

A Report on Performance Appraisal of Faculties of B.H.B College, Sarupeta 2018-2019

Provision of quality education to all students in an educational institution is given significance and considered an expected outcome in education system. The academic quality of teachers is the most important educational variable influencing achievement and learning ability of students. In B.H.B College, the performance of faculties is assessed to increase the focus on quality of teaching and professional learning of teachers. There are presently 21 permanent faculties in B.H.B College whose efficiency and performance are evaluated annually through well maintained criteria related to faculties' professional and career development. It is evaluated through their participation in Faculty Development Programme (FDP) and Workshop, Short term Course (STC), their publication in reputed and peer reviewed, UGC Care listed journals, Scopus and edited books, publication of text books and edited volumes etc. During the year, 2018-2019 the faculties of the College participated in various Professional and Career development programme. The table below shows the academic achievements of the faculty members of the college during the year 2018-2019.

During 2018

Name of the programme	Numbers of Faculties participated
Orientation Programme/ FDP/STC/STTP /Refresher Course/	14
National/ International Seminar	05
Workshop/ Conference	10
UGC listed/ Peer reviewed/ Scopus and Care listed journals / ISBN/ISSN Book and edited Books	ISSN-09 ISBN-08

During the year 2018-2019 some faculties participated in a number of Professional and Career development programmes. A total of 14 Orientation Programme/ Refresher Course, FDP/STC/STTP, 05 National/ International Seminar, 10 Workshop/ Conference were found to be attended by faculty members and 17 ISBN/ISSN and edited books were published. Finally, the Principal and other evaluators from the Governing Body closely appraised the competence and progress of faculties of the College. They also identify specific aspects of their performance and Professional Development. Upon successful completion of performance appraisal, the teachers receive promotion as per the parameters set by the DHE, Assam. Various webinars, Seminars,

awareness programmes and conference are organized in the college premise for the up-gradation of the college and its faculty.

The college has a formal Annual Performance Appraisal system for teaching & non -teaching staff. For the teaching staff it follows the proforma suggested by the UGC and is conducted every year. The faculties are required to submit the recommended filled- in proforma of Self Appraisal to the Principal. For assessing performance related to teaching, the indicators are academic excellence gained by the students, learning outcome of the students and the API scores of the faculty.

The Principal along with the IQAC analyses the report and takes the following measures:

- Performance of each faculty members and Department are assessed.
- Motives the faculty members to participate in research related activities.
- Analyses the performance of faculty members in promotion of Co-curricular activities.
- Analyses if the work allotted to the faculty is completed on time.
- The proforma reflects the API score.
- Necessary suggestions are given to the faculty members.
- Students feedback is taken and discussed.


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Principal
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