



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

For Teaching staff:

From the academic year 2019-20, the institute has started the performance-based appraisal system for teaching staff. Teaching staff performance appraisal is based on the determination of the prefinance index oi every faculty. The assessment of the performance index involves various parameters like Teaching-learning (the academic performance of students in the subject taught by a teacher, modes of teaching used by teacher), Participation in co-curricular/ extension activities (field visits, organization of guest lecture, seminar, additional academic responsibility, etc-), Research contribution (publication/projects and seminar/workshop/conference/FDP attended by teacher). The contribution of the teacher as Guardian Faculty Mentor and contribution to the development of department and Institution.

Each teaching faculty Submits the filed performance appraisal form and attach the supporting documents with reference to various activity carried out in the academic year. The assessment of the submitted performance appraisal are scrutinized by the committee and report submitted to management by Principal. The appraisal form consists of the various grades from outstanding, Excellent, very good, satisfactory and non- satisfactory for the grade given by the principal he can appeal for re-evaluation.

Non-Teaching Staff:

The performance appraisal system for non-Teaching staff is channelized through Principal and committee.




Principal
Dhule Charitable Society's
Annasaheb Ramesh Ajmera
College of Pharmacy, Nagaon, Dhule