6.3.5: Performance Appraisal System for teaching and non- teaching staff

College uses transparent performance reviews. The Faculty Appraisal System has been designed with the aim to help the members of teaching faculty to improve and excel in teaching, in line with the directions issued by UGC from time to time. Students evaluate all faculty members by the questionnaire prepared by the Principal and based on that the Principal provides feedback. This is done to strengthen teachers' accountability, confidence, openness, reflection, and acceptance of situations. Principal gets HOD's feedback on new faculty appointments. College management solicits student opinion on teaching-learning methods. Teaching faculty are also evaluated based on paper presentations/publications, seminars/workshops/conferences, and Faculty Development Programs attended. College IQAC promotes teachers to enhance their API score to establish a self-evaluation system. This helps teachers to improve and participate in academic activities. Peer group evaluation helps to understand group dynamics and learning processes. Students' performance, instructional efficiency, punctuality, regularity, loyalty towards institution is reviewed. The college administrator evaluates non-teaching staff on job efficiency, demeanor and attitude toward students, teachers, and coworkers. College students submit suggestions in a suggestion box which assists to further evaluate staff performance. The college's biometric system records employee arrival and leave hours, promoting punctuality and regularity. Principal, Vice-principal, and administrator monitor staff activities and provide recommendations for improvement.