

# INSTITUTIONAL DEVELOPMENT PLAN (IDP)



**SRI SIVANI COLLEGE OF PHARMACY**

# **INSTITUTIONAL DEVELOPMENT PLAN (IDP)**

**FOR**

## **SRI SIVANI COLLEGE OF PHARMACY**

*(Approved by Board of Management)*

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### **1. Institutional Vision and Mission**

#### **Vision**

To be an Institute committed to create highly dedicated, globally skilled Pharmacy Professionals.

#### **Mission**

1. To make pharmacy education more accessible to all the rural communities.
2. To promote healthcare partnerships and industry programs and fulfill the requirements of industries.
3. To promote and disseminate pharmaceutical knowledge through quality teaching and research to improve the health of everyone.
4. To execute our mission, we employ creative and established educational methods to produce pharmacists with the skills and knowledge to serve society ethically and professionally.

*The Institutional Development Plan (IDP) is fully aligned with the above Vision and Mission of Sri Sivani College of Pharmacy, as submitted to NAAC/PCI.*

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### **2. Purpose of the Institutional Development Plan**

The Institutional Development Plan (IDP) provides a strategic framework for the systematic growth of Sri Sivani College of Pharmacy. It outlines measurable goals, timelines, and performance indicators in line with NAAC quality indicators, regulatory requirements, and stakeholder expectations. The IDP



integrates short-to-medium operational planning with long-term institutional aspirations.

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### **3. Strategic Goals**

#### **STRATEGIC AREA**

Academic Excellence & OBE  
Teaching–Learning Resources  
Research & Innovation  
Infrastructure & Digitalization  
Student Support & Progression  
Governance & Leadership  
Institutional Values & Best Practices

#### **Implementation Strategy for Strategic Areas**

##### **1. Academic Excellence & Outcome-Based Education (OBE)**

- Define Program Outcomes (POs), Program Specific Outcomes (PSOs), and Course Outcomes (COs) in alignment with PCI and university regulations.
- Map CO–PO attainment and analyse outcomes every semester through internal assessments and end-semester results.
- Conduct curriculum enrichment through value-added courses, bridge courses, and skill-based modules.
- Implement academic audits, lesson plan monitoring, and result analysis to ensure continuous improvement.
- Introduce remedial and advanced learner programs based on outcome analysis.
- Integrate problem-based learning and case-based discussions in core subjects.
- Benchmark academic practices with reputed pharmacy institutions.

- Periodically revise teaching strategies based on student feedback and attainment gaps.

## 2. Teaching–Learning Resources

- Adopt blended learning models using ICT tools, Learning Management Systems (LMS), and e-content.
- Strengthen library resources with e-journals, databases, plagiarism-check software, and reference books.
- Organize Faculty Development Programs (FDPs), workshops, and training on innovative pedagogical practices.
- Promote experiential learning through case studies, simulations, laboratory-based learning, and industrial exposure.
- Develop in-house digital learning materials such as video lectures and e-notes.
- Encourage interdisciplinary teaching and team-teaching approaches.
- Regularly update learning resources based on syllabus revisions.
- Monitor effective utilization of teaching–learning resources through academic reviews.

## 3. Research & Innovation

- Establish a Research and Innovation Cell to promote a research culture among faculty and students.
- Encourage publications in peer-reviewed and indexed journals and participation in conferences.
- Promote *In-silico* studies, review articles, and collaborative research projects.
- Facilitate minor and major funded research projects, patents, and consultancy services.
- Provide seed money and incentives for quality research output.

- Organize research methodology workshops and IPR awareness programs.
- Encourage student research projects and participation in competitions.
- Strengthen collaborations with industry, research organizations, and universities.

#### **4. Infrastructure & Digitalization**

- Upgrade laboratories with modern equipment as per PCI norms and emerging industry requirements.
- Develop smart classrooms, seminar halls, and digital boards to enhance teaching-learning effectiveness.
- Implement ERP systems for academic administration, student records, and examination processes.
- Promote green campus initiatives such as energy conservation, waste management, and paperless administration.
- Establish centralized instrumentation and research facilities.
- Ensure regular maintenance and calibration of laboratory equipment.
- Expand Wi-Fi connectivity and digital access across the campus.
- Adopt safety, bio-waste management, and disaster preparedness measures.

#### **5. Student Support & Progression**

- Strengthen mentoring systems for academic, personal, and career guidance.
- Provide training for GPAT, competitive exams, and higher education opportunities.
- Enhance placement and internship support through industry tie-ups and training programs.
- Implement scholarships, financial aid awareness, and support services for rural and economically weaker students.



- Conduct career guidance seminars and alumni interaction programs.
- Track student progression to higher studies, employment, and entrepreneurship.
- Promote student participation in co-curricular and extracurricular activities.
- Provide counseling and wellness support for holistic student development.

## **6. Governance & Leadership**

- Strengthen participative governance through Governing Body, IQAC, academic committees, and student representation.
- Ensure transparent decision-making and decentralized administrative practices.
- Conduct periodic reviews of institutional policies, strategic plans, and academic performance.
- Promote leadership development programs for faculty and administrative staff.
- Implement performance appraisal systems for faculty and staff.
- Strengthen internal communication and reporting mechanisms.
- Ensure compliance with statutory and regulatory requirements.
- Foster a culture of accountability and continuous improvement.

## **7. Institutional Values & Best Practices**

- Promote ethical practices, professionalism, and social responsibility through value education and outreach programs.
- Conduct extension activities such as health camps, awareness programs, and community services.
- Implement gender equity, inclusivity, and environmental sustainability initiatives.

- Identify, document, and institutionalize best practices aligned with NAAC quality benchmarks.
- Promote civic responsibility and national values among students.
- Encourage stakeholder participation in institutional development activities.
- Regularly review institutional policies on ethics, inclusivity, and sustainability.
- Showcase best practices through reports, website updates, and NAAC documentation.

#### 4. Short-Term Development Plan (1–2 Years)

The short-term plan focuses on strengthening academic foundations, rural accessibility, and quality assurance in alignment with the institutional mission.

Objective	Key Performance Indicators (KPIs)	Timeline
Improve Rural Access	Outreach programs; scholarships; awareness camps	Year 1
Teaching–Learning Quality	OBE introduction; ICT tools; lesson planning	Year 1
Faculty Development	FDPs; pedagogical and research training	Year 1–2
Industry Exposure	Guest lectures; industrial visits; MoUs	Year 2
Ethics & Professionalism	Value-added courses; ethics orientation	Continuous

## 5. Medium-Term Development Plan (3–5 Years)

Objective	Key Performance Indicators (KPIs)	Timeline
Outcome-Based Excellence	OBE attainment reports; curriculum enrichment	By Year 3
Research Promotion	Publications; in-silico studies; minor grants	By Year 4
Industry Collaboration	Internships; industry-certified programs	By Year 4
Infrastructure Growth	Advanced labs; LMS; digital library	By Year 3
Student Employability	Improved placement rates; GPAT coaching	Continuous

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## 6. Long-Term Plan (6–10 Years): Goals, Metrics & Timelines

Objective	Key Performance Indicators (KPIs)	Timeline
Academic Expansion	Introduction of PG/PhD programs; interdisciplinary courses	By Year 7
Research Excellence	Recognized research centre; funded projects; patents	By Year 8
Institutional Autonomy	Application and approval for academic autonomy	By Year 9
Global Exposure	MoUs with foreign universities; student/faculty exchange	By Year 8
Infrastructure Excellence	Green campus; centralized research facilities; ERP	By Year 10
Reputation & Ranking	NAAC accreditation; national visibility & rankings	By Year 10

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## 7. Year-wise Implementation Matrix (NAAC IDP Requirement)

Year	Major Activities	Responsible Body	Expected Outcome
Year 1	OBE implementation, FDPs, LMS initiation	IQAC, HoDs	Improved teaching quality
Year 2	Research clusters, lab upgrades, mentoring	Research Committee	Enhanced research culture
Year 3	Smart classrooms, e-resources, placements	Management, T&P Cell	Better employability
Year 4	NAAC preparation, funded projects	IQAC, Principal	Quality compliance
Year 5	Program review, strategic revision	Governing Body	Sustainable growth

## 8. Linking Short-Term, Medium-Term, and Long-Term Plans

The Institutional Development Plan follows a **phased and integrated approach**:

- **Short-Term → Medium-Term**: Rural outreach, strengthened teaching-learning, early industry exposure, and ethical orientation form the foundation for outcome-based education, research initiation, and employability enhancement.
- **Medium-Term → Long-Term**: Consolidated academic quality, research productivity, and infrastructure development enable program expansion, research centers, and institutional leadership.
- **Vision–Mission Integration**: Each phase progressively advances the vision of producing globally skilled pharmacy professionals while fulfilling the mission of accessibility, industry relevance, ethical practice, and healthcare improvement.

This linkage ensures sustainable growth, accountability, and continuous quality improvement as per NAAC guidelines.

## 9. Executive Summary

Sri Sivani College of Pharmacy's Institutional Development Plan outlines a structured roadmap for academic excellence, research growth, infrastructure development, and social responsibility. Anchored in the institution's Vision and Mission, the IDP adopts NAAC-aligned quality benchmarks with clearly defined metrics and timelines. The plan emphasizes outcome-based education, faculty empowerment, student-centric learning, and governance transparency. Through phased implementation, the institution aims to achieve academic autonomy, research excellence, and national recognition while contributing meaningfully to healthcare education and community welfare.

## 10. Board of Management Resolution

Resolution No.: \_\_\_\_\_ / Date: \_\_\_\_\_

Resolved that the Institutional Development Plan (IDP) of Sri Sivani College of Pharmacy for the period \_\_\_\_\_ to \_\_\_\_\_ be and is hereby approved by the Board of Management. The Board authorizes the Principal and IQAC to implement, monitor, and periodically review the IDP in alignment with NAAC, PCI, and University norms, and to place progress reports before the Board annually.

Principal: 

PRINCIPAL

Sri Sivani College of Pharmacy  
Chilakapalem-532 402, Srikakulam Dt.  
Affiliated to JNTUG-Vizianagaram Code: DA

IQAC Coordinator: 

IQAC COORDINATOR  
SRI SIVANI COLLEGE OF PHARMACY  
CHILAKAPALEM JN., SRIKAKULAM



*This IDP shall be reviewed annually and updated as per regulatory requirements and institutional priorities.*