

Institutional Distinctiveness

Self-Appraisal

Motto:

Self-appraisal is a unique practice of the institution, distinctive to its vision, priority and thrust as it guarantees that the faculty are involved in the dedicated service of preparing the students to evolve as life sensitive empowered women who are capable of building a just and harmonious society.

Course of the Programme:

The college has a well-structured Performance Based Appraisal System for the teaching and non-teaching staff. Performance appraisal with 360 degree feedback is conducted based on Academic Performance Indicator and student feedback. The secretary of the college explains the aim, objectives and need for performance appraisal before giving the format to the faculty. A five point scale format with three sets of questions is given to each teacher. The personal responses on professional development, professional practice and professional responsibility and personal traits are studied along with the feedback given by students and colleagues.

Types of Activities:

Teaching Staff Performance appraisal for faculty is done every year with confidentiality and a great deal of mutual respect. The format has three components: Professional development, Professional practice, and Professional responsibility and personality traits. The first component includes the membership of the faculty in professional bodies, research publications, organizing workshops/seminars and introducing innovation. The second includes all academic performances of the teacher in the classroom environment including punctuality, regularity, helping students in realizing career goals, encouraging students' participation in the class and extracurricular activities, and helping students facing physical, emotional and learning challenges. The third includes the qualities of the teacher like commitment, reliability, quality of work, emotional stability, team spirit, integrity and ethical conduct, and her relationship with other faculty and the non-teaching staff.

Beneficiaries:

The system enables feedback to teachers and gives a chance to the management to know the knowledge, skill and attitude of each faculty and recognize her talents. It gives an opportunity for the management to make right decisions in the selection of faculty as Deans, COE, members of statutory bodies, coordinators of research and extension activities. The secretary of the college appreciates the faculty for the efforts put in for the welfare of the student community and also gives constructive suggestions for the individual's growth. Ultimately, the students have excellent faculty, kind mentors and inspiring role models who can very well mould the students through holistic education.

Impact / Outcome:

Faculty self-appraisal leads to proactivity, motivation and awareness with regard to the modern educational challenges. It helps the faculty to recognise their own accomplishments, knowledge level and performance skill. It also helps them refine and modify their modes of instruction to suit the demands of students. The interaction of the secretary with the faculty gives an opportunity to know

about the progress to be made in lacking parameters. Above all, self-assessment kindles their quest for stretching boundaries to reach out to the students with heart and soul.