ST. XAVIER'S COLLEGE, MAHARO, DUMKA

(Affiliated to Sido Kanhu Murmu University, Dumka)

Recognized under Sections 2(f) & 12(B) of UGC Act, 1956

Accredited by NAAC with Grade 'B+'

INSTITUTIONAL DEVELOPMENTAL PLAN (IDP)

Duration: 2025 – 2028

1. Vision

To transform the youth of Santhal Pargana into men and women of integrity, competence, and compassion, committed to building a just and progressive society.

2. Mission

- To achieve academic excellence through quality and value-based education.
- To inculcate ethical, environmental, and social awareness among students.
- To promote inclusivity by empowering marginalized and tribal communities through education.
- To encourage lifelong learning, critical thinking, and employability skills.
- To foster community engagement and local research relevant to rural Jharkhand.

3. Core Objectives

- Align all institutional activities with NEP 2020, SDG goals, and NAAC criteria.
- Enhance teaching-learning quality through ICT and skill-based education.
- Promote student research and community-based learning.
- Strengthen institutional governance, transparency, and accountability.
- Encourage faculty development and inter-institutional collaboration.

4. Institutional Constraints

- Rural location restricting training and exposure opportunities.
- Scarcity of skilled technical and support staff.
- Internet connectivity challenges affecting digital learning.
- Limited industry linkages in the regional economy.

5. Strategic Developmental Goals (2025–2030)

Goal Area	Strategies / Actions	Indicators / Targets	Timeline
Academic Excellence	- Revise curriculum as per NEP 2020 - Strengthening the commitment of the faculty - Conduct FDPs and workshops. - Introduce skill-based add-on courses by 2028 - Student centric learning opportunities - Introduction of language and soft skill learning - Value based classes for ethical and personality development - Emphasis on language & communication skill	- Annual FDP in all departments. - Increase in faculty publications - Understanding the aptitude and background of the students - Programing, Python, Eco Tourism - GIS - Integral formation of every student - Job oriented courses	2025–2030
Infrastructure & Digital Growth	- ICT-enabled classrooms. - Develop digital library and LMS. - Improve internet access. - Install solar power systems.	50% ICT-enabled classrooms by 2028. - LMS by 2028. - Solar power by 2030.	2025–2030
Student Development & Welfare	- Strengthen mentoring, counselling and remedial classes. - Establish student clubs. - Conduct placement and career guidance. - Provide scholarships.	- Student satisfaction >80%. - Placement drives every year. - Active clubs by 2027.	2025–2030
Community Engagement & Extension	- NSS outreach - Conduct training for rural women. - Collaborate with NGOs, Govt. Bodies and industries	3 villages adopted by 2030. 2 community projects every year. - Reports in AQAR.	2025–2030

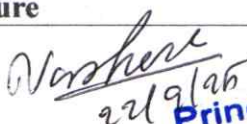|		10 active MoUs by 2030.	
Research & Collaboration	• Publish annual research bulletin. • Encourage interdisciplinary projects • Promote local area research on tribal movements, heritage and regional history	• 10 active MoUs by 2030. • Annual research bulletin. • Student participation in research.	2025–2030
Governance & Quality Assurance	• Strengthen IQAC. • Conduct audits. • Prepare for next NAAC cycle. • Ensure transparency.	• Timely AQAR submissions. • NAAC Grade 'A' by 2028. • Annual internal audits.	2025–2030

6. Implementation Mechanism

- IQAC to oversee execution and monitor semester-wise progress.
- Departments to align their annual plans with institutional goals.
- Principal and Governing Body to supervise policy and financial planning.
- Review meetings to be conducted annually to assess outcomes and challenges.

7. Expected Outcomes

- Enhanced academic and research culture.
- Improved student employability and holistic development.
- Strengthened community-institution relationship.
- Greater preparedness for accreditation and ranking processes.
- Visible institutional growth in line with NEP 2020 objectives.
- Strengthen institutional capacity and resource optimization
- Enhanced faculty and student skill through sustained training
- Improved communication skill and self confidence among students
- Culture of lifelong learning, inclusivity and transparent governance
- Empowerment of underprivileged and vulnerable sections of the society

Approval & Signature

Name and Designation	Signature	Date
Rev. Fr. Dr. Varghese Palli SJ, Principal, St. Xavier's College, Maharo, Dumka	*Varghese 22/9/25*	22 nd Sept 2025

Principal
St. Xavier's College
Maharo, Dumka
Jharkhand- 814110