Institutional Development Plan (IDP)
Aligned with NEP 2020

Managed by Daxin Gujarat Mahila Kelavani Mandal

H. R. SHAH MAHILA ARTS AND COMMERCE COLLEGE
NAVSARI

Near Sahid Chowk, Kumbharwad, NAVSARI - 396 445

Affiliated with VEER NARMAD SOUTH GUJARAT UNIVERSITY

DEPARTMENT OF HIGHER EDUCATION GOVERNMENT OF GUJARAT

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I/C Principal
H. R. Shah Mahila Arts And Commerce College
Navsari.

INSTITUTIONAL DEVELOPMENT PLAN (2025-29):

In accordance with the directives of the Knowledge Consortium of Gujarat (KCG), Ahmedabad, and the guidelines from the University Grants Commission (UGC), VNSGU has prepared an Institutional Development Plan (IDP) for the upcoming five years (2025-2029). This plan aligns with the university's vision and mission as well as the National Educational Policy (NEP)- 2020, incorporating active participation from IQAC, management, faculty, students, and staff. During preparation of this IDP, for discussion and suggestions of the IQAC was called by the I/c principal. A detailed deliberation took place in this meeting their suggestions were also taken into consideration. The draft of IDP was approved by the college authorities. The IDP is organized into the following sections.

1. About H. R. Shah Mahila Arts & Commerce College

H. R. Shah Mahila Arts and Commerce College, managed by *Dakshin Gujarat Mahila Kelavani Mandal*, was established with the mission to empower women through quality education and vocational training in South Gujarat. The college is a result of the generous contribution and vision of Hon. Late Shri H. R. Shah and the dedicated efforts of trustees like Late Shri Hasmukhlal Shah and Late Shri Surajram Bachkaniwala.

Starting as Mahila Arts College, it expanded to include Commerce and Home Science in 1981, becoming Mahila Arts and Commerce College. Facing infrastructure challenges initially, the institution flourished due to the unwavering support of its trustees. In 1996, it shifted to a well-equipped building with 27 classrooms, and in 1998, it was renamed H. R. Shah Mahila Arts and Commerce College in honor of its key benefactor.

The college embraced co-education in 2012 and continues to uphold its commitment to inclusive, value-based education.

INSTITUTIONAL BASIC INFORMATION

Institutional Identity:

a. Name of the Institution: H. R. Shah Mahila Arts and Commerce College, Navsari

b. Type of Institution: Grant in Aid

c. Category: Co-education

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d. Location: Urban

e. Website Address of the College: https://www.hrshahmahilacollege.edu.in/

f. Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name	Mobile No.	Email address
I/c Principal	Dr. Jignesh Parmar	9925949488	Jigneshparmar04@gmail.com
IDP, Coordinator	Dr. CS Shweta P. Patel	8460331801	Shwetappatel09@yahoo.in

2. Vision and Mission
Vision:

Empowering youth with the wings of education and transforming their lives through learning and motivation, within a positive and safe learning environment that inculcates ethical values.

Mission:

1. To provide quality education and empower youth.
2. To pave the path for holistic development.
3. To nurture human potential to seize future opportunities.
4. To inspire young minds to dream and achieve.

This Vision-Mission statement underscores the institution's unwavering commitment to the comprehensive development of its students- academically, ethically, and emotionally.

3. Strategic Goals
- Enhance Quality Education – Ensure curriculum relevance and delivery excellence.
- Foster Holistic Development – Integrate personality development, ethics, and emotional well-being.
- Upgrade Infrastructure – Provide modern, inclusive, and safe learning environments.
- Promote Research and Innovation – Encourage curiosity, creativity, and scientific spirit.
- Encourage Skill Development – Build employability and entrepreneurship capacities.
- Enable Digital Transformation – Integrate technology in academics and administration.
- Strengthen Industry and Alumni Linkages – Connect classrooms to careers and community.

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4. Key Focus Areas and Initiatives

Focus Area	Proposed Initiatives
Infrastructure	Renovation of classrooms, creation of digital labs, girls' common room, and green campus
Academic Enhancement	Interdisciplinary courses, learner-centric pedagogy, and regular curriculum updates
Student Support	Mentorship programs, mental health services, competitive exam training
Digital Integration	E-learning platforms, smart classrooms, ICT-enabled faculty development
Skill Development	Vocational training, soft skills workshops, and career-oriented add-on courses
Research & Innovation	Establish research cells, promote faculty/student projects, and paper presentations
Industry Collaboration	Internship programs, expert talks, MOUs with companies and NGOs
Alumni Engagement	Strengthen alumni network, conduct alumni-led mentoring sessions and support initiatives

5. Implementation and Monitoring
- Clearly defined timelines and outcome indicators
- Resource planning involving faculty, finance, and infrastructure
- A robust review and feedback mechanism engaging all stakeholders
- Annual updates and reporting to ensure continuous improvement

6. Alignment with NEP 2020
- Holistic and Multidisciplinary Learning
- Equity and Inclusion for All Learners
- Emphasis on Critical Thinking, Ethics, and Values
- Technology Use in Teaching and Learning
- Outcome-Oriented and Experiential Education

7. Stakeholder Participation
- Students and Parents – capturing needs and aspirations
- Faculty and Administrative Staff – integrating operational insight

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- Alumni and Industry Experts – aligning with real-world relevance
- Community Representatives – ensuring inclusive institutional development

8. SWOC Analysis

Strengths:
- Dedicated focus on women's education.
- Experienced faculty and supportive management.
- Active cultural and NSS/NCC programs.

Weaknesses:
- Limited ICT infrastructure.
- Inadequate space for new academic programs.
- Fewer research and consultancy projects.

Opportunities:
- Potential to lead in women-centric skill and entrepreneurship programs.
- Collaboration with industries, NGOs, and women's welfare organizations.
- Implementation of NEP 2020 flexible curriculum.

Challenges:
- Bridging digital divide.
- Recruitment limitations.
- Limited government funding.

9. Development Components & Budget Summary

Sr. No	Development Component	Activities/Targets	Budget (in Lakh)	Timeline
1.	Infrastructure Development	Classrooms (4 new), Computer Lab Renovation, Smart Classrooms (3), Library Automation, Home Science Lab Renovation	₹ 150	Yr 1–3
2.	Faculty Recruitment & Development	Recruit 4 permanent faculty, conduct FDPs, sponsor PhD/Refresher Courses	₹ 100	Yr 1–5
3.	Curriculum Modernization & Academic Excellence	Introduce CBCS, Skill-based courses, Academic MOUs with institutions	₹ 40	Yr 2–4

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Sr. No	Development Component	Activities/Targets	Budget (in Lakh)	Timeline
4.	Student Support Services	Career Counselling Cell, Remedial Coaching, Placement Cell, Sports & Cultural Development	₹ 35	Yr 1–5
5.	ICT & Digital Campus	Wi-Fi Campus, Learning Management System (LMS), College Website Upgrade, Smart Boards, Projectors	₹ 50	Yr 2–3
6.	NAAC & Quality Assurance	Preparation for NAAC Cycle I, Internal Academic Audit, MIS Software	₹ 15	Yr 1–4
7.	Research, Innovation & Extension	Minor Research Projects, Community Outreach Programs, Entrepreneurship Cell	₹ 25	Yr 3–5
8.	Green Campus Initiatives	Solar Panel Installation, Waste Management, Water Harvesting	₹ 35	Yr 2–4
9.	Governance & Administration	Automation of Office, ERP Software, Staff Training	₹ 20	Yr 1–3
Total	—	—	₹ 470 Lakh	--

Implementation Phases (Tentative)

Year 1 (2025–26)

- Start classroom and lab construction.
- Begin NAAC documentation.
- Improvise Wi-Fi & ERP setup.

Year 2 (2026–27)

- Rain Water Harvesting
- Waste management system launch
- Launch Skill-based Courses.

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- Complete Library Automation.

- Start FDPs and student support programs.

Year 3 (2027–28)

- Introduce LMS and smart classrooms.

- Solar panel installation.

Year 4 (2028–29)

- Industry linkages and extension activities.

Year 5 (2029–30)

- Attain NAAC Grade.

- Placement drive and alumni engagement.

- Plan for postgraduate expansion.

Sources of Funding

- PM-Usha / State Govt. Grants

- UGC / HEI Schemes

- CSR / Alumni / Local Industry

- Internal Revenue Generation

- College Management Contribution

Conclusion

This Institutional Development Plan is a forward-thinking initiative that envisions empowering youth through education, developing their potential, and guiding them toward a future full of possibilities. By combining ethical learning, personal development, and academic excellence within a positive environment, the institution aims to contribute meaningfully to society and national progress.

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