

SIKKIM GOVERNMENT COLLEGE, BURTUK

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

(2024-2029)

EAST SIKKIM



Institutional Development Plan is the backbone of the reform process that our New Education Policy envisage for Higher Education Institutions. IDP will not only outline the goals, progress and outcomes that an educational institutional will carry out but even the future progress will be dependent on how well are they delivering in line with their IDPs.

The College formulated an IDP for 5 years (2024-2029), keeping in view the short term and long term Academic and Infrastructural development of the college. The college envision to enlighten, empower and enable the learners and ensure that the students are properly facilitated for qualitative improvement. The Institute is keen to see the students studying in the Institution have ample facilities to learn, read and prosper. The topmost priority of the college is to enhance the academic facilities and to build sufficient infrastructure like playground, multi- purpose hall, well equipped ICT classroom, specialized Library, computer center, separated hostel for boys and girls, Academic block with Faculty room and a lush green eco-friendly campus.

SIKKIM GOVERNMENT COLLEGE, BURTUK.

A BRIEF PROFILE

Established in July 2012 as the second campus of Sikkim Government College Tadong, Sikkim Government College Burtuk (SGC) was established to provide higher education, better opportunities, and greater exposure to students in the state's capital, Gangtok. The college gained its separate identity when it got affiliated to Sikkim University on 12th August 2014. The college is a co-educational institution that primarily uses English and Colloquial language as its medium of instruction to facilitate the teaching-learning process.

The college attracts students with diverse backgrounds from within and outside the state and country, promoting healthy competitiveness, tolerance, and acceptance and enhancing the understanding of “unity in diversity” among students and the teaching fraternity. Initially, the college started with 179 students and eight teachers nestled in the annexure building of District Institute of Education and Training (DIET), Gangtok, East Sikkim. Currently, the college has its dedicated campus stretched along 3.5175 hectares, established in the Old India Press in Balwakhani, Gangtok, as per the Office Order No GOS/HRDD/HR.Edu/787/2012/26, Dated 10/07/2013. The college building is a heritage structure constructed by the then Chogyal (Maharaja of Sikkim) in 1960, and the college is blessed with a picturesque environment situated atop a lovely hill with a panoramic view of the entire Gangtok and mighty Khenanchendzonga.

Sikkim Government College had its inaugural batch of students (2015- 18) graduated in June 2018. The college conferred degrees to 209 Humanities and 68 Commerce graduates, with an impressive pass percentage of 97.5% in both streams. As of 2022-23, the student enrollment is 1581 with 47 faculties and 23 nonteaching staff. The college offers Honours courses in Commerce, English, Economics, Political Science, Education, History, Nepali, and Sociology. The college follows the semester system of education and offers Honours courses in both the Humanities and Commerce streams. The first batch of students graduated in 2016 with a pass percentage of 81.32 percent. At present there are total 46 Teaching Faculty, Non-Teaching Staff -31, Total number of Students 1371 with boys- 643, girls -728.

The institution's educational philosophy is centered around meeting the needs of each individual student. The college rewards excellent students with incentives and commendations while providing regular counseling and remedial sessions to weak and underperforming students through its student-mentor system. The faculty at Sikkim Government College Burtuk, is committed to providing students with personal and comprehensive guidance and assistance in preparing them for life's challenges ahead.

1. VISION

Our vision is to be a learning institution that strives for excellence by engaging and empowering young minds to develop competitive mind set. We strive to create a positive and inclusive learning environment that offers a range of opportunities for academic and personal growth. Our aim is to support students in realizing their full potential by fostering an environment that inspires them to excel in all aspects of their lives.

MISSION

We are committed to: -

- Encourage students to develop independent thought and spirit of inquiry that will contribute and foster the ideals of leadership and analytical skills.
- Provide healthy environment for the holistic development of the students.
- Include societal values so that learners become responsible members of the society.
- Provide scholastic and non-scholastic education to empower young learners to become global leaders.
- Provide a platform to students of diverse backgrounds and to instill in them the value of secularism.
- Render qualitative service to the society.

DISTINCTIVE TRAITS

At Sikkim Government College Bortuk, we believe in providing our students with a holistic education that goes beyond academics. For this purpose, we offer free non-credit classes in English Language for B.A. and B.Com. students to help improve their communicative and writing skills. Our unique mentor-Mentee system assigns each student a specific teacher who monitors their academic performance, discipline, and attendance in class. This one-on-one relationship provides students with the necessary support and guidance to help them succeed, while also allowing teachers to regularly interact with their parents to apprise them of their child's progress.

We provide remedial courses to support students who may be struggling in specific subject areas. Our goal is to ensure that every student, regardless of their initial academic ability, has the opportunity to improve, hone their skill and succeed. Sikkim Government College Bortuk, also believes in nurturing students' extracurricular skills. Sports is an essential part of the all-round development. It provides the opportunity for engagement, responsibility, enjoyment and a sense of pride in achievement, regardless of scale or magnitude and a sense of team spirit. We welcome students who are dedicated to pursuing higher education and committed to achieving their academic and personal goals.

The academic culture of the college is vibrant and student-centric. The college faculty members are well-qualified and committed to curriculum development and innovation besides initiating various extra curricula activities and involving themselves wholly in the process of institution building.

A: Specific recommendations for increasing access to Higher Education.

- The urban population of Gangtok has distinct advantage of access to science courses in the colleges. Support and strong impetus have to be given to colleges in the outskirts of the capital city by way of introduction of science and relevant programmes for the students. The main aim of the Govt. of Sikkim in establishing college in Bortuk has been to provide advantage of access of quality education to the rural youth and the children of first-generation learners.
- To increase infrastructure and intake capacity of the college in the next five years and 100% in the next ten years in subjects of relevance and high demand.
- To upgrade Government College Bortuk as a model College of EXCELLENCE.

- Academic blocks with research laboratories, Seminar halls, auditorium, digitalized library, Playground, Gymnasium and Cafeteria/Recreation Center to be constructed.

B: To strengthen Higher Education.

- Science courses; Botany, Zoology, Physics, Chemistry and Geology needs to be introduced in the College along with new subjects in B.A like Geography, Physical education, Journalism, Psychology, Lepcha, Bhutia and Limboo. The College shall cater to the need of the students residing in rural areas which numbers to approximately 400 students in science stream affiliated to different feeder schools for Government College Burtuk. Introduction of Science subjects in the College will also be a strong step towards preventing the influx of students to the capital which results in overcrowding of colleges in the capital.
- Courses on Mass Communication, Tourism, Communicative English, Human Rights, Philosophy, Ethics and Morals and various Vocational and Job Oriented subjects may be offered in all the Degree Programs in the College.
- To develop facilities for physical fitness and sports
- Use of ICT and procurement of equipment's for modern teaching techniques.
- The college needs to establish INFLIBNET for Library modernization, Library Staff training and digitalization as a priority area for improvement of teaching and research programs.
- To integrate Undergraduate with Post Graduate programs and Sikkim Government college Burtuk needs to be upgraded to PG College in the coming 05 years.

C: Ensure equity in higher education:

- The College shall ensure fair access to higher education to the economically and socially disadvantaged group.
- Empowering Women through Education.
- Bridging the rural-urban divide.

INFRASTRUCTURE FACILITIES:

Infrastructure facilities constitute one of the vital components of pedagogy for Sikkim Government College Burtuk. Infrastructure facilities include classrooms, library, and equipment and so on. Needless to say these things are of special importance for healthy academic atmosphere.

The College signed MoUs with other institutes of higher learning as we believe networking with other institutes not only offers us an opportunity for self-assessment but also provide us with new and innovative techniques tasks and so on.

Sikkim Government College Burtuk would endeavor to be a role model by demonstrating the best practices to all the other educational service providers. The College strives to set up smart campus with ultra-modern facilities.

Development Plan as regards to Infrastructure and Learning Resources will be based on following strategic policies-

1. Existing Facilities:

At present there is only one Academic cum Administrative block with 09 classrooms. Principal office, Exam cell, Library, Dean office, IQAC, staff room, administrative section and Research cell besides this there is multi-purpose hall, Girl's hostel, staff quarter, boys and girl's washroom, canteen and small playground and few more classroom in the periphery of the Academic block.

2. Additional Requirement:

1. **Administrative:** Separate Administrative block.
3. **Academic:** 02 more Academic block with Faculties room departmental wise.
4. **Labs:** Language Lab for department of English and Nepali.
5. **Computer Labs:** College is in need of a computer lab with 40 desktop for all the students for their sessional and dissertation.
6. **Library:** One common super facility Central Library and departmental library for each subject.
7. **Auditorium:** One Auditorium with Audio visual facility.
8. **Playground:** Indoor Stadium with Gymnasium, Basket Ball court, Volley Ball court, Badminton court, Lawn Tennis court and Outdoor Stadium.
9. **Students Common Room:** 1 for Boys and 1 for Girls Common Room.
10. **Canteen:** Spacious, well-furnished, well-ventilated Cafeteria with continuous water supply and will equipped kitchen.
11. Hostel for boys and girls at least 200 capacities in each.
12. Residential quarters for teaching, non-teaching faculties and Principal quarter
13. Street Light with in the Campus for safety
14. Two more Washrooms (one each for boys and girls)
15. Parking space for bikes and cars
16. Proper maintenance of approach roads.
17. Sports infrastructure
18. Swimming pool.
19. Well secured gates with guards and monitoring system.
20. Above 100 Mbps Wi-fi connection in college.

21. Construction of resting sheds around the campus
22. Fencing of college boundary
23. Separate Infirmary: healthcare centre
24. Water tank with more capacity that can store and supply water to the entire campus
25. Co-operative providing stationeries for students and staff/ Departmental Store
26. College Guest House
27. Swimming Pool
28. CHILD CARE CENTER

Other infrastructure envisaged for college:

- Continuous improvement of infrastructure and learning resources.
 - Development of additional infrastructure and learning resources.
 - Availability of adequate average area of infrastructure per student.
 - Optimum utilization of available infrastructure and learning resources.
 - Maintenance of infrastructure and learning resources.
 - Continuous efforts to obtain grants for infrastructure development.
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- **Requirements of Learning Resources will be as follows-**
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- Adequate number of spacious and ventilated class rooms with ICT facilities.
 - Adequate number of spacious well-equipped laboratories.
 - Spacious and fully computerized Central Library with ever increasing holdings and user friendly and comprehensive Library services.
 - Providing e-library facilities to teachers and students
 - Seminar hall with audio visual facilities.
 - Good quality furniture
 - Departmental faculty rooms with departmental libraries, computers and internet facilities.

- Drinking water facilities with coolers and water purifiers.
- Adequate number of toilet blocks for girl and boy students and staff.
- **Computing Laboratory and UGC Network Centre.**
- Well-furnished Conference/ seminar Room with ICT facilities.
- Well-furnished and fully computerized Administrative Office.
- Spacious, well furnished, well-ventilated Cafeteria with good kitchen and separate tank for continuous water supply.
- Boys and Girls Common Rooms.
- Commerce and Management Resource Centre with Interactive Class Room and
- Science Resource Centre with Central Instrumentation Laboratory, Conference Room and Smart Class Room.
- Interactive Language Laboratory with 30 learning stations.
- Playground with galleries with roofing to hold all possible outdoor sports facilities.
- Well-equipped Gymkhana and Gymnasium.
- Spacious N.S.S. and NCC offices.
- Maintenance and cleanliness of infrastructure with in-house as well as outsourced systems.
- Supply of electricity power with establishment of high-power station coupled with generator/inverter facility ensured continuous and uninterrupted flow of electricity.
- Well maintained gardens with Foot Paths / Jogging track.
- Well-developed botanical garden.
- Well secured firefighting facilities.
- Effective internal communication through intercom facilities.
- Complete automation of Library services.
- Computers at laboratories, offices, Library and departments with LAN.
- Reading rooms facilities to alumni and outsiders.

- Specious vehicle parking facility.
- Efforts to obtain infrastructure development, moderation, up-gradation grants from UGC, DBT, DST, etc.

Computer Centre Development:

In view of the natural growth in the batches of students, we will need to add computer infra-structure with all modern amenities to the present structure in the College. The new Computer laboratory is proposed to be located in the new academic building for the professional courses. Similarly, the updating of the present infrastructure will also be undertaken considering the curriculum and the practical training.

Development of Cultural Centre:

A large number of students of Sikkim Government College Bartok participate in various cultural activities like – Dramatics, Music, Dance, Paintings, Elocution, etc. The idea of developing a Cultural Centre is an outcome of the need to provide training to these students to acquire professions. The Cultural Centre would include physical facilities and ongoing training facility in the college campus. It will be a center of performance as well. The present arrangements do not provide for Side rooms, wings or even a changing room. We propose to develop a well-equipped Cultural Centre.

Gardening and Landscaping:

The campus of Sikkim Government College Bartok is blessed with the beautiful natural surroundings. We have been maintaining the beauty of the campus by tree plantation, landscaping and gardening. As there is an addition of two new buildings, we propose to undertake the further gardening with Foot Paths / Jogging trek and landscaping on the campus.

Estimated Budget:

3 Academic Block: 7 crores for each building. $3 \times 7 = 21$ crore in totals.

Practical Lab: 3 crores for each practical lab

Computer Lab: 4 crores for Computer lab and 10 crores for Computer Science lab.

Outdoor stadium: 12 crores

Indoor stadium: 5 Crore

Swimming Pool: 4 Crore

Cultural Center: 8 Crore

Conference Hall: 2 Crore

Gymnasium: 50 Lakh

Cafeteria: 10 Lakh

Boys And Girls Common Room: 10 Lakh

Vehicle Parking: 50 Lakh

Staff Quarter: 1 crore.

SL.NO	DEPARTMENT	EXISTING ASSISTANT PROFESSOR	REQUIREMENT
1	DEPARTMENT OF ECONOMICS	05	
2	DEPARTMENT OF ENGLISH	05	
3	DEPARTMENT OF EDUCATION	06	
4	DEPARTMENT OF HISTORY	06	
5	DEPARTMENT OF NEPALI	04	
6	DEPARTMENT OF POLITICAL SCIENCE	05	
7	DEPARTMENT OF SOCIOLOGY	06	
8	DEPARTMENT OF COMMERCE	06	
9	DEPARTMENT OF EVS/EHS	03	

FACULTY

FACULTY

DEVELOPMENT PROGRAMME

PREPARATION OF PROSPECTIVE PLAN FOR 5-10 YEARS

- Orientation programmed, Refresher Course, Workshop, seminar, Conference, Symposium should be organized in college/university within the state.

SL.NO	DEPARTMENT	EXISTING ASSISTANT PROFESSOR	REQUIREMENT
1	DEPARTMENT OF ECONOMICS	05	01
2	DEPARTMENT OF ENGLISH	05	01
3	DEPARTMENT OF EDUCATION	06	Nill
4	DEPARTMENT OF HISTORY	06	Nill
5	DEPARTMENT OF NEPALI	04	02
6	DEPARTMENT OF POLITICAL SCIENCE	05	01
7	DEPARTMENT OF SOCIOLOGY	06	Nill
8	DEPARTMENT OF COMMERCE	06	Nill
9	DEPARTMENT OF EVS/EHS	03	Nill

- There should be provisions in terms of funds, for Regular/Contractual Assistant Professors so that they may participate in academic conferences/ seminars/ workshops in India and abroad. As it would help them to improve their classroom assessment technique and also improve their ability to deliver instruction via interactive television and computer audiography.
- The participating teacher will be provided TA/ DA as per rules of the Institution where the teacher is employed and Registration Fee allowed.
- Committee for publishing journals, articles, should be formed in the college. It would provide a good opportunity and exposure for the Assistant professors.
- There is a great need of computers (at least one) for each department in the college.
- We can also develop our teaching techniques by embracing the modern technology that is, introducing the use of teach-next in the college.
- Summer crash-course can also be introduced for the faculty.

PROGRAMMES FOR ACADEMIC GROWTH AND RESEARCH:

1. Facilities to be provided in the college for pursuing postgraduate/M.Phil/PhD courses.

2. For the Ad hoc teachers

- One year leave should be granted to the ad hoc faculty for their qualification growth as it would help them in their future regularization of work.
- Teachers should be allowed to attend and participate in international/national workshops, seminars, conference etc.
- Opportunity should be provided for all the faculty members for those wanting to pursue their M.Phil./ Ph.D. especially for that teacher who has not availed of any teacher fellowship from the UGC or any other agency earlier may be given preferences’.
- Provision of research and development (R&D) for teachers and students.

NON- TEACHING FACULTY

EXISTING FACULTY	NON-TEACHING	ADDITIONAL REQUIREMENT	
PRINCIPAL	01		
ADM	01		
HEAD ASSISTANT	01		
LIBRARY ASSISTANT	01	LIBRARIAN	01
LDC	01		
DATA ENTRY OPERATOR	01	IT technician	01
OFFICE ASSISTANT	05	nil	nil
OFFICE ATTENDANT	05	nil	nil
DRIVER	03		
NURSE	02		
MULTI TASK	01		
SAFAIKARMACHARI	04		
NIGHT GUARD cum	02		

CHOWKIDAR			
AMBULANCE DRIVER	01		
HOME GUARD	02		

III: LIBRARY DEVELOPMENT PLAN

The Sikkim Government College Bartok is instrumental in providing quality education to the students hailing from rural and semi-urban areas in the East District of Sikkim. The proposed library report is intended to present a brief overview of library as it is at present and also to map a prospective plan which will be the milestone for further planning.

Library staff

The Library Staff consists of one Librarian, two Office Assistant. The library staff is working in collaboration with the Library Committee, IQAC (Internal Quality Assurance Cell) of the College.

Books

There are 2,088 books available in library. Subject-wise number of books are listed below:

Sl. No	Subjects	Number of Books
1	English	290
2	Nepali	587
3	Political Science	165
4	History	129
5	Sociology	113
6	Education	148
7	Economics	268
8	Environmental Studies and Eastern Himalayas Studies	86
9	Commerce	302

Journals Magazines and Newspaper

The institution subscribes seven journals, four magazines and eight newspapers:

1. Economic and Political Weekly
2. International Journal of Commerce and Management Research
3. International Journal of Education
4. Journal of English and Literature
5. History Today
6. International Journal of Sociology and Humanities
7. International Journal of political Science and Governance

Magazines

1. Prati Yogita Darpan
2. Competition Success Review
3. Reader's Digest
4. Down to Earth

Newspaper

1. Sikkim Express
2. The Times of India
3. Summit Times
4. Hamro Praja Shakti
5. The Hindu
6. The Economics Times
7. The Echo of India
8. The Telegram

Photocopy Machine

For the convenience of the students the college has provided photocopier to facilitate the students to photocopy the relevant reading material from library at a subsidized rate. Two more photocopy machines need to be procured.

The following shortcomings of the library need to be addressed in near future:

- The institution is suffering from lack of sufficient books.
- There is a shortage of magazines and journals
- Library needs to be automated
- E-library facilities should be provided
- At least twenty sets of computers with internet connections needs to be provided for students and teachers for e-library
- Open access of the library from any place of the campus needs to be installed
- Separate cabins for research scholars with computers and internet may be provided.
- Book bank system CAN be introduced

DEVELOPMENTAL PLAN FOR THE LIBRARY:

Infrastructure and learning resources

- Classification of each book by DDC/UDC (Dewey Decimal Classification or Universal Decimal Classification) to be obtained.
- Cataloguing of the Books with the various entries- Main and added entries- like- Subject, Author, and title for the easy access of the specific material of the given author, subjects etc.
- Total number of books to be increased in various subjects.
- Well-furnished three storied library building to be constructed
- Reading facilities to be provided on every floor of the Library.
- Upgrading of library by adopting the new Technology
- Computer Laboratory to be set up in the Library. All PCs with internet connection to be provided to give free access to E-journal, E-books, downloading and for information queries under computerized database.
- Twenty computers, computer tables and chairs to be obtained for computer Laboratory
- Wi-Fi facilities in library to the users who use laptop or tools which able to access the Wi-Fi signal
- Twenty reading tables and two hundred chairs to be obtained for reading room.
- Subscriptions to e-journals in all disciplines to be obtained
- Steps to be taken to digitize the old and invaluable collection of ancient manuscripts, books and the same available for reference on line.
- Appointment of qualified Librarians, Library Assistants and Professional Assistants to be made mandatory in library.
- The college may establish a massive E- Learning Educational Portal exploring the modern technology to create a new learning avenue to all students, irrespective of the learning stream, thus breaking all barriers of distance.
- Digital Collection Development: In the near future, for the user satisfaction the library proposed to develop a digital collection. Digital collection of various resource such as electronic Journal, Books, full text, CD-ROM database etc. The number of electronic publishing is increasing day by day so the information on the digital form is most for the preservation, access and management of library resources.
- Steps to be taken for Documents Delivery System with other libraries.

- Steps to be taken to establish INFO-NET
- Number of Magazines, journals and newspapers to be increased.
- Projector for library purposes to be obtained.
- Inverter for library purposes to be installed.

Sl. No	Requirements	Amount (approx.)
1	Books	5 lakhs per year
2	Computer (20 nos)	5 lakhs
3	5 printers	1 lakh
4	Photocopy machine	1lakh
5	Computer table and Chairs (20 nos)	1.5 lakhs
6	Reading tables (20 nos) and chairs (200 nos)	3 Lakhs
7.	Wi-Fi	
8.	E- Journals	
9.	DDS (Document Delivery System	
10.	Library software(Digital Cataloguing)	
11.	DDC (Dewey Decimal Classification)	50,000
12.	Magazine, Newspaper and Journal	1 Lakh
13.	INFO-NET	
14.	Projector	60,000
15.	Inverter	50,000

YEARLY DEVELOPMENTAL PLAN FOR LIBRARY:

- **Books** to be increased in every subject looking into honours requirement
- **Magazines/Journals:** Yojna, Pratiyogita Darpan, Tehelka, Talk Sikkim, Yuva Mancha, Economic and Political Weekly, Outlook, Frontline, National Geography to be subscribed.

- **Newspapers:** The Hindu, Now, The Times of India, Employment News, Himali Bela, , Praja Sakti to be subscribed.
- New Photocopy Machine to be obtained.
- Provision of reception and information desk in the front for the easy reception of the user
- Classification of each books by DDC/UDC (Dewey Decimal Classification or Universal Decimal Classification) to be obtained.
- Cataloguing of the Books with the various entries- Main and added entries- like- Subject, Author, and title for the easy access of the specific material of the given author, subjects etc.
- Wash room to be provided in library for girls and boys
- Two computers with internet connection and printers for library purposes to be acquired
- Number of Book shelf to be increased.
- Notice board to be placed to display the new arrival, photocopy of abstracts and journals.
- Study Tables and Chairs to be increased.
- Dustbin (4nos) to be placed in Library

IV: STUDENTS' WELFARE SCHEMES

- **Remedial Classes in English Language:** Since the medium of instruction the colleges in all subjects besides other language courses remain English, the students are to be given remedial classes in English, at least for a period of first two years of college education. The remedial classes, preferably, require hiring of special language teachers specialized to address the language problems the students are facing. This initiative will better equip the students to handle college education and also improve their chances in the job market.
- **Student Financial Aid:** Needy and illustrious students enrolled in the college should be provided with full financial aid, for tuition, books and uniform, which can be monitored and extended as per the student performance and need. The college needs to establish a financial aid cell comprised of faculty and civil society members whose main functions are to identity genuine cases in need of financial aid, providing easy access to different governmental schemes existing for students from backward communities, creating new scholarships for those who may not be able to access the aforementioned schemes, and monitoring of the students who are already availing financial aid.

- **Career Counseling:** The College needs to organize career counseling program twice a year for all students of the college and the institution should also invite students studying in the nearby schools. These career counseling events should be aimed at letting the students know how they can go ahead with the subject choices they have already made by making them aware of the different avenues available to them in their chosen field of study. These sessions should also include talks on the work culture that awaits them and the kind of skills demanded in their job market and how to start developing these skills while in college or school.

- **Maintenance of a Vibrant Academic Culture:**
 1. The institution being a rural one undoubtedly lacks a vibrant academic culture solely due to its isolation from the wider discourses and other institutions. So, the college needs to secure enough funding to host **seminars, conferences, cultural festivals** whereby the students get to interact with students and faculty members from other national and international institutions.
 2. The institution needs to collaborate with national and international institutions and develop **student exchange programmes** for a semester or two. For this, the college needs to prepare special curriculum for students coming from outside to make their stay in the institution a good learning experience in the local culture and knowledge systems.
 3. The knowledge which the students are acquiring in the college needs to be linked up with their local environment. So, events aimed at student **interaction with the local community** – children, women, senior citizens, non-governmental organizations, associations, and other civil society members should be encouraged by the college within its premises. These interactions can be used by the students to help create awareness among the populations groups they meet, or to understand the issues, problems and perspectives of the general public. It will facilitate a holistic personality development of the students, create rootedness in the local environment, and develop leadership and problem-solving skills among the students.

- **Counseling and Guidance:** The College should appoint counselors trained in mental and physical health issues, learning disorders and other problems. Each and every student is to have regular sessions with the college counselors who will help them address their individualized problems and provide advice in order to tackle the same.

- **Mentorship Programmes:** At the time of admission each student is to be profiled in detail about their interests, their subject preferences, their problems with

regard to academics and then accordingly assigned a faculty member as a mentor who will help them address their problems and further their interest in the subjects they have chosen. This can include tutoring the students and even taking on an advisory role in terms of evaluating their overall development. The student at any point reserves the right to change their mentor if they feel that the relationship is not a productive one.

Mentoring duties can also be delegated to the senior students in the college, which will instill a sense of responsibility amongst the students and will also improve their interpersonal skills.

- **Guardian-teacher interactions:** There is a need for regular interaction sessions between the guardians of the students and the faculty members who are teaching them. This will help the teachers understand the issues and challenges the students face at home and also give the parents an idea of what is required by their children in college. The goal of which is to inform the guardians of the performance progress of their wards and also to encourage monitoring of a student's study hours at home, when possible. The knowledge about a demanding college curriculum of a student should be conveyed to their guardians for a better understanding of the need of their wards, which will be directly reflected in their performance. This will probably help bridge the gap between home-school environment.
- **Joint College-School Bodies:** The College needs to form joint bodies comprising of faculty members from the college and faculty members from all sections of the feeder schools. Regular sessions are to be organized whereby the faculty members interact with each other and create awareness among all about the problems and challenges that they face at every level of the educational process and how to create a more structured and evenly phased educational process so that the students have a more holistic academic development. The college faculty needs to point out the skills and level of knowledge required by the students by the time they reach college level so that the teachers in the schools can address these deficiencies and the teachers in the schools can help provide the college faculty with knowledge of the needs of the students and how best to motivate them.
- **Health Facilities:** The institution should conduct regular health check-ups of all the students enrolled. The college should maintain a basic health centre to be staffed by a visiting doctor and some assistants. The health centre should provide medicines and first-aid assistance for all basic ailments and minor accidents. The college, on consultation with the doctor, should help students suffering from major ailments to avail good health care by helping the students access financial aid partly from the college fund and partly from governmental agencies.
- **Food and Water:** The College needs to install safe drinking water facilities for the students across the campus. The college needs to maintain a college cafeteria or college mess which

provides qualitative and nutritious food to the students at nominal rates. The students could be provided with subsidized food coupons. The college should seek subsidizing of the rates by the government and ensure that the students have easy access to nutritious food and safe drinking water.

- **Earn and Learn Schemes:** The college should provide avenues for part-time employment of students within its vicinity for those students who are looking at financing part of their education by themselves. The students can be hired as part-time library staff, photo-copiers, college cafeteria workers, gardeners, or in the administrative sections. This will help the student acquire responsible work ethic, promote dignity of labour and make the students self-reliant.