote stakeholder participation, transparency, accountability and continuous institutional improvement.
- Periodically review the implementation and progress of the IDP.

13. Alumni and Stakeholder Engagement

- Strengthen the alumni network and their engagement with the institution.
- Involve alumni and industry professionals as mentors, experts and resource persons.
- Enhance interaction with parents, industry, academic institutions and other stakeholders.

14. Green and Sustainable Campus

- Promote energy conservation and efficient utilization of institutional resources.
- Encourage responsible e-waste management and environmentally sustainable practices.
- Create awareness regarding sustainability and responsible use of technology among students and staff.

3. SWOC Analysis

A. Strengths:

- NBA-accredited MCA program
- Qualified and experienced faculty members
- Established academic infrastructure
- Well-equipped computer laboratories
- Strong industry–academia interaction
- Good placement and training ecosystem
- Active SSIP and entrepreneurship initiatives
- MOOCs, SWAYAM and online learning programs
- Student-centric support and mentoring mechanisms
- Active co-curricular and extracurricular activities

- Alumni network and institutional connect
- Strategic location in Ahmedabad
- Student retention and academic progression
- Digital transformation and e-governance
- B. Weaknesses:
 - Heterogeneous student intake
 - Scope for improving student participation in placement activities
 - Upgradation of advanced computing infrastructure
 - Limited specialized facilities for emerging technologies
 - Limited national and international academic collaborations
 - Lack of funded research
- C. Opportunities:
 - Rapid demand of emerging technologies
 - Government innovation and start-up policies
 - Industry–academia collaboration
 - State and national hackathons
 - Establishment of Centres of Excellence
 - Research collaborations and external funding
 - Strengthening alumni engagement
 - National and international academic partnerships
- D. Challenges:
 - Rapid technological evolution
 - Availability of technical and administrative support staff
 - Adapting industry skill requirements
 - Diverse student entry-level competencies
 - Sustaining research and innovation activities

4. Institutional Goals and Objectives (Aligned to NEP 2020)

a. Short-term goals (1–2 years)

To strengthen student-centric and outcome-based teaching-learning, enhance students' technical and employability skills, improve industry interaction, internships and placement readiness, upgrade computing and digital infrastructure, promote emerging technology training, strengthen mentoring and student support, and enhance faculty development, and quality assurance practices.

b. Medium-term goals (3–5 years)

To establish advanced facilities and Centers of Excellence in emerging technologies, strengthen industry, academic and research collaborations, increase funded research, publications, develop a strong entrepreneurship and start-up ecosystem, enhance placement and internship outcomes, strengthen alumni engagement, and promote interdisciplinary and lifelong learning.

c. Long-term goals (5+ years)

To establish Government MCA College, Maninagar as a flagship institute in Computer Applications and emerging technologies, with a strong ecosystem of research, innovation, entrepreneurship and industry collaboration. The institution will sustain academic excellence, high student employability, and meaningful contribution to society through ethical, inclusive, sustainable and technology-driven solutions.

d. Implementation of multidisciplinary curriculum

As the MCA curriculum is prescribed by Gujarat Technological University (GTU) as per AICTE and UGC norms, the institution will continue to promote multidisciplinary learning through value-added courses, workshops, seminars, interdisciplinary projects, expert lectures, MOOCs, certifications and co-curricular activities in emerging and allied domains.

e. Promotion of research and innovation

Encourage faculty and students to undertake research, innovative projects and technology-based solutions addressing real-life problems; promote publications, conferences, hackathons, and strengthen innovation and entrepreneurship activities through SSIP and other institutional initiatives.

f. Industry-academia collaboration

- Strengthen and expand sustained collaboration with IT industries, Emerging technology organizations and start-ups through MoUs and structured engagement.
- Facilitate regular industry expert lectures, technical workshops, industrial visits, internships, industry-oriented projects, and problem statements based on real-world challenges.
- Encourage industry professionals to participate in student mentoring, career guidance, skill-development programs, project evaluation and curriculum enrichment within the framework prescribed by GTU.
- Promote industry interaction through industrial exposure, and knowledge-sharing programs to keep faculty and students updated with current industry practices and emerging technologies.

g. Enhanced employability and entrepreneurship

- Strengthen students' employability and entrepreneurial capabilities through structured career-oriented training, technical and soft-skill development, industry-recognized certifications, internships, coding and technical competitions, aptitude and interview preparation, and career guidance.
- Encourage students to identify real-world problems and develop technology-based solutions through project work, hackathons, innovation activities and SSIP initiatives.
- Provide mentoring and awareness programs on entrepreneurship, intellectual property, start-up opportunities and available government support schemes.

- Strengthen industry and alumni engagement to facilitate career opportunities, mentorship and entrepreneurial guidance.
- h. Use of digital tools and blended learning
 - Strengthen technology-enabled and blended learning by effectively integrating Microsoft Teams as the institutional LMS with digital learning resources, IIT Virtual Labs, MOOCs, interactive simulations, and collaborative learning tools.
 - Promote innovative pedagogical approaches such as flipped classrooms, blended practical sessions, project-based learning, virtual demonstrations, peer learning and technology-enabled formative assessment.
 - Encourage the use of AI-assisted learning tools, coding platforms, online development environments and digital collaboration tools to provide students with personalized practice, immediate feedback and opportunities for self-directed learning.
 - Develop and curate digital learning materials, recorded lectures, question banks, quizzes and subject-specific learning resources to support learning beyond the classroom.
- i. Community engagement and local problem-solving
 - Government MCA College, Maninagar will strengthen community engagement by providing students with opportunities to identify, understand and address real-life problems faced by local communities, government institutions, educational organizations, NGOs and other stakeholders through the application of computer science and digital technologies.
 - Community-oriented projects will be encouraged as part of academic projects, internships, hackathons, innovation activities and co-curricular initiatives. Students will be encouraged to interact directly with stakeholders through field visits, and surveys to understand their requirements and develop practical, user-friendly and sustainable technology-based solutions.
 - The institution will promote initiatives in areas such as digital literacy, cybersecurity awareness, e-governance, education, digital documentation, community information systems and technology-enabled public services.
 - Faculty members will mentor students in identifying appropriate problems, designing solutions, validating prototypes and evaluating their impact. Wherever feasible, collaboration will be established with local government bodies, schools, NGOs, community organizations and other institutions to provide authentic problem statements and facilitate implementation or pilot testing of student-developed solutions.
 - The initiative will also encourage students to consider ethical, inclusive, accessible and sustainable aspects while developing technology solutions, ensuring that solutions are not only technically feasible but also relevant to the needs of the intended beneficiaries. Successful projects may be further

developed through the institution's innovation and entrepreneurship ecosystem, including SSIP, with potential for wider scaling.

5. Developmental/Key Focus Areas

5.1 Academic Excellence

Focused areas for development of institute are:

Area	Proposed Initiative	Expected Outcome
Choice Based Credit System (CBCS) Implementation	Offer multiple electives across domains and promote interdisciplinary project work	Increased student choice flexibility
Outcome-Based Education (OBE)	Implement CO-PO mapping, attainment analysis, and data-driven improvements	Improved academic performance and accountability
Digital Learning (SWAYAM/NPTEL)	Integrate MOOCs with credit transfer, mentoring, and tracking systems	Increase in certifications and skill enhancement
Student-Centric Pedagogy	Adopt flipped classrooms, project-based learning, gamification, seminars, and Problem Based Learning	Improved student engagement and enhanced critical thinking
Emerging Technologies	Conduct training, workshops, certifications in AI, DS, Cybersecurity, Cloud	Increased student participation in certifications, improved placement outcomes
LMS & Smart Classrooms	Implement LMS (Microsoft Teams) and upgrade smart classrooms	Enhanced blended learning experience
Virtual Labs & Research	Promote use of virtual labs and real-life case studies	Improved practical and research skills
Co-curricular & Experiential Learning	Organize “Ideathon”, internships, expert sessions, FDPs	Improved employability skills
Holistic Academic Ecosystem	Develop flexible, inclusive, and innovation-driven academic environment	Improved student outcomes, placement rate, and institutional ranking

5.2 Faculty Development

Focused areas for development of institute are:

Area	Proposed Initiative	Expected Outcome
FDPs and Training Programs	Organize FDPs and STTPs in emerging technologies	At least 1 FDPs/STTPs per year

Faculty Skill Enhancement	Encourage faculty members to attend external workshops, conferences, and certification programs	Increase in certifications and maximize faculty members' participation
Research Development	Promote research related activities and publications	Increase in publications
Teaching Innovation	Train faculty members in modern teaching methodologies	Improved student learning
Continuous Professional Development	Establish structured plan for continuous faculty upskilling and knowledge sharing	Improved teaching effectiveness and regular participation in development activities

5.3 Research and Innovation

a. Creation of Research Clusters & Research Parks:

- The existing Cyber Security Club will be further strengthened as a formal research cluster by encouraging interdisciplinary research, student projects, faculty collaboration, and industry interaction. The institute will explore opportunities for establishing additional domain-specific research clusters and, in the longer term, a research park.

b. SSIP, Incubation & Start-up Ecosystem, Institutional Entrepreneurship Development Cell (IEDC):

- The institute will further utilize SSIP grants to promote student innovation, prototype development, intellectual property creation, and entrepreneurship. The IEDC ecosystem will be strengthened through regular ideation activities, mentoring, incubation support, startup development, and linkages with industries and external incubators.

c. IPR Awareness and Patent Facilitation

- The institute will strengthen awareness regarding Intellectual Property Rights (IPR) through regular awareness programs, expert sessions, and faculty/student orientation activities. Building on the three approved patents from one faculty member, the institute will facilitate identification, documentation, patent filing, and protection of innovative ideas generated through research and student projects.

d. R&D Cell with Seed Funding

- The institute will strengthen the R&D Cell by encouraging faculty members to undertake minor and major research projects and actively pursue funding opportunities from government agencies and other funding organizations. The institute will also explore mechanisms for providing seed support for promising research proposals, prototypes, and innovative projects, subject to the availability of resources.

5.4 Infrastructure Development

- Develop Government MCA College as a technology-enabled and sustainable smart campus.

- Develop infrastructure capable of supporting research, innovation, consultancy, industry projects and entrepreneurship.
- Achieve a highly integrated paperless/e-governance environment.
- Move towards a green, accessible and digitally connected campus.

Area	Proposed Initiative	Expected Outcome
Computer Labs	Upgrade existing computer laboratories with modern computers, SSD-based high-RAM systems and required peripherals	All labs equipped with systems capable of supporting current MCA curriculum and emerging technologies
Smart Classrooms	Equip classrooms with smart display/projector, audio systems and high-speed internet	Progressive conversion of classrooms into technology-enabled teaching spaces
Networking	Upgrade LAN infrastructure, Wi-Fi access points and network security	Reliable campus-wide high-speed connectivity
Digital Infrastructure	Digital attendance and academic data management, Use of supported tools like MS Teams, Google classroom for maintaining academic records.	Reduced paperwork and improved transparency and accessibility for all.
Library	Expand e-library and digital learning resources, improve access to e-books, journals and national digital resources	Increased student usage of digital academic resources
Green Campus	Maintain energy-efficient lighting, solar-energy utilization, waste management and water conservation	Reduction in energy consumption and improved sustainability
Safety & Security	Strengthen CCTV coverage, access control, fire safety and emergency systems	Safer and more secure campus
Accessibility	Identify and address barriers for students/staff with disabilities	Improved accessibility planning and inclusive campus facilities

5.5 Industry Linkages and Placement

- Increase the number and relevance of active industry MoUs
 - Institute has signed MOU with 5 reputed industries.
- Improve Training and Placement opportunities through stronger industry networks.
 - Institute has dedicated placement cell for providing internship and placement opportunities to the students.
- Enhance placement readiness through continuous training initiatives.
- Increase student participation and achievements in hackathons, robotics, coding and innovation competitions.
- Promote experiential learning through industrial visits, live projects and industry-sponsored activities.

Area	Development Plan	Expected Outcome
MoUs with Industries	Identify reputed industries aligned with academic program and establish new MoUs. Strengthen existing MoUs through internships, guest lectures, industrial visits and placement activities.	Increased industry-institute collaboration and more opportunities for students.
Training and Placement Cells	Strengthen the Training and Placement Cell with industry databases and regular interaction with recruiters. Develop a structured Training and Placement calendar and track student progression.	Higher Training and placement rates with improved student-industry engagement.
Placement Readiness	Conduct structured programs covering aptitude, communication, soft skills, technical skills, interview preparation, group discussions and resume writing	Improved placement preparedness, confidence and selection rates.
Joint Certification Programs	Develop joint certification programs with KCG/Other partners in emerging technologies and professional skills.	Increased professional competency and industry-recognized credentials.
Student Technical Activities	Promote participation in hackathons, coding competitions, quizzes, innovation challenges and technical project exhibitions. Establish student technical clubs and provide mentoring and resources.	Development of innovation, problem-solving, teamwork and technical competencies.
Other Industry Engagements	Increase industrial visits, expert talks and webinars	Stronger experiential learning and sustained industry-academia partnership.

5.6 Skilling and Employability

- Offer industry-recognized certification programs through the institute.
 - Institute encourages students to undergo various certification programs sponsored by KCG or any other recognized bodies.
- Conduct regular regional industry surveys to identify skill gaps and emerging employment needs.
- Integrate credit-based skill courses, internships, projects, and certifications into the curriculum.
- Strengthen career guidance through counseling, soft-skill training, placement drives, and job fairs.

Area	Development Plan	Expected Outcome
Collaboration with Councils for Certification	Offer industry-recognized certification programs through the institute.	Students receive recognized skill certifications and gain better employment opportunities.
Skill Gap Analysis & Regional Industry Mapping	Conduct periodic surveys of regional industries to identify emerging skills, employment trends, and skill gaps.	Reduced skill gaps and improved placement prospects.

Credit-Based Skill Modules	Provide academic credits for approved skill-development courses, internships, projects, and certifications.	Students gain additional industry-relevant skills without extending the overall academic program significantly.
Career Counseling & Job Fairs	Strengthen career guidance and placement activities. Organize regular career counseling, aptitude training, soft-skill development, resume-building workshops, campus placement drives, and job fairs.	Improved employability, interview performance, placement rates, and career awareness among students.

5.7 Accreditation Readiness

- NBA, NIRF, GSIRF process improvement plan
 - Continuous monitoring and mentoring system is established by DTE for NBA preparedness.
 - We are continuously improving our rankings in NIRF and GSIRF. Faculties are directed to improve research and innovation contribution with reference to NIRF and GSIRF.
 - SSIP cell is providing excellent support for PoC, patent and startup.
- Dedicated Internal Quality Assurance Cell (IQAC) cell
 - IQAC cell is meeting twice a year for evaluating the need for any change in process or mechanism to improve the quality in all aspects of academics with reference to implementation of IDP objectives and action plans.
- Internal academic and administrative audit system
 - DTE academic inspection is mandatory every year.
 - Internal moderation system for question papers, answer sheet evaluation and academics is in place.
 - Academic and administrative committees shall monitor progress in their respective domains.
- Benchmarking against NIRF/ARIIA/SDG indicators
 - After every cycle of NIRF and GSIRF, we are evaluating our parameters to perform better compared to other top ranked institutes.
- Faculty and staff sensitization on accreditation processes
 - Institute is already NBA accredited. Faculty and staff are very well clear with the process and its qualitative implementation.
- Quality circles and feedback loops for continuous improvement
 - DTE academic inspection is mandatory every year.
 - Continuous monitoring and mentoring system is established by DTE for NBA preparedness. NBA mentors appointed by DTE are providing regular feedbacks and help us to improve the quality.

- IQAC cell is working to achieve implementation of objectives and action plans.
- Students feedback system for academics and infrastructure is established.
- Employer feedback system is also established.

5.8 Alumni Engagement

- Expand centralized alumni database and digital communication platform
- Strengthen the Alumni Association, conduct alumni surveys, and organize alumni meets
- Engage alumni as mentors, guest speakers, industry experts, advisors, and curriculum contributors
- Introduce institutional alumni awards to recognize outstanding achievements and contributions.

5.9 Inclusivity and Outreach

- Establish an Alumni Mentorship Program supporting students from disadvantaged backgrounds.
- Develop women-in-technology initiatives, including:
 - Cybersecurity awareness (Cawach kendra activities)
 - Coding workshops (Code wars)
 - SSIP/Entrepreneurship orientation
 - Mentoring by women professionals or alumni.
- Establish an Alumni Mentorship Program supporting students from disadvantaged backgrounds.
- Create a record to monitor:
 - Rural students
 - Tribal students
 - Women students
 - Economically weaker students
 - Scholarship beneficiaries
- Develop community technology projects with measurable social impact.

Activity	Proposed Initiative	Expected Outcome
Urban/Rural/Tribal Outreach	Conduct awareness/digital literacy and admission-orientation programs in various schools/colleges	Minimum 1-2 outreach programs annually
Women Participation	Special career and technology awareness programs for female students	Increased and equal participation of women in technology programs
Economically Weaker Students	Identify students requiring financial/academic support and connect them with available scholarships at institute level.	Improved access and retention
Equal Opportunity	Strengthen Equal Opportunity Cell and Gender Sensitization initiatives at institute level.	Regular awareness programs and activities

Student Support	Strengthen mentoring, counselling and academic support mechanisms	Reduced academic difficulties and improved retention
Community Engagement	Use faculty and student expertise for technology-oriented community projects	Community problem-solving projects in the final semester training.

5.10 Action Plan / Implementation Strategy or Roadmap

Activity	Timeline	Responsible Cell	Expected Outcome
Curriculum revision - MCA (Implementation of NEP-aligned, outcome-based, and multidisciplinary programs)	Decided by GTU	Academic Council (GTU)	Updated curricula integrating emerging technologies, skill-based learning, and industry relevance
Industry partnerships - 5 MoU's sign • Harikrupa Automation Pvt Ltd • JBYTE Infotech LLP • TOPS Technologies Pvt Ltd • Acute Informatics Pvt Ltd • Amee Power Drives	Yearly	TPO	Improved student employability, internships, live projects, and industry exposure
Research promotion - MCA (Encouraging innovation, research, and intellectual property creation)	Yearly	R&D Cell SSIP Cell	Increase in number of patents filed, quality publications, and interdisciplinary research activities
Accreditation readiness (Quality assurance and continuous improvement)	Half Yearly	IQAC	Achievement of NBA accreditation with improved institutional performance metrics
Women in technology, inclusivity and gender sensitization related activities	Half Yearly	Women Development Cell	Increased and equal participation of women in technology programs
Organize "Ideathon", Internal Hackathon, Open House event for project exhibition	Yearly	SSIP Cell	Increased participation and awareness for entrepreneurship and problem solving
Sustainability awareness programs (SDGs)	Half Yearly	Institute Activity	SDG awareness and cultivating habits for better environment

5.11 Monitoring and Evaluation

a. Annual progress report submission to CTE

- o A systematic monitoring and evaluation mechanism focused on transparency, accountability, and continuous improvement is available on Karmyogi portal. All

officers are supposed to submit their performance parameters on Performance Appraisal Review on Karmyogi portal. Their performance is evaluated and marked.

- Monitoring faculty performance based on teaching effectiveness, student feedback, academic contributions, research contributions and participation in FDPs. Career Advancement Scheme is based on all these parameters. A specific section in COGENT portal is designed for this.

b. Mechanism for tracking progress (Online/Offline)

- Following online mechanisms are existing.
 - Karmyogi Portal
 - Cogent portal
 - Training portal
- Academic and administrative committees monitor progress in their respective domains.
- Clearly defined roles and responsibilities assigned for monitoring activities.
- Regular monitoring of curriculum delivery through lesson plans, academic calendars, and teaching schedules.
- Continuous evaluation of student performance through internal assessments, practical examinations, and outcome attainment analysis.
- Periodic review of Skill-Based Training (SBT), internships, and project work outcomes.
- Periodic internal audits and reviews of academic and administrative processes.
- Proper documentation of activities, outcomes, and best practices
- Updating goals, strategies, and action plans based on emerging needs, policy changes, and stakeholder feedback.

c. Mid-term review and feedback loop

- Review of faculty involvement in industry interaction, innovation activities, and professional development.
- Identification of training needs and corrective measures for capacity enhancement.
- Evaluation of digital infrastructure and e-learning systems for accessibility and effectiveness.
- Assessment of industry partnerships, MoUs, internships, and placement activities.
- Feedback from industry partners on student performance and skill readiness.
- Review of placement statistics and employability outcomes.
- Collection and analysis of feedback from students on academic delivery, infrastructure, and support services.
- Monitoring effectiveness of mentoring, counselling, and remedial programs.
- Addressing student grievances through established grievance redressal mechanisms.

d. Stakeholder involvement

- DTE academic inspection is mandatory every year.

- Continuous monitoring and mentoring system is established by DTE for NBA preparedness. NBA mentors appointed by DTE are providing regular feedbacks and help us to improve the quality.
- IQAC cell is working to achieve implementation of objectives and action plans.
- Students feedback system for academics and infrastructure is established.
- Employer feedback system is established.
- Alumni feedback system is established.
- Financial audit is done regularly as per norms by government.

5.12 Risk Management

a. Identification of Key Risks

- The institute has identified fire hazards, earthquake hazards, and termite-related issues as key risks requiring regular monitoring and preventive measures. The required fire-safety equipment and instruments have been installed in the institute.
- The institute building is relatively new (approximately 12 years old) and currently has no major structural concerns. However, periodic inspections and a building safety checklist will be maintained to identify and address any emerging risks.

b. Mitigation Strategies – Future Plan

- Regular fire and earthquake safety awareness and training programs will be conducted for students and staff, covering emergency response, evacuation procedures, and appropriate safety practices.
- Periodic building inspections, electrical and fire-safety checks, and termite-control measures will be undertaken to ensure a safe and secure campus environment.
- The institute plans to install guiding tiles for persons with visual impairments to improve campus accessibility and facilitate safe and independent movement.

5.13 Budget and Financial Plan

- a. Prepare an annual infrastructure and academic development budget based on institutional priorities.
- b. Give priority to:
 - Computer laboratory upgradation
 - Network and Wi-Fi infrastructure
 - Smart classroom facilities
 - Cybersecurity
 - Digital library resources
 - Maintenance funds and write off obsolete equipment.
- c. Prepare proposals for Government/Departmental grants for major infrastructure requirements.
- d. Maintain a separate tracking mechanism for budget allocation, expenditure and utilization for IDP activities.

Component	Suggested Share of IDP Development Budget (Govt. Grants + SSIP + Placement and other)
Maintenance/Contingency/ Salaries	20%+20%+10%
Computer Labs & IT Infrastructure	5%
Smart Classrooms & Digital Infrastructure	5%
Networking, Wi-Fi & Cybersecurity	10%
Research, Innovation & Student Projects	7.5%
Library & Digital Resources	7.5%
Green & Sustainable Infrastructure	2.5%
Centres of Excellence / Innovation Facilities	5%
Faculty Development & Skill Development	2.5%
Inclusivity, Outreach & Student Support	5%
Total	100%

6. Conclusion

Institute is NBA accredited and Institute will go for Re-Accreditation in 2029. This Institute Development Plan (IDP) provides a structured roadmap for the institution's growth and continuous improvement in alignment with the vision and principles of the National Education Policy (NEP) 2020.