

INSTITUTE OF NURSING EDUCATION
DIRECTORATE OF HEALTH SERVICES
GOVERNMENT OF GOA
BAMBOLIM, GOA

INSTITUTIONAL DEVELOPMENTAL PLAN
(IDP 2022-2032)



INTRODUCTION

In the 15th century when Goa was under the Portuguese rule, this institution began nursing education programs the very first of its kind in Asia known as Curso de Emfermagem (Course of Nursing). The nursing education programs were run at the Santa Casa de Misericordia Hospicio (Holy House of Charity Hospital) in Ribandar (North Goa District), and at the Hospicio de Sagrado Curaco de Maria (Hospital of the Sacred Heart of Mary) in Margao (South Goa District). The institute was affiliated to the Escola Medica Cirurgica de Goa (Medical Surgical School of Goa) at Panaji. After Goa was liberated, and became a Union Territory in 1961 the nursing education programs, which were being run at, the two districts of Goa were phased out and were replaced by modern nursing education programs affiliated to the Indian Nursing Council. The nursing education programs were run from multiple locations until 2008, when they moved to the Institute's current campus located at Bambolim.

The Institute of Nursing Education functions as an independent unit under the Directorate of Health Services of Goa. The Administrative Head is the Principal who is directly responsible to the Director, Directorate of Health

Services and to the Government of Goa. The educational programs currently provided by the Institute are as follows:

1. Auxiliary Nurse Midwife for two years duration with an intake of 44 students annually and is regulated by the Goa Nursing Council and Indian Nursing Council. This program was started in September, 1964 with technical assistance from WHO and UNICEF. In 1982 the Auxiliary Nurses Midwife program was converted into Multipurpose Health Workers Program. From August, 2008 Multipurpose Health Worker's program was reverted to the ANM/FHW program.
2. Bachelor of Science (Nursing) for four years duration with an intake of 118 students annually. This program was started in the year 2005 and is regulated by the Goa Nursing Council, Goa University and Indian Nursing Council.
3. Post Basic Diploma in Neonatal Nursing for one year duration with an intake of 11 students annually. This program was started in the year 2019 and is regulated by the Goa Nursing Council, Goa University and Indian Nursing Council.
4. Post Basic Diploma in Cardio-Thoracic Nursing for one year duration with an intake of 11 students annually. This program was started in the year 2019 and regulated by the Goa Nursing Council, Goa University and Indian Nursing Council
5. Master of Science (Nursing) of two year duration with an intake of 22 students annually. This program was started in the year 2014 and regulated by the Goa Nursing Council, Goa University and Indian Nursing Council

The activities of the Institute of Nursing Education, Bambolim, Goa have been specially designed and aimed to empower students to acquire all the knowledge, skills and attitudes necessary to practice nursing effectively in the current century, and to enable these nurses to educate the community on measures to promote health, to prevent disease, to identify early signs of

disease and to minimize the consequences of disease.

The well-laid out campus houses six blocks: a college block, an administrative block, a girls' hostel, a boys' hostel, a wardens' block and a dining block. In addition to these facilities, students are regularly transported to their designated practice sites mainly the Goa Medical College Hospital and the Institute of Psychiatry and Human Behaviour, conveniently located within a radius of two kilometers. Other practice sites include the North and South Goa District Hospitals, Sub-District Hospital, Ponda and Chicalim, urban health centres, community health centres, primary health centres, sub centres, and anganwadis within the state of Goa and under the Directorate of Health Services. The students are assisted to gain expertise in the necessary personal and professional skills under the guidance of trained nursing educators.

The teaching faculty for the program comprises of professors, associate professors, assistant professors, Tutors, Public Health Nurses, and Staff Nurses.

PHILOSOPHY

We at the Institute of Nursing Education believe that:

- * The core of nursing is directed towards caring for the individual (sick or well)/family and community, therefore the nursing education programs run in at the Institute of Nursing Education primarily focus on meeting the health needs of the individual/family/community.
- * Efficiency in the teaching-learning process is enhanced by teachers regularly updating their knowledge through in-service-education programs and other educational forums.
- * Preparation of nurses for taking up leadership positions in nursing and function as nurse specialists, educators, administrators, change agents, contribute in meeting the national health priorities and health needs of the society.

**INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032)
FOR HIGHER EDUCATIONAL INSTITUTIONS IN GOA**
As part of the implementation of National Education Policy-2020

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1. Institutional Basic Information

Institutional Profile:

Name of the Institution	Institute of Nursing Education, Bambolim, Goa			
Head of the Institution	Prof. Dr. Wilson Nicolau Fernandes			
Contact Details	Email: principal-ine.goa@nic.in	Cell No. 9552386303	Office: 7588354077	
College Website	Nursinginstitute.org		AISHE Code: C-30836	
Name of the IQAC Coordinator	MS. Olinda Toscano	Email olindatoscano@yahoo.co.in	Cell No. 9823852170	
Name of the NEP Coordinator	Dr. Ana Vaz	Email braganzaana@gmail.com	Cell No. 7030388359	
Name of the RDI Coordinator	Ms. Joelita D'Souza	Email joelitadsouza@gmail.com	Cell No. 9325352914	
Name of the TLET Coordinator	MS. Avita Fernandes	Email avita17fds@gmail.com	Cell No. 9420685465	
NAAC Accreditation Status	1 st Cycle:- NO	Grade:- NA	2 nd Cycle	Grade:
	3 rd Cycle	Grade:	4 th Cycle	Grade:
NIRF Ranking	2020-21:	2019-20:	2018-19:	2017-18:
UCG Recognition	2(f)	Yes	No	12 B
			Yes	No
NBA accreditation	Yes		No	
Financial Status	Government /Aided: Government		Self-Finance: NA	
Under National Education Policy (NEP 2020), would your institute prefer to be:	i. Constituent college of the State University-Yes ii. Autonomous degree granting College. iii. Part of Higher-educational institution (HEIs) cluster.			

Institutional SWOC Analysis

Strengths:

- Affiliated With: Goa University, INC (Indian Nursing Council) and State Nursing Council
- Qualified and dedicated teaching Faculty in all subjects
- Sufficient own land for infrastructural development.
- Sports facilities for students to participate at the University, inter-district and open tournament.
- Adequately equipped Skill laboratories in all practical based areas
- Good library facilities with text books, journals and newsletters. (a few available online)
- Adequate and spacious classrooms with LCD and other accessories
- Adequate Security and house-keeping staff
- Hostel facility for boys and l(though inadequate)
- Good support from Student Nurses Association
- Goa Nursing Council

Weaknesses:

- Many Faculty positions vacant
- Faculty: Student ration inadequate
- No canteen facility
- Inadequate water and toilet facilities
- Inadequate transport facilities
- Lack of ICT enabled class rooms.
- Lack of motivation among students
- Adverse effects of globalization, media and technology on the younger generation.
- Poor maintenance of physical structure.
- Administrative control under non-academic department.
- No adequate financial powers.

Opportunities:

- Increasing number of male students entering the profession
- Centralized Admission process by DTE
- Sufficient vacant space for creating new infrastructure/expansion

- Job opportunities on global front and Migration
- High demand and seats are filled every year

Challenges:

- Poor recruitment of passed out students within the state
- Poor image of nurses and nursing profession
- Ongoing examinations with the implementation of semester Based curriculum
- No separate Faculty of Nursing at the Goa University
- Maintenance of campus
- Limited financial resources

2. Institutional Development Plan (for at-least next 10 years)

2.1. Vision

- To empower students to acquire knowledge, skills and attitudes necessary to practice nursing profession effectively
- To encourage the prospective nurse professionals for empowering individuals and community on measures to promote health, prevent disease, identify early signs of disease and minimize the consequences of disease.
- To prepare nurses in managing emergencies and newer trends in diseases and health
- To encourage involvement in and research and technology based innovations in all areas of nursing practice

2.2. Mission

Enrich Learning:

- Provide optimum learning in a stimulating, supportive environment in which frequent feedback motivates students to excel.
- Use of research, technology and innovation

Enhance Competencies:

- Engage students in effective communication for efficient client care and in public dealing.
- Motivate continuous learning and development of competencies

through use of skill laboratories and experience in clinical area.

Transform Lives:

- Design and implement curriculum that meets the changing health needs of individuals and of society.
- Train students to become change agents, irrespective of their socio-economic background and cultural orientation.
- Prepare students to take up expanded and extended roles in the nursing profession

Values:

- Service, Mutual respect, Integrity, Lifelong Learning, accountability and Excellence

2.3. Goals and Objectives

- Create a strong academic culture with efficient teaching-learning activities, excellent learning resources, skill and credit-based curriculum
- Promote academic growth by offering state-of-the-art Undergraduate, Postgraduate program and to impart emerging and new knowledge in Research & Development as well as innovation.
- Prepare nurses to meeting local and international requirements.
- Implementation of the credit based semester system syllabus
- Campus expansion to meet the growing needs of the students and academic requirements.
- Setting up simulation and skill laboratories
- Create Counseling & Placement cell.
- Arrangement for class-rooms with smart learning resources.
- Undertake research projects
- Development of green campus.
- Encourage inter-collegiate and university level sport activities.
- Recruitment of Teachings staffs (regular & contractual) and Non Teaching staffs.
- Proper functioning of CNE training & placement cell
- Develop Exit assessments process
- Obtain NAAC accreditation framework
- Create nursing Directorate

2.4. Executive Summary

The objectives will be achieved by

- Develop and retain highly qualified diverse faculty and staff who are committed to our mission.
- Continually strive to innovate finding new and more effective ways to educate and serve students.
- Develop elective modules in different subjects to facilitate add-on and/or variety in learning
- Sustain rigor in our work (both teaching and research) holding high standards and expectations for both our students and for ourselves.
- Campus expansion plan has been submitted
- Provide enhanced resources for academic and emotional support of students
- Incorporate technology- driven teaching methods and approaches to learning
- Maintain quality in the research projects conducted by students and faculty
- Encourage publications by students and faculty
- MoU signed with ECHO India for facilitating conduct of CNE
- Filling off vacant positions of teaching and non-teaching staff

2.5. Developing Motivated and Energized Faculty

- Encouraging take up multi-disciplinary research work.
- Filling of vacant teaching posts.
- Training of faculty in new technology.
- Deputing regularly for in-service educational programs
- Starting new nursing programs
- Upgrading the facilities for research work.
- E-books
- Digital library
- Access to various online journals
- Signing Memorandum of Understanding with other institution/ Universities.
- Faculty exchange program

2.6. Teaching, Learning and Education Technology

- Implementing of Credit Based and choice based Curriculum for B.Sc. Nursing.
- Offering electives modules to students of their choice.
- Technology enabled classrooms.
- Developing simulation laboratories
- Implementation OSCE
- Conducting examination using OSCE
- Implementation of newer methods of teaching as the guidelines of regulatory bodies e.g., Indian Nursing Council, etc.

2.7. Research Development and Innovation

- Implementation of NEP2020
- Academic and Administrative Audit Committee (AAAC)
- Review of Programme/Curriculum and Multilingualism in Higher Education
- Facilitate MOOCs in Collaboration with other organizations/institutions
- Implement and monitor the Out-come of credit based semester system Curriculum
- Develop modules for electives
- Conduct exit assessment
- Transform Traditional Class Room into Smart Learning Resource Centre
- Create question banks in different subjects
- Modernization of Laboratories (simulation skill labs) and Library (digital)
- Conduct community outreach programs
- Development of continuing education and research cell
- Facilitate Alumni Network through Off-line and Online mode

2.8. Industry-Academic Partnership

- Students are provided with rich clinical experience with hands on practice.
- Students are given Internship posting in all nursing specialties.
- Inclusion of experts from other state institute and alumnae in the Board of Studies at the university level.
- Faculty shares their expertise with the clinical nurses.

- Teaching faculty are invited to deliver sessions in their area of specialization.
- Students are involved in outreach programs organized at the community level.
- Students participate in various camps under different national health programs.
- Students are prepared to work at the global level.

2.9. Institution's Placement Plan for Students

- All students are placed in different government hospitals and health facility as soon as the final year results are declared.
- Merit list is prepared and based on their performance at the university examination they are placed in hospitals and health care centres.

2.10. Achieving the Target for Accreditation

2 years plan (Short term)

- To maintain records of all activities conducted by the students and teachers.
- Maintenance of campus and greenery/landscaping around institute.
- Adequate teaching faculty for teaching and student supervision in the clinical areas.
- Faculty development program
- Organization Continuing Nursing Education program for the nurses in the state of Goa.
- Extending the facility for students such as canteen facility for day scholars and wifi in the campus for the staff and students.

5 years plan (Mid term)

- New building with ultra modern facilities for students and staff such as spacious library, fully equipped simulation laboratories, virtual classrooms, etc.
- Full- fledged Nursing departments.
- Starting of doctoral program at the institute.
- NAAC accreditation

10 years plan (Long term)

- To have well establish system of keeping students.
- To engage alumnae working across globe to share their knowledge

and expertise to the novice students.

- Collaboration with foreign recruitment agencies for training and placement of students across globe.

2.11. Incubation and Start-up

Not Applicable

2.12. Alumni Engagement/ Activities plan

Short term:-

- Collecting data of former students
- Formation of Alumni Association of the Institute of Nursing Education
- Organizing once a year Alumni Meet

Mid term:-

- Creating data base of former students working across globe with their area of specialization.
- Organizing National and International conferences, workshops availing expertise of the former students.

Long term:-

- Establishing nursing research foundation with the help of alumni.
- Various scholarship for needy students sponsored by the alumni.

2.13. Basic Infrastructure Development plan

Short term:-

- Refurbishment of existing building administrative, teaching and faculty block.
- Refurbishment of boys and girls hostel.

Mid term:-

- Construction of new building to accommodate 150 B.Sc. N students
- Construction of library block, examination hall, etc.

Long term:-

- Construction of new hostel building for the boys and girls

2.14. Skill Development of Non-teaching Staff**Short term:-**

- Training of all staff in drafting and noting.
- Maintain records of students
- Training in maintain in accounts

Mid term:-

- Training to Create and maintain students data base for easy access.

Long term:-

- Identifying the training of the staff.
- Periodic evaluation of administrative skills

2.15. Any Other Initiatives for the Student's and Institutional Growth**Short term:-**

- To open book bank for needy students.
- To adopt community health centres for clinical experience
- To identify clinical areas where student can get diverse experience
- Exchange programs for students especially in other countries.
- Maintenance of campus and planting more trees.

Mid term:-

- Construction of play ground to students.
- STP in the campus and water utilization for plantation/gardening

Long term:-

- Rain water harvesting.
- Construction of state of training centre for nurses.

