



FATHIMA MEMORIAL TRAINING COLLEGE,
PALLIMUKKU, KOLLAM -10
Accredited by NAAC with 'A' Grade

INSTITUTIONAL DEVELOPMENT PLAN IDP 2024-2030

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1 INSTITUTIONAL BASIC INFORMATION

1.1 INSTITUTION PROFILE

Fathima Memorial Training College ,Kollam started functioning in July 1997 by the untiring effort of Late Dr.A.Younus Kunju Ex.MLA,the founder and Manager of this college . At the time of inception of Bachelor of Education Course (B.Ed) ,There was an intake of 100 students in six optional subjects.English,Malayalam,Mathematics,PhysicalScience,Natural Science and Social Science. The present intake of B.Ed students is two units with 100 students .The Master of Education course (M.Ed.) started functioning in the academic year 2010-2011 with an intake of 25 students. At present the intake of M.Ed. course is one unit with 40 students . The institution provides an exceptional learning environment for prospective teachers that has been instrumental in improving holistic development of student teachers

The college was accredited by NAAC with A grade in the year 2012 with CGPA OF 3.19.The college is now in the process of second phase of accreditation by National Assessment and Accreditation council. The college celebrated the 25th year of its inception in the year 2024 being a unique Teacher Education Institution, the main focus is to become a centre of Excellence

Institutional Development plan(IDP) was designed in alignment with the guidelines put forth by UGC .This comprehensive framework was prepared for the advancement of the mission ,Vision and objectives of the institution to make our college an institution with a difference action

Institutional Development Plan reflects the goals and strategic to be taken by the institution from 2024 to 2030 to empower student teachers to become beacons of social change

**COMMITTEE FOR PREPARING
INSTITUTIONAL DEVELOPMENT PLAN**

NAME	DESIGNATION
Sri.Shajahan Younus	Chairman Fathima Memorial Educational Trust (FMET)
Dr.Anitha N	Principal (Chairman of Committee)
Dr.K.S Mini	Vice –Principal IQAC CO-ordinator (Secretary)
Ms.Ambili	(Asst Prof B.Ed Department) (NAAC Co-ordinator) Member
Dr.Vijayalekshmi N S	(Asst Prof M.Ed Department) Member
Dr.Sini K S	(Asst Prof M.Ed Department) Member
Ms.Sangeetha R	(Asst Prof B.Ed Department) Member
Ms.Parvathy V Prasad	(Asst Prof B.Ed Department) Member
Ms.Rakhi R	(Assistant Librarian) Member

1.2 INSTITUTIONAL SWOC ANALYSIS

STRENGTH

- Accredited by NAAC with A grade
- Institution was managed by a great visionary and philanthropist ,Late Dr.A.Younus Kunju Ex .MLA(Founder Chairman)
- Well furnished ICT enabled campus
- Eco-friendly green campus
- ICT enabled library updated with latest books and journals
- Highly qualified and dedicated faculty
- Post-graduation Department offering M.Ed. Course
- High Profile Alumni contributing to the quality enhancement of institution
- Collaboration with KKEM and YIP (a flagship programme of Govt of Kerala)
- Highly motivated and energised faculty engaged in Research work and self enhancement courses
- 25 years of service to society in the field of Teacher Education
- Excellent Infrastructure facility ,with safety measures ,conducive ambience for inculcation of knowledge

WEAKNESS

- Lack of opportunity for faculty members to serve as representatives of academic bodies in the University of Kerala
- Being a self-financing institution there is fund constraint from UGC, NAAC, University, Government RUSA etc
- Learning Management system has not been constituted yet
- Only a few MOUS have been signed by the college
- Lack of provision of more add on courses in the busy schedule of curriculum transaction
- Lack of sufficient student enrolment in the PG courses as the UG & PG courses take 4 years
- Alumni Association needs to be strengthened

OPPORTUNITY

- Linkage with SCERT,DIET to update with latest trends in educational practice
- Different clubs ,cells ,and tutorial system functioning in the college to promote holistic development of students
- Placement cell to inform extended academic and employment opportunities for students
- Teaching practice sessions and community living camp enhances employability skills and soft skills
- Starting new programmes at UG & PG levels
- An adequate infrastructure to integrate technology into education for blended teaching methodologies
- Financial assistance to faculty for attending in service teaching
- Involvement of students union in various academics ,curricular and extra curricular activities
- Provision for students to become state players
- Effective management of sustainable resources for eco friendly environment
- Community engagement and adopting a nearby school to meet the needs of school students and staff
- Strengthening of staff welfare through the provision of Provident Fund
- Serving the poor and needy by providing quality education with free fee
- Exposing students to numerous experiences in the field of Drama, Art, Craft ,Sports, Guidance and Counselling Gardening ,Bakery, Detergent, Making etc
- Participation of faculty in webinars ,seminars ,workshops, conferences at the state ,national and international level
- Promotion of National Culture by celebrating state and national level festivals
- Setting up herbal plants and trees and kitchen gardens in the campus

CHALLENGES

- Recognition of institution as a research centre
- Sanctioning guide-ship for qualified faculty members by the University of Kerala
- Financial Constraint as the college is a self financing institution
- Non availability of funded projects each for faculty members from UGC
- Non availability of funds from non-governmental agencies for inter-disciplinary research
- Stiff competition hence there is need to focus on quality

2 INSTITUTIONAL DEVELOPMENT PLAN

2.1 VISION

To be a teacher education institution par excellence striving to professionally empower the prospective teachers in the art and science of teaching and be competent enough to synergize the challenges of the changing world.

2.2 MISSION

We are committed

- To the moulding of teachers excellent in quality and values prioritizing equity, ethics and devotion in service.
- To equip the prospective teachers to meet academic challenges with openness, enthusiasm, and a willingness to solve problems.
- To enable the teacher trainees develop knowledge, attitudes, and skills essential to reach their true potential.
- To help the trainees become life-long learners by developing intellectual curiosity and a thirst for discovery.
- To have access into the best interest of the underprivileged section of our society.
- To help trainees make use of the best in information and communication technology

2.3 CORE VALUES

- Dedication to work
- Sense of dignity
- Commitment to community
- Concern for Environment
- Focussing on innovative practices
- Diversity in teaching -learning process

2.4 GOALS & OBJECTIVES

- To submit - AQAR
- To submit - SSR for the second cycle of NAAC Accreditation
- To enrol - Students to SWAYAM courses
- To digitalize - library facilities
- To Install - Learning Management system
- To Convert - Classes to smart rooms
- To establish - Research centre
- To provide - Add on courses for students

- To publish - By annual research journal
- To publish - Abstracts of M.Ed dissertations
- To provide - Coaching for CTET,KTET,SET,NET examinations
- To continue - Extension & Outreach programmes
- To continue - Community engagement initiatives
- To install - Solar panels of energy conservation
- To collaborate - Technical institutions to enhance techno-pedagogical skills,
- To conduct - Training programmes for administrative staff to enhance technical skills for e-governance
- To sensitize - Students in environment friendly activities, human Values ,gender equality, ethics ,culture and tradition
- To collaborate - with eminent institutions at national & international level for the development of faculty and students
- To start - ITEP in the institution as per NEP 2020 directive to transform the college into multi- disciplinary institution

2.5 EXECUTIVE SUMMARY

Fathima Memorial Training College is a reputed name among training colleges and with the introduction of NEP, the teaching learning process has to be enhanced by infusing a spur for innovative practices

1. The teacher trainees will be motivated to implement learner-centric approaches in the teaching-learning process
2. The teacher trainees will be encouraged to celebrate events and festivals which inculcate values ,ethics and tradition of the nation
3. The teacher trainees will be encouraged to give preference to skill based teaching and learning including ICT, tools of visual and performing Arts ,Health and Physical activities,Communication skills,Yoga and media literacy
4. The teacher trainees will be motivated to develop professionalism and urge for self renewal
5. The teacher trainees will be inspired to become socially committed citizens
6. The teacher trainees will be motivated to develop affection towards Nature through programmes in Ecosystem Management and resource efficienc

2.6 ACADEMIC PROGRAMMES

TARGET : Creating a strong academic culture ,excellent learning resources and high quality faculty resources

ACTION PLAN

- Enriching student experience will be given through pedagogical innovations , student centric pedagogy and lively environment
- Student teachers will be encouraged to develop skills in accordance with NEP
- Health awareness will be fostered through classes on health and physical education and yoga
- Effective mentoring programmes will be given for remedial teaching to student teachers
- Orientation classes will be provided to student teachers for developing team spirit, leadership qualities ,communication skills and social sensitivity
- Student teachers' Research aptitude will be increased with the help of research minded teachers
- Teaching faculty will be motivated to attend seminars ad webinars for their professional growth and innovating teaching process

2.7 FACULTY AND STAFF

TARGET : Empowering faculty to conduct innovating teaching and research

ACTION PLAN

- Encouraging faculty competencies in term of academic proficiency, research skills and administrative capacity
- Deputing faculty for seminars conferences and presentation of research papers
- Collecting feedback for appraising the performance of faculty
- Communicating feedback to faculty for perusal and improvement
- Training faculty in innovative teaching methodology
- Incentivizing the excellence of faculties on the basis of performance appraisal report
- Empowering faculty to conduct minor and major projects
- Conducting training programmes for faculty members to hone techno pedagogical skill
- Motivating the staff to do SWOC analysis and present report to the head of the institution
- Encouraging faculty to take up SWAYAM courses

2.8 TEACHING ,LEARNING ,EDUCATION TECHNOLOGY

TARGET : To equip teachers and trainees with modern technological tools to conduct teaching ,practice teaching and research

ACTION PLAN

- Encouraging student teachers to attend certificate courses in technology
- Providing lecture series on multidisciplinary teaching
- Training will be given to faculty to develop MOOC
- Conducting short term courses on communication skill
- Encouraging staff and students to use LMS for delivering course resources

2.9 RESEARCH AND DEVELOPMENT

TARGET : Fostering a research culture in the institution

ACTION PLAN

- Promote faculty members to undertake minor/major projects
- Promote interdisciplinary research
- Encourage students to publish their research work in collaboration with supervising teachers
- Encourage society relevant research among faculty and students
- Conduct awareness programmes on emerging research areas for students and teachers
- Incentives to faculty and students for research and innovation
- Encouraging action research by student teachers in the practicing school
- Setting up a research wing to provide guidance to faculties doing research
- Setting up a publication wing in the college

2.10 INFRASTRUCTURE DEVELOPMENT

TARGET: Regular upgradation of campus infrastructure according to the changing needs

ACTION PLAN

- Up-gradation of networking in labs & classrooms
- Web enabled classrooms with interactive boards
- Development of parking lots in the campus
- Installation of solar panels for saving energy (energy efficient)

- Library automation and digitilization
- Renovation of laboratories
- Pollution free, energy conservative green campus following green protocol
- Construction of gymnasium and sports field
- Replacement of conventional lighting with LED
- Increase the member of campus and accessories in computer lab
- Waste water treatment plants
- Rain water harvesting
- Construction of botanical garden and green house with herbal plants and ornamental plants

2.11 GOVERNANCE

TARGET: Strengthen the administrative process and governance mechanisms

ACTION PLAN

- Basic skills Training will be given which includes immediate needs of the college like handling sound system, website, taking care of electronic devices
- Training non-teaching staff in digitalizing documents with regard to admission procedures ,teaching practice, examination results, internal assessment ,scholarships and grants
- Conducting workshop in technology for non teaching staff to get familiarised with new SLCM
- Short term courses organized by state and national bodies both online & offline will be given to non teaching staff to develop office management , Communication & social skill
- Encourage non teaching staff to make use of ERP (Enterprise Resource Planning)