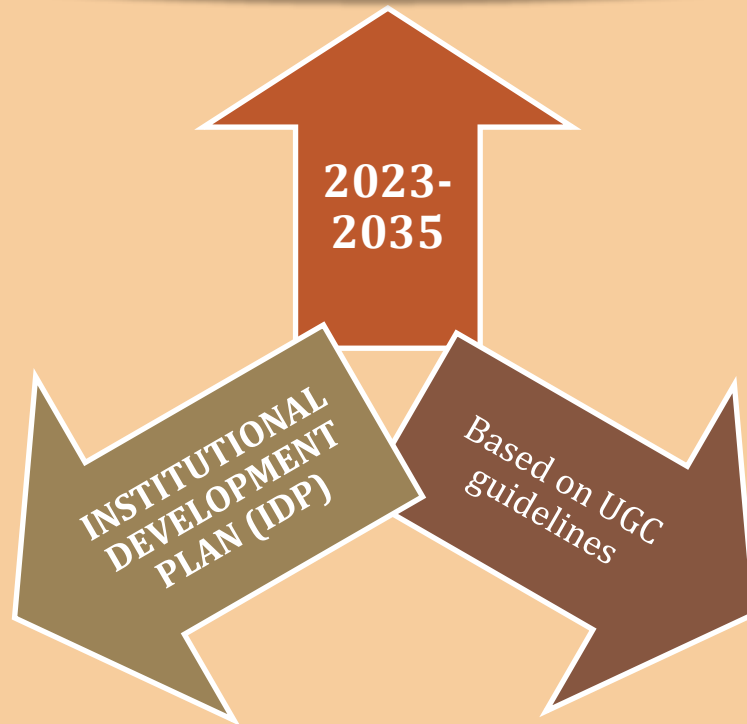


**ST. THOMAS COLLEGE OF TEACHER EDUCATION, PALA**  
**ESTD. 1957**



**St. Thomas College of Teacher Education**  
**Pala, Kottayam (Dt.) Kerala – 686 575 INDIA**

Research Centre in Education

Phone: +91 4822 216537, <https://stcte.ac.in>

## **About the Institution**

The St. Thomas College of Teacher Education, Pala was established in 1957 as one of the pioneer institutions in the field of teacher education. The College is the first teacher education institution in Kerala to be accredited by the National Assessment and Accreditation Council (NAAC 2000). The College was reaccredited with A grade (3rd Cycle 2014) by NAAC. The fourth reaccreditation will be completed in 2024. Our college is quite uncompromising in providing the students with the best amenities. Our growth towards academic excellence is due to the commitment and concrete enterprise of our teachers and administrative staff.

The College Trust came into existence in 2020. The college celebrated the 66<sup>th</sup> year of its inception in 2023. In 2022 the college attained recognition as a Research Centre in Education under Mahatma Gandhi University, Kottayam. Research forms the fundamental pillar of the academic realm. Being a unique Teacher Education Institution, our college endeavors to foster a research-oriented environment among both its faculty and students.

Our commitment to excellence, research culture, high quality publications, professionalism, inclusivity, social-community services, collaborations, scholarly engagement, sustainable development, we present our Institutional Development Plan (IDP), a comprehensive framework designed to advance the mission and vision of our institution in alignment with the guidelines set forth by the University Grants Commission (UGC).

Our Institutional Development Plan reflects a collective aspiration to create a dynamic and nurturing learning environment that empowers the faculty and students to excel academically, fosters a culture of research and innovation, and instils in them the values of integrity, social responsibility, and lifelong learning.

Through this IDP document, we, the management, faculty and the committee articulate our strategies and initiatives to enhance academic quality, research and innovation, infrastructure and facilities, foster equity and inclusion, effective governance, and foster a culture of continuous improvement and evaluation to make our institution, a college of teacher education with a difference. We fulfil this journey through engaging our students, faculty, staff, alumni, governing bodies, and all other stakeholders in a collaborative effort to realize our shared vision of becoming a centre of excellence in teacher education.

Let us embark on this transformative journey from 2023 to 2035 towards Enlightenment, Excellence and Service through Divine Illumination for better future and social change by providing high quality teachers of this century.

**Prof. Dr. Beenamma Mathew**

Principal, St. Thomas College of Teacher Education, Pala.

**COMMITTEE FOR PREPARING INSTITUTIONAL  
DEVELOPMENT PLAN (IDP)**

<b>Sl. No</b>	<b>Name</b>	<b>Designation</b>
1.	<b>Rev. Dr. Joseph Thadathi</b>	Manager
2.	<b>Prof. Dr. Beenamma Mathew</b>	Principal, Chairman of the Committee
3.	<b>Prof. Dr. T.C. Thankachan</b>	Vice- Principal
4.	<b>Dr. Lavina Dominic</b>	IQAC Co-ordinator, Secretary
5.	<b>Dr. T.M. Mollykutty</b>	Member (HOD, M.Ed Department)
6.	<b>Dr. Mary Thomas</b>	Member (Senior Faculty)
7.	<b>Dr. Sunu Austin</b>	Member (Research Guides' Representative)
8.	<b>Dr. Gilu G Ettaniyil</b>	Member (College Librarian)
9.	<b>Sr. Mini Thomas</b>	Member (Staff Representative)



# INSTITUTIONAL DEVELOPMENT PLAN (IDP) 2023-2035

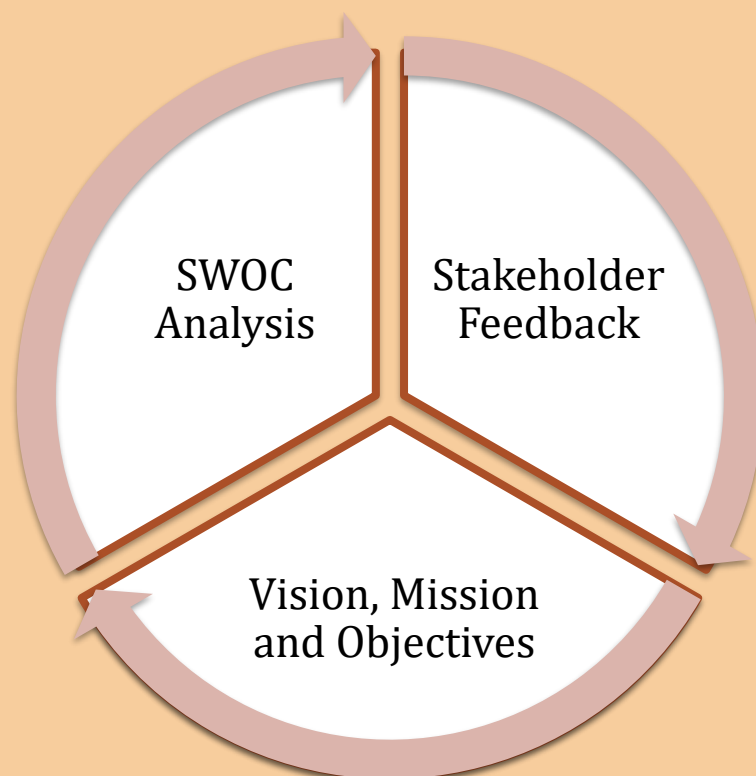
## INTRODUCTION

With respect to the University Grants Commission (UGC) guidelines, our Institutional Development Plan (IDP) is rooted in a vision to excel in higher education, especially in teacher education, and contribute significantly to the advancement of our society. It is based on the vision and mission of the institution.

## PROCESS

### 1. Strategic Goals

Based on the purpose, core values, NEP perspectives on teacher education, we defined the strategic goals through a well-defined procedure including; the SWOC analysis conducted, feedback from stakeholders, and vision, mission and objectives of the institution,



The committee Identified the diverse areas of expertise, resources, and competencies that contribute to the institution's overall capacity to fulfil its educational mission and objectives. It includes; Academic Excellence & Professionalism, Research and Publication, Infrastructure and Student Support, Extension and Community Engagement, Sustainable Development and NEP Perspectives, and Governance and Administration.



So we defined the strategic goals to nurture and leverage these streams of capability, thereby enhancing institutional effectiveness, competitiveness, and relevance in the dynamic landscape of higher education, especially in teacher education.

## **2. Objectives**

The goals were divided into objectives that were specific, measurable, attainable, relevant, and time-bound. The objectives are framed as per the six strategic goals, in tune with the NEP 2020 perspectives

## **3. Action Plan**

The committee for developing the IDP prepared an Action plan to achieve the objectives and there by the strategic goals. While developing the action plan, the existing resources, facilities, faculty and students' achievements, vision and mission of the institutions, etc were considered. The action plan will be completed in 2035 by becoming a part of the cluster university to be established by the Management of the college.

Sl. No	STRATEGIC GOALS	OBJECTIVES	ACTION PLAN	COMPLETION
1	<b>Academic Excellence and Professionalism</b>	Achieving A++ in the NAAC accreditation framework by 2024.	Submission of SSR for the Fourth cycle NAAC accreditation	2024
		Achieve 100% pass in teacher eligibility tests	Regular coaching for KTET, CTET, SET examinations	2024
		Achieve 90% placement of teacher trainees	Comprehensive support services to enhance placement and also inviting the educational institutions for campus interview	2024
		Encourage students and faculty to enroll for Swayam courses.	Establishing a Centre of Online courses	2024
		Achieve the position among top 500 colleges in the NIRF ranking	Identify areas for improvement based on NIRF parameters such as teaching, research, outreach, and inclusivity.	2030
2	<b>Research and Publication</b>	Publish all projects and thesis of faculty and students	Start Publication wing for the thesis and project publication	2025
		To upgrade faculty with technological skills.	Training for faculty in AI related technical skills	2025
		To conduct Regular faculty development programmes and academic training programs in tune with research and publication.	Start FDP for faculty in collaboration with HRDCs and recognised institutions	2025

		Increase research output, publications, and intellectual property rights (IPR) registrations.	Establishment of Outcome based research practices wing	2025
3	<b>Infrastructure and Student Support</b>	Facilities to start online MOOC courses	Institutional LMS portal for Online teaching-learning and Evaluation Video conferencing facilities	2025
		Enable fully digitlised library	Establish a Digital Library with Digital publications, online repository	2026
		Construct new canteen	Construct the canteen through alumni networks and engagement with international alumni through alumni chapters	2027
		Transform all classrooms into 100% ICT enabled rooms	Increase the number of computers and accessories in computer labs, convert classrooms into Wifi or Lan enabled classrooms	2025
4	<b>Extension and Community Engagement</b>	Design research projects to address society's challenges	Enhance the employability and entrepreneurship skills of the students through community initiatives	2026
		Develop the institution as a centre of community services	Implement policies and programs to ensure equal opportunities for all students, regardless of background or identity	2026
		Create the campus a 100% green campus	waste management systems, and green infrastructure sustainable behaviours among students, faculty, and staff.	2027

		Use solar energy for 100% electricity demand	Installation of solar panels to meet the energy expenses of the college	2024
6	<b>Governance and Administration</b>	Start ITEP in the institution as per NEP 2020 directives	Transform the institution as Multi-disciplinary institution Start ITEP in Science, Humanities and Commerce Streams	2030
		Progression of the institution towards autonomy	Apply for Autonomy and achieve the status	2032
		Become a part of a cluster university	Being a part of the Cluster University under the of same management	2035



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