



T.N. Agrawal Teachers' Training College, Harigaon
(Recognised by ERC, NCTE, Bhubneshwar, Affiliated to Aryabhata Knowledge University, Patna)
Sponsored by T.N. Agrawal Educational & Social Welfare Foundation, P.O.- SanyaBarhatta, Dist -
Bhojpur, State - Bihar, Pin Code- 802162



6.2.2 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Response-

The Institution has a performance appraisal system for teaching and non – teaching staff

Yes , the institution use the evaluation to improve teaching , Research and service of the faculty and other staff through regular monitoring of the works for both the teaching and non-teaching staff , quality of the papers presented in the seminar/conferences /workshops and the articles published in the journals and edited books ,checking the periodical progress of the non – teaching staff and their work ,student feedback through the administration of performance ,appraisal of faculty, the student interactive session with the techniques for evaluation to improve teaching, research and service of the faculty and other staff.

Performance appraisal of the faculty members by their teaching performance and academic growth.

Accountability and performance appraisal are core considerations in compensation plan for promotions and award of extra increment. The institute follows a self appraisal system .The Teaching staff members are given a performance appraisal form which is presented by the committee .The performance appraisal task force assesses the potential of the faculty and the analyse his/her performance as per the given parameters. The educationists also suggest the concern areas of improvement of the faculty

The faculty appraisal committee consists on the following -

secretary

Performance appraisal factors

Educational qualification

Experience

Job scope; past academic achievements, research & orientation, publication, co-ordination with academic fraternity in Campus relationships, behaviour while dealing with students, administrative staff colleagues, subordinates etc.

Out campus relationship - no of time a person represented the institute outside and the outcome of such representations discharge of allotted managerial responsibility, maintenance of integrity

The Evaluation is done under followings heads:

Self appraisal form (annual)

Student's feedback form (administered twice a years)

Secretary's assessment form (annual)

The staff appraisal and promotion: system of the institute contains formal as well as informal mechanism.



Principal
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