

BLDE ASSOCIATION, VIJAYAPUR

Yearly Performance Evaluation of Assistant Professors (with less than eight years of experience)

Academic Year:

Name of staff member:

Department:

Name of the College:

Current Designation:

Academic Qualifications:

Examination	Name of the Board/University	Year of passing	% of marks obtained	Division/Class/Grade
UG				
PG				
PhD				
Any other				

PART I: Principal Evaluation (Max Points: 30)

Sl. No	Key performance indicators	Max points	Points secured
01	Performance evaluation of faculty based on special assigned duties pertaining to college/university/board in addition to teaching and research.	30	
	Total	30	

PART II: HOD's Evaluation (Max Points: 20)

Sl. No	Key performance indicators	Max points	Points secured
01	Punctuality: Availability in college, engaging classes regularly and full hour.	5	
02	Ability of teaching: Capable of making the subject more clear for students Syllabus coverage within stipulated time Dedication for students Availability for students to clear doubts	5	
03	Work culture in the department: Cordial relationship with colleagues, sharing responsibility, volunteer involvement in departmental activities	5	
04	Compliance with exam related activities: Accepts and delivers exam related responsibilities assigned at department, college and university level sincerely	5	
	Total	20	

PART III: Evaluation of academic excellence (Max Points: 25)

Sl. No	Key performance indicators	Max points	Points secured
01	Teaching innovations Ability to use of ICT enabled teaching, If any other	10	
02	Knowledge up-gradation Participation in seminars/workshops (At least one in an year)	05	
03	Organization of seminars/conferences/workshops As organizing secretary/ convener, Getting sponsorship from professional funding agencies for seminars/conferences	05	
04	Contributions in students placements	05	
	Total	25	

PART IV: Students feed-back for faculty evaluation (Max Points: 25)

Sl. No	Key performance indicators	Max points	Points secured
01	A standard feed-back from students has to be collected at the end of academic year. Minimum of 80% of students should be present for evaluation procedure. Those students have at least 80% attendance in their academic year.	25	
	Total	25	

PART V: Examination results (Max Points: 30)

Sl. No	Key performance indicators	Max points	Points secured
01	Students passage rate of 100 %	30	
02	Students passage rate of 75 to100%	20	
03	Students passage rate of 50 to75%	10	
04	Students passage rate of below 50%	05	
	Total	30	

PART VI: Publications (Max Points: 20)

Sl. No	Key performance indicators	Max points	Points secured
01	Original research papers/ Review articles published in indexed journals of repute with impact factor per paper; 0 to 1: 5 points > 1: 10 points * Impact factors calculated by Thomson Reuters/JCR will be considered; journals own impact factor calculation will not be taken into consideration. * Papers published in non-indexed/non-referred journals will not considered. * On-line open access journals are not considered until and unless they are indexed and possess impact factors. * The points for joint publications shall be calculated in the following manner: Of the total score of publication by the concerned teacher, the First and corresponding author /supervisor /mentor would share 70% of the total points and the remaining 30% would be shared equally by all other	10	

	authors.		
02	For presenting paper in conferences/seminars. Conference/seminars should be either state/national/international level and it should be relevant to the profession. The presenting author will get the following points. National conference: 05 International conference: 10	10	
	Total	20	

** Please enclose relevant documents.*

Grand total: Part I+II+III+IV+V+VI = 150 points

Total points scored:

Scale Bar for Performance Evaluation

To evaluate the performance of staff members, the quantitative and qualitative measures will be taken into consideration. The scale of 1-5 will be used for the performance measurement as follows.

1: Poor, 2: Sub-Average, 3: Average, 4: Above-Average, and 5: Excellent.

Table: Scale bar for performance evaluation

Scale	Description	Teaching staff points
1	Poor	Below 90
2	Sub-Average	91-110
3	Average	111-130
4	Above-Average	131-140
5	Excellent	141-150