

PROGRESS REPORT

Institutional Strategic Plan (2023-2028)

Prepared by:

Institutional Development Committee And IQAC

Sakaldiha Post Graduate College, Sakaldiha-Chandauli (U.P.)

Academic Year: 2024-25 to 2025-26

1. Preamble

Sakaldiha Post Graduate College, established in 1965, stands as a cornerstone of higher education for the rural and semi-urban populace of Chandauli district in eastern Uttar Pradesh. Affiliated to a recognised state university and committed to the vision of its founders — Late Pt. Ram Kawal Pandey (Mahamana) and Late Thakur Raghuraj Pratap Singh — the institution has consistently upheld the ideals of academic excellence, holistic development, and social responsibility.

In accordance with the guidelines prescribed by the National Assessment and Accreditation Council (NAAC) and the University Grants Commission (UGC), the Internal Quality Assurance Cell (IQAC) of Sakaldiha Post Graduate College formulated a comprehensive Institutional Strategic Plan spanning the period 2023 to 2028. This document constitutes the formal Progress Report and Action Taken Report prepared by the IQAC, providing a structured account of the initiatives undertaken, milestones achieved, and challenges encountered in the implementation of the aforesaid strategic plan.

2. Institutional Vision, Mission, and Motto

2.1 Vision

The institution envisions itself as a centre of transformative learning that transcends conventional academic boundaries. Since 1965, Sakaldiha Post Graduate College has been steadfastly dedicated to serving rural India, perpetually updating its academic and administrative frameworks to fulfil its educational mandate with due responsibility and sensitivity to contemporary societal needs. The college aspires to collaborate with national and international academic organisations, scholars, and institutions for the advancement of education, research, and service to society, nation, and civilisation.

2.2 Mission

The mission of the institution is the emancipation and empowerment of rural Indian students through quality education and holistic personality development, enabling them to become responsible and self-reliant citizens of New India. This mission is operationalised through a wide array of academic programmes, co-curricular engagements, and community outreach activities that collectively nurture both intellectual competence and moral character.

2.3 Motto

The guiding motto of Sakaldiha Post Graduate College — ‘Beget eternity through service and truth’ (Aayuryjain Kalptaam) — encapsulates the philosophical foundation upon which every institutional endeavour is grounded. It inspires students, faculty, and staff alike to pursue truth with integrity and to serve society with selfless dedication.

3. Institutional SWOC Analysis: A Reflective Overview

3.1 Institutional Strengths

Sakaldiha Post Graduate College has established a commendable reputation for attracting talented students and committed faculty members from the region. The institution remains the preferred choice for students from economically disadvantaged and rural backgrounds, thus serving a vital social function. The college maintains a robust work culture, wherein academic schedules are adhered to punctually and students are accorded individual attention tailored to their specific academic needs. The holistic educational philosophy is operationalised through fourteen committees and cells that organise a diverse array of co-curricular and extracurricular programmes throughout the academic year. The college campus is distinguished by its cleanliness and aesthetic upkeep, in consonance with the national Swachh Bharat Abhiyan. Furthermore, the Central Library, housing over 25,000 books, research journals, periodicals, newspapers, and internet facilities, along with individual departmental libraries for postgraduate students, constitutes a significant academic resource. The institution’s exemplary conduct of university examinations has earned it the distinction of being designated as a Nodal Centre by the affiliating university.

3.2 Institutional Weaknesses

A candid assessment of institutional limitations reveals several areas requiring concerted attention. The curriculum, being largely prescribed by the affiliating university, does not entirely align with contemporary global standards or the evolving demands of industry and society. The college building, constructed in the 1960s, constrains rapid infrastructural modernisation, particularly in the integration of computerised facilities such as CCTV surveillance, smart boards, and digital projectors. The reliance on

conventional modes of evaluation persists due to inadequate technical resources. The alumni network, although numerically substantial, remains structurally weak due to historical limitations in communication infrastructure. Financial constraints stemming from the institution's location in a remote and economically underprivileged area of eastern Uttar Pradesh significantly restrict the expansion of additional facilities. The student-teacher ratio, currently approximating 50:1, far exceeds the UGC-recommended ratio of 20:1, thereby impeding the quality of personalised instruction.

3.3 Institutional Opportunities

The institution has identified several strategic opportunities that hold considerable potential for institutional advancement. These include the introduction of new undergraduate and postgraduate programmes with an emphasis on skill development, vocational training, and interdisciplinary studies. The institution is well positioned to leverage funding opportunities made available by the UGC, DST, MHRD, and ICSSR for research, infrastructure development, and academic upgradation. Establishing a Study Centre of UPRTOU (Uttar Pradesh Rajarshi Tandon Open University), Allahabad, signing additional Memoranda of Understanding (MoUs) for industry-academia collaborations, and developing green campus initiatives further constitute significant growth avenues.

3.4 Institutional Challenges

The institution faces several formidable challenges in its pursuit of excellence. High costs of infrastructure maintenance, compounded by limited financial resources, present ongoing difficulties. The task of fostering institutional commitment among newly recruited faculty members who bring diverse academic backgrounds remains an administrative priority. The rapid proliferation of technology and digital media necessitates a careful balance between educational technology and traditional pedagogical values. The growing competition from institutions offering more comprehensive academic packages also poses a challenge to student retention and enrolment. Revision and revitalisation of course content to ensure relevance to contemporary career aspirations of students is an urgent institutional imperative.

4. Progress on Strategic Goals

The Institutional Strategic Plan 2023-28 articulates twelve overarching strategic goals. The IQAC has endeavoured to ensure systematic and measurable progress against each of these goals. The following paragraphs provide a comprehensive account of the advances made across all major domains.

4.1 Governance

The institution has taken commendable strides in strengthening its governance framework. Administrative processes have been progressively digitised, and the involvement of all stakeholders —

including faculty, students, non-teaching staff, alumni, and community representatives — in policy formulation has been enhanced through structured consultation mechanisms. The IQAC has been instrumental in ensuring that institutional decisions are grounded in data and informed by regular feedback from diverse stakeholders.

4.2 Teaching-Learning and Evaluation

Significant efforts have been directed towards enriching the teaching-learning environment. ICT-enabled instructional aids have been increasingly incorporated into classroom transactions. E-learning resources have been developed to support both in-class and remote learning. The mentoring system has been restructured to provide more personalised academic guidance to students, with particular emphasis on advanced learners and those requiring additional support. Internal assessment mechanisms have been reviewed and strengthened. Special academic provisions have been initiated for Divyangjan (specially abled) students.

4.3 Research, Innovation, and Extension

The culture of research and innovation at the institution has witnessed incremental growth. Faculty members have been encouraged and supported in submitting research project proposals to government and non-government funding agencies. Workshops and seminars on interdisciplinary themes have been organised at regular intervals. Extension activities in the neighbouring community have been expanded, and vocational training programmes have been introduced to address local livelihood needs. The institution has also been actively pursuing collaborations with national institutions through MoU frameworks.

4.4 Infrastructure and Learning Resources

Efforts to upgrade physical infrastructure have been ongoing, albeit subject to financial constraints. Steps have been taken towards enhancing laboratory facilities, increasing the number of textbooks and reference volumes in the library, and subscribing to e-journals for digital access to academic literature. The automation of library services is under active consideration. Plans for the construction of a conference room and an auditorium have been drawn up to support academic and cultural events.

4.5 Student Support and Progression

The institution has placed significant emphasis on student welfare and academic progression. The number of beneficiaries under institutional scholarship and fee concession schemes has been augmented. The Career Counselling Cell has been strengthened to provide guidance for competitive examinations and professional career planning. Vocational Education and Training (VET) programmes have been introduced to bridge the gap between academic learning and employability. The Alumni

Association has been revitalised with efforts to increase both membership and financial contributions for institutional development.

4.6 Institutional Values and Best Practices

The institution has demonstrated a strong commitment to gender equity, environmental sustainability, and social inclusion. Gender Equity Promotion Programmes have been conducted regularly, and the Anti-Women Harassment Cell (AWHC) and Anti-Ragging Cell (ARC) have been strengthened with clear institutional policies and mechanisms. Environmental initiatives, including increased plantation drives, efforts towards rainwater harvesting, and the promotion of solar energy sources, have been undertaken. Facilities for Divyangjan students have been progressively enhanced.

Prepared and Submitted by:

Prof. Dayanidhi Yadav IDC Co-ordinator Sakaldiha PG College Sakaldiha-Chandauli (U.P.)	Prof. Vijendra Singh IQAC Co-ordinator Sakaldiha PG College Sakaldiha-Chandauli (U.P.)	Prof. Pradip Kumar Pandey Principal Sakaldiha PG College Sakaldiha-Chandauli (U.P.)
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ACTION TAKEN REPORT

Institutional Strategic Plan (2023-2028)

Prepared by:

Institutional Development Committee And IQAC
 Sakaldiha Post Graduate College, Sakaldiha-Chandauli (U.P.)
 Academic Year: 2024-25 to 2025-26

Action Taken Report — Strategic Planning (2023-2028)

The following table presents a detailed account of the actions taken against the proposed plans enumerated in the Institutional Strategic Plan 2023-28. The report is organised across seven major areas of execution, namely: Curricular Aspects; Teaching-Learning and Evaluation; Research, Innovations and Extension; Infrastructure and Learning Resources; Student Support and Progression; Governance, Leadership and Management; and Institutional Values and Best Practices.

5.1 Curricular Aspects

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
1	To develop a broad feedback system	A structured, multi-stakeholder feedback mechanism has been established encompassing feedback from students, faculty, alumni, and employers. Feedback forms have been designed and are administered at periodic intervals. Analysis reports are reviewed by the IQAC and placed before the relevant authorities.	Implemented and Ongoing
2	To start Certificate/Diploma Courses	Proposals for introducing Add-on Certificate and Diploma Courses in vocational and skill-based domains have been prepared and submitted for approval to the competent	In Progress

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
		authority. Consultations with faculty and industry stakeholders are in progress.	
3	To organise internal Seminars for Students	Departmental seminars and academic talks have been regularly organised for students. Guest lecturers from reputed institutions and industry have been invited to address students on contemporary academic and career-relevant topics.	Implemented and Ongoing

5.2 Teaching-Learning and Evaluation

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
1	To increase ICT tools in teaching	ICT-enabled teaching aids including projectors and digital presentation systems have been augmented. Faculty have been encouraged to integrate multimedia and digital resources into their teaching methodology.	Partially Implemented
2	To develop e-learning resources	E-learning resource development is underway. Faculty members are being supported in creating digital content including recorded lectures and study materials accessible to students.	In Progress
3	To provide efficient mentoring and personal support	A structured mentoring programme has been implemented, assigning each student to a faculty mentor. Mentor-mentee meetings are held periodically to address academic and personal challenges.	Implemented and Ongoing
4	To strengthen Internal Assessment System	The internal assessment framework has been reviewed and standardised across departments to ensure fairness, transparency, and academic	Implemented

SAKALDIHA POST GRADUATE COLLEGE, SAKALDIHA-CHANDAULI (U.P.)

Internal Quality Assurance Cell (IQAC)

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
		rigour.	
5	To increase PG enrolment	Targeted awareness and outreach campaigns have been conducted in neighbouring areas to increase enrolment in postgraduate programmes.	In Progress
6	To organise special programmes for advanced and slow learners	Remedial coaching sessions for slow learners and enrichment programmes for advanced learners have been organised by respective departments.	Implemented and Ongoing
7	To appoint full-time teachers against vacant posts	Formal requests have been submitted to the management and government authorities for the appointment of regular, full-time faculty to address the current shortfall.	Pending (Government Level)
8	To organise special classes for Divyangjan students	Special academic provisions and accessible classroom facilities for specially abled students are being progressively put in place.	Partially Implemented

5.3 Research, Innovations and Extension

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
1	To receive grants for research projects	Faculty members have been encouraged to submit research proposals to UGC, DST, ICSSR, and other funding bodies. Orientation sessions on project preparation and funding procedures have been conducted.	In Progress
2	To increase research facilities and infrastructure	Requisitions have been submitted for procurement of research equipment and laboratory upgrades. Minor improvements to existing research facilities have been carried out.	Partially Implemented
3	To establish an Incubation	A proposal for establishing	In Progress

SAKALDIHA POST GRADUATE COLLEGE, SAKALDIHA-CHANDAULI (U.P.)

Internal Quality Assurance Cell (IQAC)

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
	Centre	an Incubation and Entrepreneurship Development Centre has been prepared and is pending administrative and financial approval.	
4	To conduct workshops/seminars on diverse topics	Multiple workshops, seminars, and guest lectures on interdisciplinary and career-relevant themes have been organised for students and faculty.	Implemented and Ongoing
5	To improve research publication environment	Faculty members are encouraged to submit research articles to ISSN/ISBN indexed journals. An institutional impetus has been provided for quality publications.	In Progress
6	To start an institutional research journal	Plans for initiating an institutional peer-reviewed research journal are under deliberation. Editorial and management structures are being explored.	Under Planning
7	To conduct community extension activities	NSS and other student groups have actively participated in community outreach, literacy drives, health awareness campaigns, and cleanliness initiatives in nearby villages.	Implemented and Ongoing
8	To provide vocational/job-oriented training	Vocational and career-oriented training programmes aligned with local needs have been initiated in collaboration with relevant stakeholders.	Partially Implemented
9	To start NCC Programme	Steps are being taken to obtain the necessary approvals for the establishment of an NCC unit in the college.	In Progress
10	To sign MoUs for faculty/student exchange and research	The institution has initiated discussions with potential partner institutions and organisations. Formal MoU frameworks are being developed.	In Progress

5.4 Infrastructure and Learning Resources

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
1	To enhance classroom, lab, and computer facilities	Renovation and upgradation of existing classrooms and laboratories has been undertaken to the extent permitted by available resources. Additional computer systems have been procured.	Partially Implemented
2	To enhance sports and cultural facilities	The sports ground and allied facilities have been maintained. Plans are being made for the addition of gymnasium and yoga facilities.	Partially Implemented
3	To construct a conference room and auditorium	A formal proposal for construction of a conference hall and auditorium has been submitted. Funding mobilisation is under process.	Under Planning
4	To increase ICT-enabled smart classes	Additional smart class infrastructure is planned. The number of projector-enabled classrooms has been incrementally increased.	Partially Implemented
5	To automate the college library	Library automation using recognised library management software is under progress. Cataloguing of holdings is being systematically digitised.	In Progress
6	To increase text books and reference books	The annual book grant has been utilised for procurement of new titles across departments. The library collection has been enriched accordingly.	Implemented and Ongoing
7	To subscribe to e-Journals	Proposals for institutional subscription to e-journal platforms have been submitted for financial approval.	In Progress
8	To promote remote access to digital library resources	Awareness about available open-access digital	Partially Implemented

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
		resources has been created among students and faculty.	
9	To develop media centre and lecture capturing system	Plans for a media centre with lecture recording facilities are under preparation pending resource availability.	Under Planning

5.5 Student Support and Progression

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
1	To increase scholarship and free ship beneficiaries	The number of students benefiting from government and institutional scholarship schemes has increased. Active coordination with scholarship portals and nodal agencies has been ensured.	Implemented and Ongoing
2	To enhance and upgrade laboratories	Laboratory equipment has been partially upgraded using available grant funds. Further upgradation proposals are pending.	Partially Implemented
3	To strengthen Career Counselling Cell	The Career Counselling Cell has been reconstituted with dedicated faculty coordinators. Regular counselling sessions, career guidance workshops, and mock interviews have been organised.	Implemented and Ongoing
4	To guide students for competitive examinations	Study material, orientation sessions, and coaching for competitive examinations including government recruitment tests have been organised for interested students.	Implemented and Ongoing
5	To start VET Programmes	Vocational Education and Training programmes have been introduced in selected skill domains. Tie-ups with local industry partners are being explored.	Partially Implemented
6	To strengthen Alumni	The Alumni Association has	Implemented and Ongoing

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
	Association	been revitalised with revised membership structures. Alumni meets have been organised to strengthen the institutional network.	
7	To increase Alumni financial contribution	Alumni are being progressively engaged in institutional development through financial contributions and mentorship roles for current students.	In Progress

5.6 Governance, Leadership and Management

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
1	To improve e-Governance in planning and administration	Administrative functions including fee management, attendance records, and examination management have been progressively digitised. Online platforms are being utilised for official communications.	Partially Implemented
2	To improve health facilities	A first-aid station has been maintained on campus. Proposals for engaging a permanent medical staff member are under consideration.	Partially Implemented
3	To form College Employee Welfare Fund	A proposal for establishing a formal Employee Welfare Fund has been placed before the institutional management for consideration and approval.	Under Planning
4	To increase Staff Quota in admissions	Provisions for staff quota in admissions and fee concessions are being reviewed and formalised.	Under Review
5	To appoint a permanent medical staff	Formal requests have been submitted to the management for the appointment of a part-time or full-time medical officer for the campus.	In Progress

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
6	To promote entrepreneurship development	Entrepreneurship awareness sessions and motivational talks by successful entrepreneurs have been organised for students. Plans for a formal entrepreneurship development cell are being explored.	Partially Implemented

5.7 Institutional Values and Best Practices

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
1	To organise Gender Equity Promotion Programmes	Gender Sensitisation workshops, awareness campaigns, and programmes commemorating significant days related to gender equality have been regularly organised by the Women's Cell.	Implemented and Ongoing
2	To strengthen AWHC and Anti-Ragging Cell	The Anti-Women Harassment Cell (AWHC) and Anti-Ragging Cell (ARC) have been constituted with renewed mandates. Grievance redressal mechanisms are in place and operational. Regular awareness programmes have been conducted.	Implemented and Ongoing
3	To increase solar energy sources	A proposal for installation of solar panels to supplement the campus power supply has been prepared and is pending financial clearance.	Under Planning
4	To install rainwater harvesting system	A formal proposal for the installation of a rainwater harvesting system has been submitted, and the project is awaiting budgetary provision.	Under Planning
5	To increase plantation in and outside campus	Plantation drives have been conducted during NSS special camps and on occasions such as Van	Implemented and Ongoing

S.No.	Area of Execution / Proposed Plan	Actions Taken	Current Status
		Mahotsav, Earth Day, and World Environment Day.	
6	To increase facilities for Divyangjan	Ramp access and other basic accessibility facilities have been provided. Further enhancement of Divyangjan-friendly infrastructure is under active planning.	Partially Implemented

6. Conclusion and Way Forward

The implementation of the Institutional Strategic Plan 2023-28 has progressed in a purposeful and structured manner, notwithstanding the resource constraints inherent to a rural government-aided institution. The Internal Quality Assurance Cell remains at the forefront of monitoring, evaluating, and guiding the strategic initiatives of the institution. Several key interventions have been successfully implemented and are yielding tangible benefits for students and the broader academic community.

Going forward, the institution remains committed to addressing the areas wherein progress has been partial or is still in the planning stage. Priority shall be accorded to the appointment of regular faculty, improvement of ICT infrastructure, development of the incubation centre, library automation, and strengthening of the research ecosystem. The IQAC shall continue to facilitate periodic review of the strategic plan's implementation status and shall ensure that corrective measures are taken wherever gaps are identified.

The institution reaffirms its dedication to the motto of 'Beget eternity through service and truth,' and remains steadfast in its mission of empowering rural students of India through quality education, holistic development, and unwavering commitment to excellence, equity, and integrity.

Prepared and Submitted by:

<p align="center">Prof. Dayanidhi Yadav IDC Co-ordinator Sakaldiha PG College Sakaldiha-Chandauli (U.P.)</p>	<p align="center"><i>Vijendra Singh</i> Prof. Vijendra Singh IQAC Co-ordinator Sakaldiha PG College Sakaldiha-Chandauli (U.P.)</p>	<p align="center"><i>[Signature]</i> Prof. Pradip Kumar Pandey Principal Sakaldiha PG College Sakaldiha-Chandauli (U.P.)</p>
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