

6.3.1



GVV Sangha's
**SHRI SHANTAVEER ARTS COLLEGE, BABALESHWAR
DIST, VIJAYPUR**

Re-Accredited with "B" Grade by NAAC in 3rd Cycle

Email: shrishantaveer5202bbl@gmail.com U.G.C. Code : KAKA113

Cell No 9741604973

6.3.5: Institutional performance Appraisal system for teaching and

Non-teaching staff

Response

The management of the institution facilitates the professional growth, curricular development and for the enrichment of the staff knowledge and assessment technique by implementing an effective performance Appraisal system. This system ensures the quality of educational performance and maintained its objective of improving academic, curricular activities and administrative standards. The functions of PAS include Teachers performance Record, Student feedback and self appraisal report.

The teacher performance Record

Teacher's performance record is maintained by teachers in Teacher's Diary every year. All details related to plan of teaching, Tests, Assignments, Projects, Mentoring, Remedial classes, leave taken etc are recorded by the teacher. Teachers are instructed to submit Teaching plans every semester to ensure a time bond implementation of the Academic plan in the semesters proposed at the beginning of the academic year.

Student feedback:

Student feedback is taken in every semester to view the performance of staff and necessary appraisal is done. The collected feedback analysed and action taken will be recorded.

Co-ordinator.
IQAC.

PRINCIPAL,
Shri Shantaveer Arts College.
BABALESHWAR. Dt:Vijayapur



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Alumni feedback.

Feedback from Alumni and parents is collected in the meet to review the performance of faculty. The alumni feedback collected is analysed by the management and principal.

Self Appraisal Report

The self appraisal report of all teaching staff is collected on annual basis using structure questionnaire. Based on the performance and feedback, the principal takes personal interest in guiding teachers. The appraisal reports are analysed with individual staff members. Major decision taken based on this appraisal includes,

- The faculty strengths are appreciated.
- Corrective measures are suggested by the principal.
- Enhanced increment.
- Promotion.
- Selection of teachers for deputation and heads of various committees.

Performance appraisal system of non-teaching staff.

The self appraisal reports of non-teaching staff are taken on annual basis using structured questionnaire. Based on the performance and the feedback, the principal taken personal interest in guiding the non-teaching staff. The non-teaching staff members have assigned to work in different capacities on rotation basis. The appraisal reports are analysed and working ability of individual is assessed.


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Policy for attending Seminar/Conference /workshop

This is to certify that with the consent of our esteemed management, principal is empowered to sanction financial assistance to the faculty members for attending Seminar/Conference /workshop at different levels. Following are the procedural part to be taken ease by respective faculty members.

1. Faculty intended to attend Seminar/Conference /workshop needs to seek permission from principal well in advance.
2. The financial provision year marked for attending Seminar/Conference /workshop and actual registration fees and TA provided by the college to concerned faculty participants.
3. After attending Seminar/Conference /workshop faculty participants have to submit copy of registration fee receipt and attendance to the principal.
4. Financial assistance to the faculty members is only two times in the year.


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ಶೈಕ್ಷಣಿಕ ಮೌಲ್ಯಮಾಪನ

Proforma for the Assessment of Teachers for Academic Excellence: Academic Audit

ಭಾಗ 1 ಸ್ವವಿವರ

1	ಅಧ್ಯಾಪಕರ ಹೆಸರು ಮತ್ತು ಹುದ್ದೆ	ಡಾ. ಎಂ. ಸಿ. ನರಸೇವ್		
2	ವಿಷಯ & ವಿದ್ಯಾರ್ಹತೆ	ಸಾಮಾನ್ಯ. M.A Ph.D		
3	ಕಾಲೇಜು ಹೆಸರು / ವಿಳಾಸ	ಶ್ರೀ ಗೋಪಾಲ್ ಕಲಾ ಪ್ರಾಚಾರ್ಯ ಮಹಾವಿದ್ಯಾಲಯ, ಬೆಂಗಳೂರು		
4	Date of joining the Regular Service at GFGC	-		
5	ಅಧ್ಯಾಪಕರ ವಿಳಾಸ/ ದೂರವಾಣಿ /ಇ-ಮೇಲ್/ ಮೊಬೈಲ್ ಸಂಖ್ಯೆ	domenigashetty's@gmail.com 9901497165		
6	ಮೌಲ್ಯ ಮಾಪನದ ವರ್ಷ	2019-2020		
7	Student's strength per class	1 Year	2 Year	3 Year
		63	43	41

A. Teaching - Learning Process:

1. Papers taught at UG/PG courses:

Sl. No	Course	Section-Semester	Paper	Title
✓	UG	B.A I Sem		Introduction to Sociology
		BA II Sem		Social change & Social control
		B.A III Sem		Study of Indian Social Thought
		B.A IV Sem		Study of Western Social Thought
		BA I Sem II		Rural development in India
		BA XI Sem II		Urban Society in India
		BA II Sem		Human Rights
		BA III Sem		personality & communication skills
✓	PG	Year	Paper	
		I year	2	Research methodology
		II Year	1	Modern Sociological Theory

2. Workload as on today per week:

A	Teaching hours	16
B	Research hours	-
C	Preparation hours	10
D	Assistance in administration	04
E	Remedial coaching hours/ Tutorial classes	04
F	Extension hours/ ECA	04
G	Test	02
		Total-40hr.

Whether student strength is viable or excess (per class/year): viable (2019-2020)

3. Unitization of Syllabus:

100%

4. Teaching plan in the beginning of the year:

yes

18. Evaluation of the performance of students:

Sl. No.		No of Students passed semester wise							
		I	III		V	II	IV		VI
			P-1	P-2			P-1	P-2	
a	Uni. Results in the subject								
b	In the papers taught								
c	In the entire course.								

19. Analysis of the results of the course, subject and papers taught by the teacher.

• Mentioned the column No-34,

20. A) Question Banks prepared :

yes

B) Exposure of question papers of competitive examinations:

yes

21. Involvement in curriculum Design and Development:

Sl. No	Member/ chairman	UG/ PG	University	Duration	
				From	To
1	BOS Member				
2	BOS Chairman				
3	BOE Member				
4	BOE Chairman				
5	BOAE Member				

Note: I have actively involved in University Semester Examination work such as Question Paper setting, Junior Supervisor in theory examination and Examiner at University Central Valuation etc.. RCU Squad RCU, Junior supervisor examiners

date of RCU

22. Computer literacy and awareness :

b). Research Guide: Ph.D.:

28. Seminars/workshop/conferences Organized by the Department with Teacher's involvement as an organizer/coordinator:

	Total	During entire service	During the last 5 years
International			
National			
Regional			
Local			

Sponsored by UGC _____
 NAAC _____
 MHRD _____
 Others _____

29. Support Services: -NIL-

30. I) Additional responsibility undertaken:

a	IQAC/NAAC Coordinator	
b	RUSA Coordinator	
C	Autonomous Coordinator	
D	UGC Planning and Utilization Coordinator	
E	Training and Placement officer	
F	Scouts and Guides Coordinator	
G	Red Cross Coordinator	
H	NSS Coordinator officer	NSS officer
I	NCC officer	
J	Student welfare officer	
K	Cultural Convener	
L	IT Coordinator	
M	Visaka Coordinator	
N	AISHE Coordinator	UBA Coordinator
O	Rajiv Gandhi loan Coordinator	
P	Any Other(Sports Convener)	

II) Extension Activities:

A	Work in the community	N.S.S special camp
B	Contributing to good citizenship	(Adopted village)
C	Social Surveys	Adopted village, Pashan

OOD-Availed Days

10

35. Any other information :

Signature of the HOD

(Pr. M. C. Nigashetty)

Signature of the Teacher

(Pr. M. C. Nigashetty)

Signature of the Principal

PRINCIPAL,
Shri Shantaveer Arts College.
BABALESHWAR, Dt: Vijayapur

Office use

Expert for Audit 5/10/2020
5/10/2020.

General Secretary

Gramantar Vidya Vardhak Sangh
Babaleshwar. - 586 113