



SHRI BANESHWAR SHIKSHAN SANSTHAS

**ARTS, SCIENCE AND COMMERCE COLLEGE,
BURHANNAGAR, AHMEDNAGAR 414002**



AQAR 2023-24

CRITERION-6 GOVERNANCE, LEADERSHIP AND MANAGEMENT

KI: 6.3 Faculty Empowerment Strategies

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

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शासन मान्यता क्र. एन.जी.सी. 2003/ न म वि (1/03) म शि- 3

Estd. : 2004
College Code : 752
Center Code : 167

SHRI BANESHWAR SHIKSHAN SANSTHA'S

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ACCREDITED 'C' GRADE BY NAAC

Ref. No.

Date: / /2024

Principal

Dr. V. M. Jadhav

M.A., M.Phil., Ph.D. (Sociology)

Declaration

This is to declare that the information, reports, true copies of the supporting documents, numerical data, etc. submitted/presented in this file is verified by Internal Quality Assurance Cell (IQAC) and is correct as per the records. This declaration is for the purpose of AQAR submission of HEI for 2023-24.

Date:20/12/2024

Place: Burhannagar

Dr. R. H. Shaikh

IQAC Co-ordinator

Shruti
Co-ordinator

Internal Quality Assurance Cell
Shri Baneshwar Shikshan Sansthas
Arts, Science and Commerce College
Burhannagar, Ahmednagar



Dr. V. M. Jadhav

V. M. Jadhav
Principal

PRINCIPAL

Arts, Science and Commerce College
Burhannagar, Ahmednagar

Baneshwar Shikshan Sanstha's
 Arts, Science and Commerce College, Burhannagar, Tal. Dist. Ahmednagar
 Performance Appraisal for Lecturer / Reader / Assistant Professor / Associate Professor / Professor
 / Administrative Officer
 Yearly Assessment Report
 Year of Performance Appraisal:

Name of the Teacher:	Raut Poonam Sudhakara	
Designation:	Assistant Professor.	

Duration of Appraisal:	2023	to	2024
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Note: * indicates multiplication sign

1. Performance of Engaging Lectures / Practical's:

Sr. No.	Class / Course	Subjects taught	No. of Lectures target	Lectures actually engaged	Percentage target achieved	Average of Col. (5)	Performance and Multiplying factors	Max. Weight	Weight achieved (8)* (9)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1.	F.Y.B.Sc	CH-20L, CH-20L	72	70	97.22		Excellent - 1.0 (100-91) Good - 0.7 (90-81)	05	
2.	T.Y.B.Sc	CH-508, CH-608	72	69	95.83				
3.	T.Y.B.Sc	CH-510B, CH-610B	72	72	100%	97.68	Excellent	05	05

2. Performance of Attendance of Students: (As a teacher).

Sr. No.	Class / Course	Subjects taught	No. of students present	Lectures actually engaged	Students on roll	Average attendance (4)*100 (5)*(6)	Average of Col. (7)	Performance and Multiplying factors	Max. Weight	Weight achieved (8)* (9)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1.	F.Y.B.Sc	CH-102, CH-20L	63	70	69	100		Excellent - 1.0 (100-81) Good - 0.7 (80-61) Average - 0.5 (60-41) Poor - 0.2 (40-60)	05	
2.	T.Y.B.Sc	CH-508, CH-608	45	69	45	100				
3.	T.Y.B.Sc	CH-510B, CH-610B	45	72	45	100	100			05

Criterion VI: Governance, Leadership and Management [QIM 6.3.5]

3. Performance of Results (As a teacher)

Sr. No.	Class / Course	Subjects taught	Average results of various subjects for last 3 years in Institute (4)	% of students securing marks above 3 years average (5)	Average of Col. (5) (6)	Performance and Multiplying factors (7)	Max. Weight (8)	Weight achieved (8)*(9) (9)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1.	F.Y.B.Sc.	CH-102, CH-201	97.95	3.26	2.54	Excellent - 1.0 (100-81) Good - 0.7 (80-61) Average - 0.5 (60-41) Poor - 0.2 (40-00)	05	0.5
2.	T.Y.B.Sc.	CH-508, CH-608	98.56	2.19				
3.	T.Y.B.Sc.	CH-510 B, CH-610 A	98.08	0.17				
4.						Excellent		
5.								

4. Other Performance:

Total weight achieved in TABLES 1, 2 and 3

No.	Performance indicator to be assessed	Evaluation by Reporting Officer			
		Excellent	Good	Average	Poor
1.	Classroom Planning and Control:				
	a) Planning of lessons throughout the academic year.	✓			
	b) Effective communication of subject matter and clarity of speech.	✓			
	c) Management of lecture and class control.	✓			
	d) Involvement of students in learning process.	✓			
	e) Use of media such as charts, models, transparencies, OHP, VCR, TV, LCD.	✓			
2.	For Teachers Concerned with Laboratory Work:				
	a) Planned laboratory instructions including management of practicals.	✓			
	b) Uniform coverage of term work and guidance for writing journals.	✓			
	c) Checking of journals and making continuous assessment of term work.	✓			
	d) Preparation and display of instructional material; charts, models, etc.	✓			
	e) Planning and procurement of consumables required for practicals.	✓			
	OR				
2.	For Teachers Not Concerned with Laboratory Work:				
	a) Arranging special lectures of eminent persons.				
	b) Conducting special lectures for low profile students.		✓		
	c) Attitude towards maintaining cleanliness and aesthetics.	✓			
	d) Interactions with teachers teaching subjects other than his own discipline.	✓			
	e) Preparation and display of instructional material.				
3.	Students Guidance and Counseling:				
	a) Guidance to students about books and literature.				
	b) Guidance about higher education / career planning.	✓			
	c) Guidance about job opportunities / entrepreneurship.		✓		
	d) Guidance for preparing for interviews, personality development.	✓			
	e) Guidance for independent study technique.				

Criterion VI: Governance, Leadership and Management [QIM 6.3.5]

No.	Performance indicator to be assessed	Evaluation by Reporting Officer			
		Excellent	Good	Average	Poor
4.	Assignments / Evaluation				
	a) Giving assignments regularly and assessing promptly.	✓			
	b) Maintaining quality and standard of questions / evaluation.	✓			
	c) Providing feedback to the students about shortcomings.	✓			
	d) Innovations in paper setting / evaluation.	✓			
	e) Record keeping of students' profile.	✓			
5.	Curriculum / Learning Resources Development:				
	a) Interest shown in curriculum development or preparation of syllabi.	✓			
	b) Preparing question banks.	✓			
	c) Motivating students for use of computers.	✓			
	d) Giving handouts / upkeep of laboratory manuals / writing books.	✓			
	e) Preparation of computer software as a teaching aid.	✓			
6.	Seminars / Training:				
	a) Use of library books, periodicals, journals, etc.	✓			
	b) Attendance in seminars / conferences / workshops.	✓			
	c) Writing articles in State and National level periodicals.	✓	✓		
	d) Delivering speech in other institutions.	✓			
	e) Memberships of professional bodies, Awards and Honours.	✓			
7.	Co-curricular Activities:				
	a) Consultancy and testing in the appropriate work area or organizing continuing education programmes for revenue generation.	✓			
	b) Organizing cultural programmes / sports / extra-curricular activities, etc.	✓			
	c) Organizing industrial visits / study tours for students or taking interest in NCC / NSS / blood donation / plantation / medical camps.	✓			
	d) Contribution to maintaining student discipline in general.	✓			
	e) Ability to work as resource person.	✓			
8.	Administrative Functions:				
	a) Contribution to conduct of gymkhana activities / procurement of equipment.	✓			
	b) Worked as examination / gathering / admission in-charge.	✓			
	c) Maintenance of buildings / electrical installations / water supply / computers / equipment, etc. or Worked as Rector / Assistant Rector / Warden.	✓			
	d) Worked as in-charge for house-keeping / environmental hygiene / cleanliness of classrooms / premises / gardens / security.	✓			
	e) Interest taken in activities related to canteen, cooperative stores, etc. or Willingness to take up higher responsibility or any responsibility.	✓			
Total Number of Tick Marks		40	06	00	00

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FINAL ASSESSMENT:

Particulars			Weight achieved
a)	Total weight achieved in TABLES other than Other Performance.		
	Weight for Other Performance	No. of tick marks	Multiplying factor
b)	Excellent	40	2.0
c)	Good	06	1.4
d)	Average	00	1.0
e)	Poor	00	0.4
f)	Special weight given by Reporting Officer (Max. 5)		89.8
Total weight achieved out of 100			89.8
In words: Eighty nine point Eight.			<i>Neeraj</i>

Note: The special weight maximum of 5 may be awarded by reporting officer for the extraordinary contribution beyond institution (Please mention activities for which special weight is given).

100-81: Very Good, 81-71: Good, 71-61: Very Fair, 60-51: Fair, 50-35: Average, 34-00: Below average

Remark: " " very good

Grade: A⁺

[Signature]
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 Principal