

PAHALWAN GURUDEEN PRASIKSHAN MAHAVIDYALAYA



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INSTITUTIONAL DEVELOPMENT PLAN (IDP)

2026-2031

Pahalwan Gurudeen Prashikshan Mahavidyalaya

Panari, Lalitpur, Uttar Pradesh

1. Executive Summary

This Institutional Development Plan (IDP) provides a five-year roadmap for academic excellence, autonomy, quality assurance, research, innovation, infrastructure development, and implementation of NEP 2020.

Proposed actions, timelines, responsible committees, measurable outcomes, and review mechanisms shall be documented and monitored throughout the plan period.

2. Institutional Profile

Name of the Institution

Pahalwan Gurudeen Prashikshan Mahavidyalaya, Panari, Lalitpur, Uttar Pradesh
Establishment

- **Year of Establishment:** 2016

Affiliation

- **Affiliated to:** Bundelkhand University, Jhansi, Uttar Pradesh

Accreditation

- Accredited by NAAC with B+ Grade

Status

- Self-Financed Higher Education Institution
- Committed to Quality Education, Academic Excellence, and Holistic Development
- Progressing towards Autonomous Status in accordance with UGC guidelines

Academic Programmes Offered

Undergraduate Programmes

- Bachelor of Arts (B.A.)
- Bachelor of Commerce (B.Com.)
- Bachelor of Science (B.Sc.)
- Bachelor of Education (B.Ed.)

Postgraduate Programmes

- Master of Arts (M.A.)
- Master of Commerce (M.Com.)
- Master of Science (M.Sc.)

Approved Intake Capacity

- **Total Approved Intake Capacity:** 1,750 Students

Student Strength

- **Total Student Enrollment:** Approximately 3,500 Students
- Human Resources
- Teaching and Non-Teaching Staff: Approximately 115

3 Vision

"To become a premier institute imparting quality education in various fields to meet the changing needs of society,,

4. Mission

To create environment conducive for continuous learning through quality teaching and learning process supported by modern infrastructure. Promote research and innovation through collaboration with industries inculcate ethical values and environmental consciousness through holistic education program.

5. Core Values

Core Values of the Institution

- **Excellence:** Striving for the highest standards of academic quality, professional competence, innovation, and institutional performance in all areas of teaching, learning, research, and administration.
- **Integrity:** Upholding honesty, transparency, ethical conduct, fairness, and accountability in all academic and administrative activities.
- **Inclusiveness:** Promoting equal opportunities, diversity, equity, and respect for all individuals regardless of their social, economic, cultural, or educational backgrounds.
- **Innovation:** Encouraging creativity, critical thinking, research, technological advancement, and the adoption of innovative practices to address emerging educational and societal challenges.
- **Accountability:** Ensuring responsible governance, effective resource utilization, transparency in decision-making, and commitment to institutional goals and stakeholder expectations.
- **Social Responsibility:** Fostering a sense of civic duty, environmental consciousness, community engagement, and commitment to national development and social welfare.

6. SWOT Analysis

Strengths

- NAAC Accredited with B+ Grade
- Experienced and Qualified Faculty Members
- Significant Contribution to Education in Rural Areas
- Disciplined and Conducive Academic Environment
- Strong Commitment to Quality Education and Student Development
- Supportive Learning Ecosystem with Value-Based Education
- Growing Academic Reputation and Community Trust
- Focus on Holistic Development of Students
- Dedicated Governance and Institutional Leadership
- Progressive Vision Towards Academic Autonomy and Excellence

Weaknesses

- Limited Research Activities and Scholarly Output
- Limited Collaboration with Industry and Academic Institutions
- Need for Expansion and Upgradation of ICT Infrastructure
- Limited Availability of Externally Funded Research Projects
- Scope for Enhancing National and International Academic Linkages

Opportunities

- Autonomous Status
- NEP-2020 Implementation
- Online Learning Platforms
- Research Grants

Challenges

- Increasing Competition in the Higher Education Sector
- Limited Availability of Financial Resources for Expansion and Innovation
- Ensuring Continuous Availability and Retention of Qualified Faculty Members
- Keeping Pace with Rapid Technological Advancements in Education
- Meeting Evolving Regulatory and Accreditation Requirements
- Enhancing Research Output and Institutional Visibility
- Addressing the Educational Needs of Students from Diverse Socio-Economic Backgrounds
- Balancing Quality Enhancement with Resource Constraints
- Adapting to Changing Employment and Skill Requirements
- Sustaining Academic Excellence in a Dynamic Educational Environment

7. Strategic Goals (2026–2031)

Goal 1: Academic Excellence

Targets

- Effective Implementation of NEP 2020 and CBCS-Based Curricula
- Strengthening Outcome-Based Education (OBE) Framework
- Introduction and Institutionalization of Academic Audit Mechanisms
- Enhancement of Teaching-Learning Quality and Student-Centric Pedagogies
- Promotion of Interdisciplinary and Skill-Oriented Learning
- Continuous Improvement in Academic Performance and Learning Outcomes
- Integration of ICT and Innovative Teaching Practices in Classroom Instruction
- Development of a Robust System for Assessment, Feedback, and Quality Enhancement

Goal 2: Quality Assurance & Accreditation

- Strengthen the Internal Quality Assurance Cell (IQAC) for continuous quality enhancement.
- Achieve NAAC A Grade Accreditation by 2031.
- Conduct Annual Academic and Administrative Audits.
- Implement quality benchmarks in teaching, learning, research, and governance.
- Establish a robust system for stakeholder feedback and action-taken reporting.
- Promote a culture of evidence-based decision-making and continuous improvement.
- Enhance institutional performance through regular monitoring of Key Performance Indicators (KPIs).
- Align institutional practices with NAAC, UGC, and NEP 2020 quality standards.

Goal 3: Attainment of Autonomous Status

Targets

- Obtain UGC Autonomous Status
- Establish and Operationalize the Board of Studies (BoS)
- Constitute and Strengthen the Academic Council
- Implement Examination Reforms in accordance with UGC and NEP 2020 Guidelines
- Develop and Introduce Institution-Specific Curricula
- Enhance Academic Flexibility through Choice-Based and Multidisciplinary Learning
- Strengthen Outcome-Based Education and Continuous Assessment Practices
- Promote Academic Innovation, Research, and Skill-Oriented Programmes
- Establish Effective Academic Governance and Decision-Making Mechanisms
- Ensure Quality Assurance and Continuous Improvement in Academic Processes

Goal 4: Research & Innovation

Targets

- Increase research publications to more than 50 papers in reputed national and international journals by 2031.

- Organize at least 10 national/international seminars, conferences, workshops, and symposiums by 2031.
- Undertake and complete a minimum of 5 funded or institutional research projects by 2031.
- Strengthen the Research and Development Cell (RDC) to promote a vibrant research culture.
- Encourage faculty members to publish in UGC-CARE, Scopus, and peer-reviewed journals.
- Promote interdisciplinary and collaborative research with academic and research institutions.
- Establish research collaborations through MoUs with universities, colleges, and research organizations.
- Facilitate faculty and student participation in research, innovation, and consultancy activities.
- Organize regular workshops on research methodology, academic writing, and intellectual property rights (IPR).
- Create an innovation ecosystem that supports new ideas, problem-solving, and community-oriented research.
- Enhance the institution's visibility through quality research output, publications, and academic events.
- Encourage students to undertake project work, field studies, and action research activities.

Goal 5: Faculty Development

Targets

- Ensure participation of every faculty member in at least two Faculty Development Programmes (FDPs) each year.
- Promote and incentivize research publications in UGC-CARE, Scopus, and peer-reviewed journals.
- Provide regular ICT training to enhance digital teaching and learning competencies.
- Encourage faculty members to attend national and international seminars, conferences, workshops, and training programmes.
- Strengthen research aptitude and academic writing skills among faculty members.
- Promote the use of innovative, learner-centric, and technology-enabled pedagogical practices.
- Facilitate faculty participation in online certification courses, MOOCs, and professional development programmes.
- Enhance competencies in Outcome-Based Education (OBE), NEP 2020 implementation, and curriculum design.
- Support faculty members in undertaking research projects, consultancy work, and collaborative academic activities.
- Establish a performance-based professional development and recognition system.
- Develop leadership, mentoring, and academic administration skills among faculty members.
- Achieve 100% faculty participation in continuous professional development activities by 2031.

Goal 6: Digital Transformation

Targets

- Establish ICT-Enabled Smart Classrooms across the campus to enhance interactive and technology-driven learning.
- Implement a comprehensive Learning Management System (LMS) for teaching, learning, assessment, and academic administration.
- Develop and strengthen a Digital Library with access to e-books, e-journals, databases, and online learning resources.
- Promote the development and dissemination of high-quality E-Content, including video lectures, study materials, MOOCs, and digital learning modules.
- Ensure campus-wide Wi-Fi connectivity and improved digital infrastructure.
- Integrate ICT tools and innovative technologies into teaching-learning and evaluation processes.
- Implement an Enterprise Resource Planning (ERP) system for efficient academic and administrative management.
- Enhance digital literacy and technological competencies among students and faculty members.

- Promote the use of virtual classrooms, blended learning, and online assessment platforms.
- Strengthen cybersecurity measures and digital data management systems.
- Facilitate access to national digital initiatives such as SWAYAM, NPTEL, NDLI, and other online learning platforms.
- Achieve 100% ICT-enabled teaching and learning practices by 2031.

Goal 7: Student Development

Targets

- Establish a dedicated Placement Support Cell to enhance student employability and career opportunities.
- Provide comprehensive Career Counselling services to guide students in academic, professional, and personal development.
- Offer structured coaching and guidance for Competitive Examinations such as NET, SET, TET, CTET, UPSC, SSC, Banking, and State Services.
- Promote Entrepreneurship Awareness and Innovation through workshops, seminars, start-up orientation programmes, and industry interactions.
- Strengthen mentoring and student support systems for academic success and personal growth.
- Enhance soft skills, communication skills, leadership qualities, and professional competencies among students.
- Facilitate internship, fieldwork, and experiential learning opportunities.
- Organize career fairs, placement drives, and interactions with industry experts and alumni.
- Promote skill development programmes aligned with industry and societal needs.
- Encourage participation in co-curricular, extracurricular, cultural, sports, and community engagement activities.
- Develop students as responsible, ethical, and socially conscious citizens.
- Achieve improved student progression, employability, and higher education enrolment by 2031.

Goal 8: Community Engagement

Targets

- Strengthen NSS and Extension Activities to promote social responsibility, leadership, and community participation among students.
- Organize Environmental Awareness Programmes focusing on sustainability, biodiversity conservation, waste management, water conservation, and climate change awareness.
- Implement Village Adoption Initiatives to support the socio-economic, educational, health, and environmental development of nearby villages.
- Conduct regular community outreach programmes, awareness campaigns, and social service activities.
- Promote active participation of students and faculty in national development initiatives and community welfare programmes.
- Organize health camps, literacy drives, voter awareness programmes, and cleanliness campaigns in adopted villages and surrounding communities.
- Encourage community-based research and extension projects addressing local issues and challenges.
- Develop strong partnerships with local government bodies, NGOs, educational institutions, and community organizations.
- Promote the values of social justice, inclusiveness, environmental stewardship, and civic responsibility among students.
- Enhance community engagement through outreach activities aligned with the Sustainable Development Goals (SDGs) and national priorities.
- Document and disseminate best practices in community service and extension activities.
- Establish the institution as a socially responsible and community-oriented center of higher education by 2031.

Goal 9: Infrastructure Development

Proposed Development

- Develop and expand ICT-enabled smart classrooms to support technology-driven teaching and learning.
- Establish a dedicated Research and Development (R&D) Cell Office to facilitate research, innovation, consultancy, and project activities.
- Upgrade the Seminar Hall with modern audio-visual facilities, digital presentation systems, and conferencing infrastructure.
- Implement Green Campus Initiatives including tree plantation, waste management, rainwater harvesting, energy conservation, and eco-friendly practices.
- Install Solar Energy Systems to promote renewable energy utilization and sustainable campus development.
- Strengthen library infrastructure with digital resources, e-learning facilities, and modern reading spaces.
- Enhance laboratory facilities and equipment to support academic and research activities.
- Expand campus-wide high-speed internet and Wi-Fi connectivity.
- Develop modern administrative infrastructure through digitalization and ERP-based management systems.
- Improve student support facilities, including common rooms, recreational spaces, and counseling facilities.
- Upgrade sports and physical education infrastructure to promote holistic student development.
- Strengthen campus safety, security, surveillance systems, and disaster management facilities.
- Ensure barrier-free access and inclusive infrastructure for differently-abled students and staff.
- Create a sustainable, technology-enabled, student-friendly, and environmentally responsible campus by 2031.

8. Five-Year Action Plan (2026–2031)

Year-wise Strategic Activities

2026–27: Foundation and Quality Enhancement

- Implement the Institutional Development Plan (IDP) across all academic and administrative units.
- Introduce Academic and Administrative Audit mechanisms for continuous quality improvement.
- Expand ICT infrastructure, including smart classrooms and digital learning resources.
- Strengthen IQAC activities and quality assurance processes.
- Initiate faculty development programmes on NEP 2020, OBE, and ICT integration.
- Enhance student support services, mentoring, and career guidance initiatives.
- Develop baseline data and Key Performance Indicators (KPIs) for institutional monitoring.

2027–28: Research and Collaboration Enhancement

- Strengthen the Research and Development Cell (RDC) to promote a research-oriented culture.
- Increase research publications, seminars, workshops, and faculty research activities.
- Establish academic and institutional collaborations through Memoranda of Understanding (MoUs).
- Promote interdisciplinary research, innovation, and consultancy activities.
- Organize national and international conferences, FDPs, and academic events.
- Expand digital resources, library services, and e-learning platforms.
- Enhance community engagement and extension activities.

2028–29: Autonomous Status Operationalization

- Obtain and operationalize UGC Autonomous Status.
- Constitute the Board of Studies, Academic Council, and other statutory bodies.
- Introduce curriculum reforms aligned with NEP 2020 and Outcome-Based Education.
- Implement examination reforms and continuous assessment systems.

- Develop multidisciplinary and skill-based academic programmes.
- Strengthen academic governance and decision-making processes.
- Enhance institutional autonomy in curriculum design, assessment, and academic innovation.

2029-30: NAAC Reaccreditation and Institutional Excellence

- Prepare comprehensively for NAAC Reaccreditation.
- Conduct institutional quality audits and gap analysis exercises.
- Strengthen best practices, quality benchmarks, and documentation processes.
- Enhance research output, innovation activities, and stakeholder engagement.
- Improve infrastructure, digital transformation initiatives, and sustainability practices.
- Review and strengthen governance, leadership, and administrative effectiveness.
- Implement corrective measures based on quality assessment outcomes.

2030-31: Achievement of NAAC 'A' Grade and Institutional Review

- Achieve NAAC 'A' Grade Accreditation through sustained quality enhancement efforts.
- Conduct a comprehensive institutional review of the IDP implementation.
- Evaluate the achievement of strategic goals, targets, and Key Performance Indicators (KPIs).
- Document institutional achievements, best practices, and success stories.
- Prepare the next Institutional Development Plan based on emerging opportunities and challenges.
- Strengthen national and international academic visibility and collaborations.
- Establish the institution as a centre of excellence in higher and teacher education.

Expected Outcome by 2031

- NAAC 'A' Grade Accreditation
- Operational Autonomous College Status
- Enhanced Research and Innovation Ecosystem
- Digitally Empowered Campus
- Improved Student Employability and Progression
- Strong Community Engagement and Social Impact
- Sustainable and Inclusive Institutional Growth
- Recognition as a Leading Institution in the Region

9. Financial Resource Plan

Sources of Funding

- Generate financial resources through student fees to support academic, administrative, and developmental activities.
- Leverage Government Schemes and funding opportunities offered by UGC, State Government, Central Government, and other statutory bodies.
- Secure Research Grants from national and international funding agencies to promote research, innovation, and academic excellence.
- Mobilize Corporate Social Responsibility (CSR) support for infrastructure development, skill enhancement programmes, and community outreach initiatives.
- Strengthen Alumni Contributions through alumni engagement, donations, scholarships, endowments, and institutional development initiatives.
- Explore collaborations with industries, educational institutions, and philanthropic organizations for resource generation and capacity building.
- Promote consultancy services, training programmes, and academic collaborations as additional sources of revenue.
- Ensure diversified and sustainable financial resource mobilization to support long-term institutional growth.

Utilization of Financial Resources

- **Infrastructure Development:** Construction, renovation, modernization of academic buildings, laboratories, classrooms, seminar halls, and campus facilities.
- **Research and Innovation:** Funding for research projects, publications, conferences, workshops, innovation activities, and consultancy initiatives.
- **Faculty Development:** Support for Faculty Development Programmes (FDPs), training, research activities, professional certifications, and academic enrichment.
- **ICT Facilities:** Development of smart classrooms, Learning Management Systems (LMS), digital libraries, ERP systems, campus networking, and technological infrastructure.
- **Student Support Services:** Scholarships, career guidance, placement support, mentoring, counseling services, skill development programmes, and student welfare activities.
- **Library Enhancement:** Procurement of books, journals, e-resources, databases, and digital learning materials.
- **Community Engagement and Extension Activities:** Implementation of outreach programmes, NSS activities, environmental initiatives, and social responsibility projects.
- **Green Campus and Sustainability Initiatives:** Solar energy installation, waste management systems, water conservation, and environmental sustainability projects.
- **Quality Assurance and Accreditation Activities:** Support for IQAC initiatives, academic audits, quality enhancement programmes, and accreditation processes.
- **Institutional Development and Governance:** Strengthening administrative systems, digital governance, policy implementation, and strategic planning activities.

Financial Management Strategy

- Ensure transparent, accountable, and efficient utilization of financial resources through established financial procedures and regular audits.
- Conduct annual budget planning and periodic financial reviews to align expenditures with institutional priorities.
- Monitor resource utilization through the Finance Committee, Governing Body, and Internal Quality Assurance Cell (IQAC).
- Promote financial sustainability by balancing resource mobilization with strategic institutional development goals.
- Maintain compliance with UGC, Government, University, and statutory regulatory requirements in all financial matters.

10. Key Performance Indicators (KPIs)

Strategic Performance Targets for 2031

- Achieve a Student Satisfaction Index of more than 90% through quality teaching, effective mentoring, student support services, and continuous feedback mechanisms.
- Increase Research Publications to more than 50 papers in reputed national and international journals.
- Ensure 100% Faculty Participation in Faculty Development Programmes (FDPs), training programmes, workshops, seminars, and professional development activities.
- Establish and operationalize at least 15 Memoranda of Understanding (MoUs) with universities, research institutions, industries, and other organizations.
- Achieve at least 80% Student Placement, Higher Education Progression, Entrepreneurship, or Professional Engagement.
- Ensure 100% ICT-Enabled Teaching through smart classrooms, digital learning platforms, Learning Management Systems (LMS), and technology-integrated pedagogy.
- Improve NAAC Accreditation Status from B+ Grade to A Grade by 2031.
- Achieve 100% Implementation of Outcome-Based Education (OBE) and NEP 2020 initiatives across all academic programmes.

- Increase participation of students and faculty in research, innovation, extension, and community engagement activities.
- Strengthen digital infrastructure and ensure campus-wide access to technology-enabled learning resources.
- Enhance stakeholder satisfaction, including students, faculty, alumni, employers, and community partners.
- Promote sustainable institutional growth through effective governance, quality assurance, and resource mobilization.

11. Monitoring & Evaluation Mechanism

Monitoring Bodies

- **Governing Body:** Provide overall policy direction, strategic oversight, and review of institutional development initiatives.
- **Internal Quality Assurance Cell (IQAC):** Monitor quality enhancement activities, institutional performance indicators, and implementation of quality assurance measures.
- **Academic Council:** Review academic policies, curriculum implementation, teaching-learning processes, and academic outcomes.
- **Research & Development Cell (RDC):** Monitor research activities, publications, projects, innovation initiatives, and research collaborations.
- **Finance Committee:** Oversee financial planning, budget utilization, resource mobilization, and financial accountability.
- **Principal and Administrative Committees:** Ensure effective execution of institutional policies, strategic plans, and developmental activities.
- **Departmental Committees:** Monitor departmental performance, academic progress, student outcomes, and achievement of departmental goals.
- **Stakeholder Participation Mechanism:** Incorporate feedback from students, faculty, alumni, employers, and community representatives for continuous improvement.

Review Frequency

- **Quarterly Review:** Conduct quarterly reviews to assess progress on strategic goals, action plans, and Key Performance Indicators (KPIs).
- **Annual Performance Review:** Evaluate academic, administrative, financial, research, and infrastructure development achievements on an annual basis.
- **Mid-Term Evaluation (2028):** Undertake a comprehensive review of the Institutional Development Plan (IDP) to assess achievements, identify gaps, and revise strategies where necessary.
- **Final Evaluation (2031):** Conduct a detailed assessment of the overall implementation and outcomes of the IDP at the end of the plan period.
- **Periodic Academic and Administrative Audits:** Carry out regular audits to ensure compliance with quality standards, regulatory requirements, and institutional objectives.
- **Stakeholder Feedback Review:** Analyze feedback from students, faculty, alumni, employers, and other stakeholders annually to support evidence-based decision-making.
- **Financial Review and Audit:** Conduct annual financial reviews and statutory audits to ensure transparency, accountability, and effective utilization of resources.

12. Expected Outcomes

Expected Outcomes by 2031

- **Attainment of Autonomous College Status,** enabling greater academic flexibility, curriculum innovation, and effective institutional governance.
- **Improvement in NAAC Accreditation Grade from B+ to A Grade** through continuous quality enhancement initiatives and adherence to best practices.

- **Establishment of a Strong Research and Innovation Culture** characterized by increased research publications, funded projects, academic collaborations, and scholarly activities.
- **Enhanced Student Employability and Career Progression** through skill development, placement support, career counseling, and industry-oriented learning opportunities.
- **Development of a Robust Digital Learning Ecosystem** featuring smart classrooms, Learning Management Systems (LMS), digital libraries, e-content, and technology-enabled teaching-learning practices.
- **Promotion of Community-Centric Institutional Development** through extension activities, village adoption programmes, environmental initiatives, and social outreach projects.
- **Effective Implementation of the National Education Policy (NEP) 2020** by adopting multidisciplinary education, Outcome-Based Education (OBE), skill-based learning, academic flexibility, and student-centric pedagogies.
- **Strengthened Academic Excellence and Quality Assurance Systems** through regular audits, continuous assessment, and evidence-based decision-making.
- **Improved Faculty Competence and Professional Development** through continuous training, research engagement, and academic enrichment programmes.
- **Enhanced Institutional Reputation and Visibility** at regional, state, and national levels through quality education, innovation, and community engagement.
- **Sustainable Infrastructure Development and Green Campus Practices** supporting environmentally responsible and future-ready institutional growth.
- **Increased Stakeholder Satisfaction**, including students, faculty, alumni, employers, and the local community.
- **Creation of a Learner-Centric, Inclusive, and Future-Ready Educational Environment** that nurtures responsible, skilled, and socially committed citizens.

Long-Term Institutional Impact

- Recognition as a Centre of Excellence in Higher and Teacher Education.
- Sustainable Growth through Innovation, Quality, and Good Governance.
- Meaningful Contribution to National Development and the Vision of Viksit Bharat 2047.
- Development of Competent, Ethical, and Globally Aware Graduates prepared for the challenges of the 21st century.

13. Approval and Review

This **Institutional Development Plan (IDP) 2026–2031** has been prepared in alignment with the vision and mission of **Pahalwan Gurudeen Prashikshan Mahavidyalaya, Panari, Lalitpur (Uttar Pradesh)** and the objectives of the **National Education Policy (NEP) 2020**, University Grants Commission (UGC) guidelines, and quality assurance frameworks.

The IDP serves as a strategic roadmap for academic excellence, quality enhancement, research and innovation, digital transformation, infrastructure development, community engagement, and the attainment of Autonomous Status over the next five years.

This plan was duly reviewed, discussed, and approved by the **Internal Quality Assurance Cell (IQAC)** and the **Governing Body** of the institution and shall be implemented through a systematic monitoring and evaluation mechanism.

The progress of the plan shall be reviewed periodically through quarterly reviews, annual performance assessments, mid-term evaluation (2028), and final evaluation (2031) to ensure continuous quality improvement and achievement of the institutional goals.

The institution reserves the right to revise, update, or modify the provisions of this plan in response to emerging educational needs, regulatory requirements, stakeholder feedback, and development priorities.

Prof. (Dr.) Mahesh Kumar

Principal

