

No. EDN-H (8)14/84-2012(Principal conference)  
Directorate of Higher Education  
Himachal Pradesh

Dated: Shimla -1 the 07<sup>th</sup> February 2025

To


1. Prof. Lait Kumar Awashti, Vice Chancellor, SPU Mandi, H.P.
2. Prof. Shashi Kumar, Vice Chancellor, HP Technical University, Hamirpur, H.P.
3. Mr. Abid Hussin Sadiq, Deputy Commissioner, Bilaspur, District Bilaspur, H.P.
4. Ms. Gandharva Rathore (IAS), Managing Director, HPKVN.
5. Sh. Nishant Thakur, Addl. Secy. (Edu.) to the Govt. of H.P.
6. Dr. Shashi Kant Sharma, Professor & Head, Department of Journalism & Communication, HPU, Shimla, H.P.
7. Mr. Shakti Bhushan, Cottage No. 14, Brock Hurst, Kasumpti, Shimla 171009.
8. Dr. Himanshu Monga, Principal, Govt. Hydro Engineering College Bilaspur, District Bilaspur, Himachal Pradesh.
9. All the Principal's Govt. Degree/Skt. College (s) H.P.
10. Mr. Devashish Yadav, Samagra Sikhsha Abhiyan, Shimla, H.P.
11. Ms. Nisha Sharma, JBT, Govt. Primary School Bagahar, Kotkhai, District Shimla, H.P.

**Subject:-**

**Regarding submission of a report on two days' Principals' Conference held on 30.11.02024 at Peterhof, Chaura Maidan, Shimla and at Directorate of Higher Education, Shimla, H.P. on 01.12.2024.**


Sir/Ma'am,

I have the honour to enclose herewith a report on two days' Principals' Conference held on 30.11.02024 at Peterhof, Chaura Maidan, Shimla and at Directorate of Higher Education, Shimla, H.P. on 01.12.2024 for your information please.

  
(Dr. Amarjeet K. Sharma)  
Director of Higher Education  
Himachal Pradesh, Shimla-1  
07<sup>th</sup> February 2025

Endst. No. As above the Shimla-171001,

1. The Technical Officer, (IT Cell), Directorate of Higher Education, H.P. alongwith the copy of abovementioned report with the request to upload the same on departmental website.
2. Guard File.

  
Director of Higher Education  
Himachal Pradesh

**Department of Higher Education, Himachal Pradesh**  
**Principals' Conference**  
**A Report**

**Day-I**

A two-day *Principals'* Conference was organised by the *Department of Higher Education*, Himachal Pradesh on 30-11-2024 and 01-12-2024, to deliberate upon the vision, mission and strategy to be adopted totake Himachal to the zenith of teaching, learning and academic administration. The deliberations of the first day were held at The Peterhof, Shimla and the events of the second day were held at the *Department of Elementary Education*, Shimla.

The Chief Guest for the event was Shri Sukhvinder Singh Sukhu, Honourable Chief Minister, Himachal Pradesh. He was accompanied by Shri Rohit Thakur, Honourable Education Minister and Shri Rajesh Dharmani, Honourable Technical Education Minister. A galaxy of scholars who are currently heading institutions of repute of Himachal Pradesh were also present, some of which include Prof Sarabjot Singh Behl, Honourable Chairman, *State Higher Education Council*, Prof Lalit Kumar Awasthi, Hon'ble Vice Chancellor, *SPU*, Prof Shashi Kumar Dhiman, Hon'ble Vice-Chancellor, *Himachal Pradesh Technical University*, Hamirpur and Prof B K Shivram, Dean of Studies, *Himachal Pradesh University*, Shimla.

The stage secretaries for the program were Dr Kamayani Bisht and Dr Reva Gupta. DrKamayani welcomed the doyens of academic and administrative worlds including the Secretary (Education), the Director (Education) and other dignitaries. The program began with the ceremonial lighting of the lamp.

The event began with a formal welcome address by the Additional Director, Shri Sanjeev Sood. He especially welcomed the 118 Principals who were promoted during the last one year. He hoped that the conference shall prove tobe very insightful and productive.

The first among the speakers lined up for the day wasProf B K Shivram, Dean of Studies, *Himachal Pradesh University*. He deliberated upon the curriculum and credit framework to be implemented in UG and PG programs as mandated by the*National Education Policy* (NEP-2020). He informed the august house that several rounds of deliberations were held in the last two years to form state and zonal task forcesto adopt the NEP framework and draft the curriculum for three years and four-years degree programs. He briefed the gathering about the



key features of the policy as adopted by the university. He shared with the audience the emphasis on multi-disciplinary and inter-disciplinary education, skill development, internationalization, research and innovation and emphasis on the use of Indian Languages. He shared in great detail the nomenclature of the credit framework being adopted by the University from the next academic session.

Dr Gopal Krishan Sanghaik, OSD, DOHE, Shimla, enlightened the gathering about PM-USHA, formerly RUSA and status of NAAC accreditation of the institutions of Himachal Pradesh. At the very outset, he stated that the objective behind the humongous project was access, equity and excellence. He enlightened the gathering about the various stages of RUSA 1.0 (2013), 2.0 (2018) and PM-USHA (2023). He shared that the concerns raised by the stakeholders during various stages of implementation of the program were accommodated and a lot of flexibility has been given in expenditure under various heads. He informed the gathering about the status of NAAC accreditation of colleges of Himachal Pradesh.

Dr Anil Thakur, Principal, Govt. Arya Degree College Nurpur, presented the best practices of his college. The overarching theme was "Skill Development and Enhancement." He also shared that 6 MOUs have been signed by his institution for the skill development of students. The main aim of the program was to enhance practical knowledge and help the students in livelihood earning. Another module in practice is "55-hour coaching module" for competitive exams which has benefited around 750 students including those of adjoining colleges like GC Dehri. Another best practice in place is "Wealth from Plant Waste" where herbal 'gulaal' and incense sticks are made from flowers offered at the temple adjoining to the college. Further, the art of preparing pickles, jams; production of millets, mushrooms and the practice of beekeeping too have been institutionalized.

Thereafter, the best practices of Govt. College Majheer were showcased by its Principal, Dr Chandan Bhardwaj, which he titled as "Breathing Campus." Under this, the staff and students are taught proper breathing techniques while working, exercising, studying and socializing. He emphasized the importance of conscious and steady breathing practice. He shared the results of breathing tests conducted on the students and staff. Ideally, the breathing rate should be 12-15/minute. Its outcome was improvement in concentration and academic performance of the students. The second-best practice was "Choral Singing."

It was followed by a question-answer session in which several questions were asked to the resource persons. It was followed by a tea-break.

Dr GopalKrishanSanghaik, OSD, DOHE, Shimla presented a talk on "B.Voc". He informed the house that B. Voc. courses are running primarily under two heads, that is, Retail Management and Hospitality Management. The students must undergo compulsory internships and On-the-job-trainings. The placement ratio of the program has been found to be satisfactory.

Dr Himanshu Monga, Principal, Govt. Hydro Engineering College, Bilaspur dealt at great length on the features of NEP-2020, which were specific to integration of technology in curriculum delivery. He emphasized that at the national level, India would have to spend at least 6% of its GDP on education. He reinforced the importance of faculty training, partnerships with MSMEs, infrastructure sharing between departments, recruitment of trained teachers and implementation of 360-degree feedback.

It was followed by an open-house discussion which was very fruitful. The participants opined that a common central mechanism for placement should be evolved. The participants also voiced concern for the development of an application (App) from where different departments related to education can function effectively. In this discussion, even the Honourable Technical Education Minister intervened. He listed many steps which are being initiated by the government to meet the aspirations of the participants.

Thereafter, Dr Rakesh Kanwar, Secretary (Education), convened a formal panel discussion. The main topic of discussion was the "readiness of colleges in implementing NEP 2020 from 2025-26." Dr Pankaj Basotia, Principal, GC Rampur, opined that NEP 2020 should be implemented in toto, and special care should be taken in respect of teacher-taught ratio and basic infrastructure of colleges. The Chairman of the *State Higher Education Council*, Professor Sarabjot Behl, suggested the authorities to conduct an academic audit of each institution and then implement the provisions of NEP in a phased manner. He suggested that the present status of 3-year degree colleges should not be disturbed immediately and institutions for a 4-year program should be selected carefully. He suggested the use of technology and Edu-tech platforms like *Coursera* and *SWAYAM*. The Honourable Technical Education Minister intervened and asked the authorities to address the issues of vertical integration. The Secretary (Education) shared some valuable data and statistics on data of different kinds of colleges such as degree, nursing, pharmacy, law, education and engineering et cetera. He expressed concern that the gross enrollment in



educational institutions is going down and girls are largely confined to general/degree colleges whereas boys are opting for more technical/professional courses. He also expressed concern that colleges situated at the district headquarters are overburdened whereas smaller colleges in the periphery with huge infrastructure are being underutilized. He exhorted the gathering to discard the 19<sup>th</sup> century structure of educational institutions and usher in a new thinking/mindset. The gathering had a lot of food-for-thought for the luncheon.

Ms. Gandharva Rathore (IAS), Managing Director, HP-KVN, shared a plethora of add-on courses which HP-KVN is offering. These courses are very robust and demand at least 2-3 hours per day from students and the total number of hours devoted to earning a certificate is around 500 hours, that is, 6 months to 1 year approximately. The private sector would come and establish labs in educational institutions. A lot of courses are being offered in the tourism and hospitality sector too. She cited the examples of states such as Kerala, Karnataka and Odhisa and the achievements they have earned in the sphere of collaborations.

Mr. Devashish Yadav delivered a talk on **Digitization of School Education**. In his address, he emphasized the importance of evaluation in undertaking steps for improvement. He talked about various layers for the process such as digital layer, measurement layer and learning layer. He emphasized upon the importance of inter-connected stakeholders, the 6A framework of data integration in school education, AI enabled oral readings and fluency assignments, data driven adaptive practise and learning, AI learning assistant for students to clear all their doubts, data driven PAL laboratories, Augmented Reality bringing books to life, MIS for teacher lifecycle management, Vidya Samiksha Kendra, CM dashboard for school education, from ADHAAR to AAPAAR (every student's academic passport), leveraging AI to talk to the students and bridging the information gap with the parents.

These sessions were followed by a question-answer session in which the Secretary (Education) too asked questions. Dr Sunita Sharma, Principal, GC Arki shared her experiences regarding skill courses being run in collaboration with HPKVN. Prof SarabjotBehl, talked about the integration of two parallel degrees in the education system, where one would be of more credits and the other one of less credits.

The next session was about **Best Practices** being routinely organized in the college. Three colleges were shortlisted for their presentation.

The first presentation was by Dr Pramod Patial, Principal, Govt. College Hamirpur, and the best practise of the institution was "*Effective Usage of Library and Associated Activities*." He talked about the "*Mein Bhi Shikshak*" initiative of the college where students of the college visit homes of underprivileged students and teach them. The college library is open for students and alumni till 10 pm. The library has special software for differently abled students. Book exhibitions are a routine affair. The college library has signed collaboration with nearby libraries, of colleges and universities both. Another best practise of the college was titled "*Green Initiative: Herbal Harmony, Ayush Garden*" where different species of ornamental and medicinal plants have been planted. Some of the endangered species too have been planted.

Thereafter, success stories of District Kangra were presented by Dr Sushil Bassi. He presented the technological interventions in education which were instrumental in addressing shortage of faculty in District Kangra. In his presentation, he showcased the collaboration of 18 colleges to mitigate the problem of faculty shortage through virtual classrooms. His presentation had several videos which portrayed classes being held virtually.

The presentations were followed by a question-answer session which was very rigorous and saw healthy participation by all the Principals.

Towards the evening, around 4 pm, the Honourable Chief Minister of Himachal Pradesh, Shri Sukhvinder Singh Sukhu, reached the conference venue, The Peterhof, Shimla. He was felicitated by the organizers.

Dr Amarjeet K Sharma, Director of Higher Education, Himachal Pradesh, presented an overview of higher education in Himachal Pradesh. He listed the initiatives taken by the government for improving the standards of education in the State. He said that the number of colleges has increased exponentially since 2017. He deliberated upon the *Gross Enrolment Ratio* (GER), stream-wise enrolment in colleges and enrolment in post graduate courses. He also showcased the NAAC accreditation status of different institutions of the State. He presented data related to vocational courses being run in the State and proposed new vocational courses to be introduced from the next academic session, which would be region and topography specific. This new initiative, entitled *Skill Education & Employability Initiatives* (SEIN) shall have a budget outlay for Rs. 1250 crores. He also talked about NEP 2020 implementation from the next academic year.



Ms. Nisha Sharma, Principal, Govt. Primary School Bagahar, Kotkhai, shared an inspiring presentation about how she, with the help of the community, transformed the institution running from a cowshed to a centre for instilling excellence in little children, when they are at their most impressionable age. She also explained that a lot of clubs have been established in the school and parents are an integral part of each activity.

Presenting the best practices of her institution, JLN Fine Arts Govt. College, Shimla, Principal Dr Kamaynai Bisht, said that “community outreach” is the best practise at her institution. The institution has a collaboration with Kanda Jail and the students are transforming the gargantuan wall in the campus so that the inmates no longer feel depressed. The jail inmates are imparted skills with hands-on training so that they can earn their livelihood once they serve their full sentences. Moreover, the skilled students of the college do commissioned work, where 80% of the remuneration earned is kept by the student and 20% goes to the college and it is further spent on up-skilling the students through workshops. The college routinely organizes exhibitions at the Gaiety Theatre, Shimla, so that the students come face-to-face with the dynamics of the market. The students of the college take part in different festivals being organised in and around Shimla town. Another major best practice of the institution was “Human Library Club” where students are taught to read humans as books. It is aimed to increase tolerance and plurality.

Mr. Abid Hussain Sadiq, Deputy Commissioner, Bilaspur, in his presentation, talked about “digital library” and “space labs” which he got established in his District. The main aim behind the exercises was to bridge the educational gap found in students in rural areas. The process was economical, student friendly and ensured access and equity to the disadvantaged lot. He got 20 tablets distributed to 10 schools each. The space labs are mediums to empower rural students with models of GSLVs and PSLVs on display. He also talked about activity-based learning models being used in the selected schools of his District. Problem solving through peer learning is the core concept behind the exercise. He also talked about the project of employment generation through water sports.

Dr Harish Kumar, Additional Director of Higher Education, Himachal Pradesh, presented a talk on “*Internal Ranking of Colleges and Grading of Libraries.*” He shared the detailed plan of the department which was put into action for grading and ranking of the libraries and institutions of the State. He stated the objectives behind humongous exercise as instilling critical thinking, evolving a healthy ecosystem, ensuring more co-ordination and filling the gaps of sub-par

documentation and encourage research and improve student enrollment. He revealed that the colleges were divided into three tiers and the ranking was both tier-wise and at the State level as well. He shared the criteria and the results of the gargantuan exercise. The results of the library grading, in the form of a booklet, were released by the Hon'ble Chief Minister and other dignitaries present on the stage.

It was followed by yet another open discussion which was held at the behest of Hon'ble Chief Minister, in which he openly interacted with the college Principals. The session saw several queries being put up to the Hon'ble Chief Minister by several Principals and the session witnessed interventions by the Chairman, *State Higher Education Council*, Himachal Pradesh and the Secretary (Education).

Prof Lalit Kumar Awasthi, Vice Chancellor, SPU, Mandi, in his speech focused on the nomenclature of multiple entry and exit system to be implemented from the next academic session. He talked about the indispensability of clusters, integrating SWAYAM courses and other value-based courses on educational-technology platforms to the mainstream.

Prof Shashi Kumar, Vice Chancellor, HP Technical University, in his speech focused on the projected job scenario for the next five years, on quantum technology, about the integration of technology in jobs related to industry, about up-skilling, the holistic skill set, cognitive skills, and personal and behavioral skills. He also focused extensively on career orientation and placement.

Shri Rohit Thakur, Hon'ble Education Minister, Himachal Pradesh, in his address, stressed upon the fact that the existing colleges and universities cannot take their positions for granted and cautioned the participants to be ready for competition. He enumerated the achievements of the *Department of Higher Education* in the last two years. With great happiness, he shared the fact that Himachal Pradesh has the highest per capita expenditure on education. He said that consolidating the gains made is the need of the hour and re-inventing self and the institutions is indispensable.

Shri Sukhvinder Singh Sukhu, Hon'ble Chief Minister, in his address, acknowledged the fact that Himachal Pradesh needs to do a lot to improve its rank from the current 21<sup>st</sup> slot among Indian States. He underscored the importance of quality, and frankly pondered over the shortcomings which need to be addressed. He said that the government has offered the option of delivering curriculum in English medium in several schools of the State. For *Rajiv Gandhi Day-Boarding schools*, a criterion of 25-30 bighas of land has been fixed besides the mandatory



requirements of playground and ICT infrastructure. He said that 300 crores have been allotted to the scheme. He said that new changes shall be ushered into the system to enhance accountability such as a new format for ACRs, which shall be quantitative. He also announced that B.Ed. courses shall be introduced in many colleges of the State. He further announced that powers shall be delegated to the college Principals to provide free education along with allowance for hostel/PG to 5 students per year. He also said that the government is considering providing transport facilities for the students in the geographically interior areas to commute to bigger colleges situated at the district headquarters. He shared that the government has already substantially increased the allowance given to sports students. He further shared that an integrated sports complex is coming up at Hamirpur with state-of-the-art facilities in games such as swimming, boxing, kabaddi and hockey et cetera. He emphasized upon the decentralization of powers, including financial, to college Principals, so that they can make informed decisions, according to the situation on the ground.

Sh. Rakesh Kanwar, Secretary (Education) to the Govt. of H.P., delivered the formal vote-of-thanks and exhorted all stakeholders, especially the college Principals, to work with the government to bring significant and incremental changes to transform the standard of education in the State. He summarized the key takeaways of the day long deliberations and underscored the importance of 21<sup>st</sup> century skills to stay afloat in the job market. Besides skill-based knowledge, the need of the hour are soft skills, ability to work in teams, in multi-cultural setups, with creative and analytical skills. He underscored the importance of disciplines such as Arts, languages, culture and ethics. He said that the barriers between general, technical and medical education need to be demolished, and re-imagining institutions is the call of the hour.

## Day II

The deliberations continued for the second day, but the venue was shifted to the Conference Hall of the *Department of Elementary Education*, Himachal Pradesh.

Dr Kamayani Bisht, the stage secretary, welcomed the dignitaries, and shed light on the events lined up for the day.

Dr. Amarjeet K. Sharma, Director Higher Education, H.P. formally welcomes and set the day's activities calendar. In his general address, he apprised about various activities of the Department and sought the feedback from the colleges.

The session began with the presentation of best practices by Principals of five different colleges, namely Govt. College Dharampur, Mandi; Govt. College Jukhala, Govt. College Solan, Govt. College Chopal and Govt. College, Khad, Una.

This session was followed by another interesting session which was "*Discussion on Establishment Matters*" which was moderated by the Director of Higher Education, Himachal Pradesh. All the Principals put up before the Secretary (Education) and the Director (Higher Education) specific problems afflicting their respective institutions and the qualitative initiatives undertaken by them.

Thereafter, Mr. Shakti Bhushan, made a presentation on "Earn While You Learn" initiative of the government. This program aims to positively transform the use of social media by the young students. He shared the vision of the government which envisages students earning while pursuing their education. He said that the government platform intends to offer certified courses to the students so that they make positive use of their time on social media, learn technical skills, create content, earn while they learn and spend the earnings on good causes only. The details of this program and the platform shall soon be dispatched to all the college Principals, and he exhorted the Principals to motivate their students to take interest and enroll themselves.

Dr. Gopal Krishan Sanghaik, OSD, DOHE, Shimla, in an interactive session addressed the concerns of the college Principals regarding implementation of different stages of RUSA. The Principals had a lot of queries, especially related to financial matters and most of them were dealt with on the spot. Many specific issues of different colleges were discussed, especially the stalled projects and the possible ways out were deliberated upon.

Shri Nishant Thakur, Additional Secretary (Education) to the Govt. of H.P. who is also the Project Director, Project Management Unit (SDMF), Department of Revenue -DM, in his address, talked about the "State Disaster Management Fund." He talked about the retrofitting of buildings and the procedure for the preparation of DPRs and PPRs. He shared the detailed mechanism for approval from different departments of the government.

Dr. Shashi Kant Sharma, Professor & Head, Department of Journalism & Mass Communication, HPU, Shimla, in his address, talked about "The Psychology of NAAC peer-team." Having been a member of several peer teams, he shared the insider's perspective of how the NAAC peer team thinks. He emphasized upon the importance of proper and regular documentation, innovations, best practices which are sustainable and unique at the same time.




the involvement and commitment of stakeholders, contribution by alumni, start-ups, meticulous office records, innovation for slow learners, initiatives to reduce dropout rate, the importance of library and its role as knowledge centre, tie-ups with industry, research mindset and patents. He said that a vibrant atmosphere in an educational institution is of utmost importance.

Sh. Rakesh Kanwar, Secretary (Education), who was also the Patron of the Conference, delivered a formal vote of thanks. He acknowledged that the conference was a success and hoped to meet the participants in the next annual Principals' conference as well. He offered his help to the college Principals if they intend to organize training programs in their respective institutions on important topics such as OPFA, settlement of court cases, audit paras and its settlement, treasury procedures and different administrative software et cetera. He asked the college Principals to ponder over the issue of offering English as a compulsory or optional subject under the NEP regime and send their suggestions to foster quality and improvement in higher education not later than 20 December 2024.

**Actionable Points:**

- Implementation of NEP 2020 in a phased manner.
- To put in place a common central facility for placements
- To design new format for ACRs which shall be quantitative.
- B.Ed courses shall be introduced in colleges of state.
- Delegation of more financial powers to college principals.
- Free education to 5 students per years.
- To introduce vocational courses which are region and topographic specific.
- To rationalize the subjects.
- To rationalize and consolidate the Govt. colleges of the State.
- To develop a mechanism for collaboration between Higher Education and Technical Education.



Director of Higher Education,  
Himachal Pradesh.

Approved by



Secretary (Education) to the,  
Govt. of Himachal Pradesh.