



SIR GURUDAS MAHAVIDYALAYA

(Affiliated to University of Calcutta) [Registered under 2(F) & 12(B) of UGC Act]

Accredited by NAAC

33/6/1, Biplabi Barin Ghosh Sarani, Muraripukur, Ultadanga, Kolkata – 700 067

Website www.sirgurudasmahavidyalaya.com

Email principal.gurudas@gmail.com Phone 2356 0404 Mobile 94335 60404

360-degree Appraisal of Teachers

(1) Title of the Practice – 360-degree Appraisal of Teachers (JOY OF SERVING)

Objectives:

A 360-degree feedback also known as multi rater feedback is a process through which employer evaluates employee's performance from as many sources as possible. The College has developed this anonymous employee performance review process known as "360-degree appraisal system" to monitor the scope, strength and weakness of the teachers for qualitative development.

The Context:

The process of completing 360-degree feedback provides rater with greater insight and understanding to formulate their own expectation and achieve the ultimate success.

The Practice:

- 360-degree appraisal has four integral components
 1. Self-appraisal
 2. Principal's appraisal
 3. Students' appraisal on teachers
 4. Peer appraisal


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Evidence of success:

- The appraisal ultimately led to an overall performance of the teachers. When successfully implemented 360-degree feedback initiates and facilitates a vast positive change among the teachers. Work relations improve which leads to increase in productivity among the faculty. It opens an environment rich in teaching, research work and efficiency enhancement. It opens the channels of communication with the learners which ultimately widens the scope of work and allows problems to be addressed and resolved.

Problems Encountered and Resources Required:

Initially setting up of the system was a challenge for the institutional Head following through with an action plan created from the feedback was initially difficult and critical for HOI.


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Screenshot of 360 Degree Appraisal of Teachers Login Page




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Screenshot of Self Appraisal of Teachers Dashboard Page

360° Teachers Appraisal System **Sir Gurudas Mahavidyalaya** [Sign out](#)

Welcome, GOUTAM HALDER

Publication Details for Last 5 Years

1. Qualification :
2. Date of Joining :
3. Papers presented in conference/seminars :
4. Refresher and Orientation Course Training program completed :
5. International Paper Presentation :
6. Research Paper Publications :
7. Chapters in Books Published :
8. Research Publication Books :
9. Major Research Project :
10. Minor Research Project :


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Screenshot of Self Appraisal of Teachers Dashboard

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Welcome, GOUTAM HALDER

Publication Details for Last 5 Years

Self Appraisal of Teachers

1. Have clear understanding of my role and responsibilities in the College	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
2. Develop a working environment which is cooperative	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
3. Maintain punctuality and regularity in taking the class	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
4. Complete syllabus of the course in time	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
5. Is approachable to students outside the class	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
6. Teach the subject matter in a structured manner	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
7. Is an effective communicator	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
8. Use teaching aids effectively	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
9. Keen to learn ICT enabled new technology	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
10. Help students in realizing their strengths and developmental needs as a mentor	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree

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Screenshot of Principal Feedback on Teacher Dashboard

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Welcome, DR. MANISHANKAR ROY

Principal Feedback on Teacher

Select department :

1. Maintains punctuality and regularity in taking the class.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
2. Is approachable to students outside the class.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
3. Is an effective communicator.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
4. Helps students in realizing their strengths and developmental needs.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
5. Has energy, determination and adaptability.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
6. Helps to develop a collaborative and cooperative working environment.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
7. Participates in student welfare and discipline.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
8. Contributes in enrichment of campus life	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
9. Has integrity and leadership ability.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
10. Participates spontaneously in any work related to college development	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree

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Screenshot of External Peers Feedback on Teacher Dashboard

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Welcome, External Profile

External Peers Feedback on Teacher

Select department :

1. Has clear understanding of her/his role and responsibilities in academics Strongly Agree Agree Neutral Disagree Strongly Disagree

2. Has a strong orientation towards research Strongly Agree Agree Neutral Disagree Strongly Disagree

3. Presented and published papers on a regular basis Strongly Agree Agree Neutral Disagree Strongly Disagree

4. Has a strong academic zeal Strongly Agree Agree Neutral Disagree Strongly Disagree

5. Is an effective communicator. Strongly Agree Agree Neutral Disagree Strongly Disagree

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Screenshot of Student's Feedback on Teaching of Teachers Dashboard

360° Teachers Appraisal System Sir Gurudas Mahavidyalaya Sign out

Welcome, AAFRIN NIGAR

Student's Feedback on Teaching of Teachers

Select department :

1. Punctuality and Regularity in taking the class Excellent
 Very Good
 Good
 Average
 Below Average

2. Completes syllabus of the course in time Excellent
 Very Good
 Good
 Average
 Below Average

3. Teaching the subject matter in a structured manner Excellent
 Very Good
 Good
 Average
 Below Average

4. Communication skills Excellent
 Very Good
 Good
 Average
 Below Average

5. Uses teaching aids (Blackboard / OHP/ Projector etc) Excellent
 Very Good
 Good
 Average
 Below Average

6. Shows the evaluated answer books of examinations to the students Excellent
 Very Good
 Good
 Average
 Below Average

7. Controls class effectively Excellent
 Very Good
 Good
 Average
 Below Average

8. Ensures students participation in the class Excellent
 Very Good
 Good
 Average
 Below Average

9. Helping approach outside the class Excellent
 Very Good
 Good
 Average
 Below Average

10. Helps students in realizing their strengths and developmental needs Excellent
 Very Good
 Good
 Average
 Below Average

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Some Report of 360 Degree Appraisal of Teachers

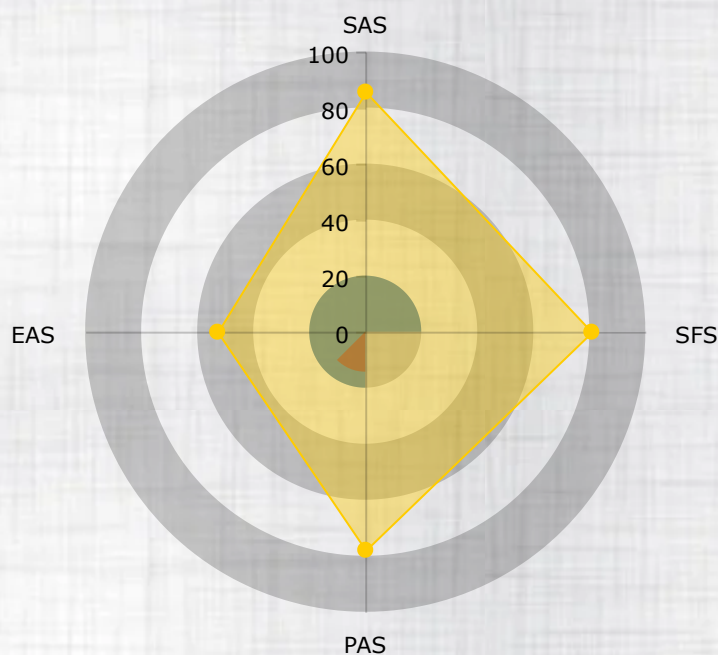

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360° Teachers' Appraisal System

Personal Details :

College Name	Sir Gurudas Mahavidyalaya	Session : 2022-23
Name	: MAMTA NATH CHETTRI	
Department	: Education	
Date Of Joining	: 25-09-2015	
Designation	: SACT-II	
Qualification	: M.A	
Papers Presented in Conference / Seminars	: 0	
Refresher and Orientation Course Training program completed	: 1	
International Paper Presentation	: 0	
Research Paper Publications	: 0	
Chapters in Books Published	: 0	
Research Publication Books	: 0	
Major Research Project	: 0	
Minor Research Project	: 0	

360° Teachers' Appraisal Map :

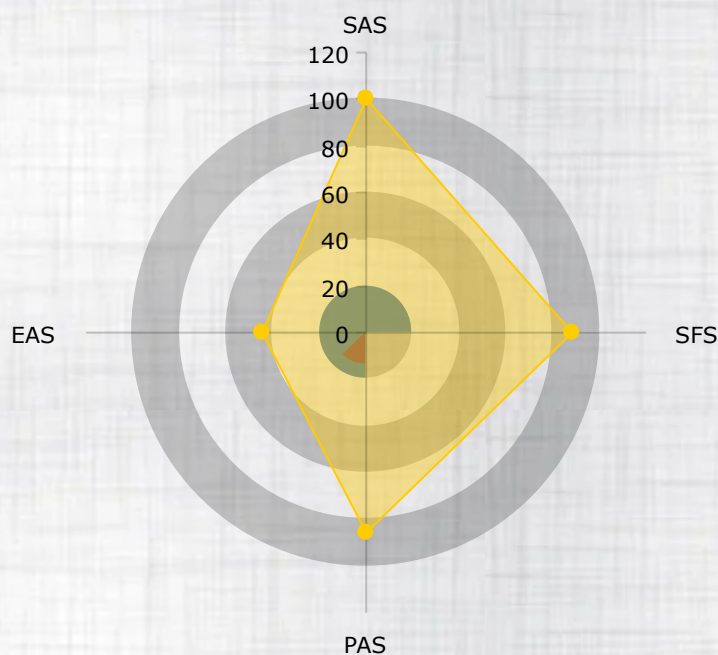


360° Teachers' Appraisal System

Personal Details :

College Name	: Sir Gurudas Mahavidyalaya	Session : 2022-23
Name	: MAUSUMI BANDYOPADHYAY	
Department	: Bengali	
Date Of Joining	: 09-07-2001	
Designation	: Associate Professor	
Qualification	: M.A., M.Phil, Ph.D	
Papers Presented in Conference / Seminars	: 0	
Refresher and Orientation Course Training program completed	: 0	
International Paper Presentation	: 0	
Research Paper Publications	: 0	
Chapters in Books Published	: 0	
Research Publication Books	: 0	
Major Research Project	: 0	
Minor Research Project	: 0	

360° Teachers' Appraisal Map :

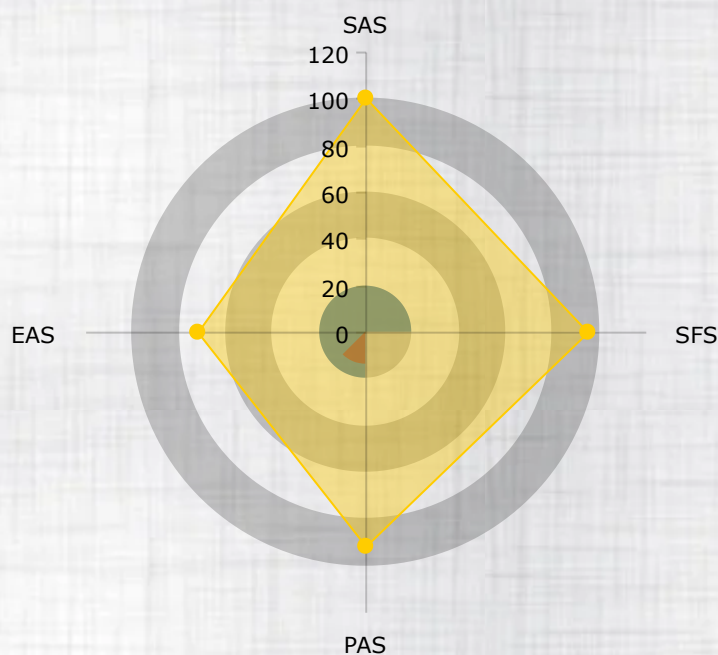


360° Teachers' Appraisal System

Personal Details :

College Name	: Sir Gurudas Mahavidyalaya	Session : 2022-23
Name	: SANGITA DE SARKAR	
Department	: Physics	
Date Of Joining	: 05-03-2021	
Designation	: Assistant Professor	
Qualification	: M.Sc. in Physics, Ph.D	
Papers Presented in Conference / Seminars	: 1	
Refresher and Orientation Course Training program completed	: 02	
International Paper Presentation	: 01	
Research Paper Publications	: 09	
Chapters in Books Published	: 0	
Research Publication Books	: 0	
Major Research Project	: 0	
Minor Research Project	: 0	

360° Teachers' Appraisal Map :



360° Teachers' Appraisal System

Personal Details :

College Name	: Sir Gurudas Mahavidyalaya	Session : 2022-23
Name	: SUBHENDU DASMUNSHI	
Department	: Bengali	
Date Of Joining	: 09-08-2006	
Designation	: Assistant Professor, STAGE-II	
Qualification	: MA	
Papers Presented in Conference / Seminars	: 10	
Refresher and Orientation Course Training program completed	: 6	
International Paper Presentation	: 0	
Research Paper Publications	: 15	
Chapters in Books Published	: 10	
Research Publication Books	: 2	
Major Research Project	: 0	
Minor Research Project	: 1	

360° Teachers' Appraisal Map :

