



**BLDEA's  
JSS College of Education,  
Vijayapur**

## **Criterion 6 - Governance, Leadership And Management**

**6.3.5: The institution has a performance appraisal system for teaching and non-teaching staff**

### **INDEX**

<b>S.No</b>	<b>Particulars</b>
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**BLDE ASSOCIATION, VIJAYAPUR**  
**BLDEA` Jnanayogi Shri. Siddeshwar Swamiji College of Education, Vijayapura**  
**Performance Appraisal Year - 22-23**  
Affective From 01-JAN-2023 To 31-DEC-2023

Staff Name : Dr. Bharati Khasnis

Q No	Description	Max Points	Remarks	Marks	Documents
<b>Description : PART I: Principal Evaluation</b>					
1	Performance evaluation of faculty based on special assigned duties pertaining to college/university/board in addition to teaching and research.	30		29	
<b>Total Question 1</b>					
<b>Description : PART II: HOD's Evaluation</b>					
1	Punctuality: Availability in college, engaging classes regularly and for stipulated period.	5		5	
2	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		5	
3	Work culture in the department Cordial relationship with colleagues, sharing responsibility, volunteer involvement in departmental activities	5		5	
4	Compliance with exam related activities Accepts and delivers exam related responsibilities assigned at department, college and university level sincerely	5		5	
<b>Total Question 4</b>					
<b>Description : PART III: Evaluation of academic excellence</b>					
1	Teaching innovations Ability to use of ICT enabled teaching, If any other	5	Innovative Teaching Methods Like Brain Storming Method, Think Pair share Methods are used. ICT mediated Teaching Learning bldejsblog is used were Materials are given to Students ,Online Classes are conducted for IGNOU PGDHE Students,	5	<a href="#">View</a>
2	Knowledge up-gradation Participation in seminars/workshops (At least one in an year) OR Participation in apex bodies/professional bodies	10	1) Delivered Guest Lecture at SSM College of Pharmacy on One Day work shop on Value Added Course. 2) Participated in One Day National Seminar at Shree Gavisiddeshwar College of Education.	10	<a href="#">View</a>

Description	Max Points	Remarks	marks	Documents
Organization of seminars/conferences/workshops As organizing secretary/ convener, Getting sponsorship from professional funding agencies for seminars/conferences	5	1) Organised One Day workshop for Administrative Staff of BLDE Association on "File maintenance in Administration".on30th Sept 2023 2)Organised Two Day FDP Programme on "Edu nnovate" for Teaching Staff of BLDE Association Institutions from 10 th and 11th Oct 2023.	5	<a href="#">View</a>
4 Contributions in student's placements/counseling/NSS/NCC. OR Contributions in policy making bodies as Coordinators	5	Conducted "Say No To Plastic" Programm by NSS Unit and Conducted Relay on Voters Awareness.	5	<a href="#">View</a>
<b>Total Question 4</b>				
<b>Description : PART IV: Evaluation of professional excellence</b>				
1 Guest lectures delivered in conference/seminars/others (Relevancy should be considered)	5	Delivered Guest Lecture at 1) Presidency College of Education on Three Day TET Training Programme. 2)Delivered Guest lecture in One Day workshop titled "Curriculum Planning,Implementation and Delivery" on 28/8/2023	5	<a href="#">View</a>
2 For presenting paper in conference/seminars/chairing session/serving as evaluator.	5	1) Presented paper at Shree Gavi Siddeshwar College of Education Koppal Paper Titled "A Study on Awareness of Pupil Teachers towards Environmental Pollution. 2) Done Evaluation work at Rani Channamma University for UDP Maths .	5	<a href="#">View</a>
3 Research Guidance (UG mini projects, PG and Ph. D Projects)/ Guidance to internship Projects	10	1) Recognised as Research Guide by Rani Channamma University,Guiding Four Research Scholars. 2) Guiding Six PG Students for Dissertation Work.	10	<a href="#">View</a>
4 Patents/Copy rights/trademarks/GI (Filed: 5 points, Granted: 10 points)	5	Two Books are Having Copy right 1) Advanced Educational Research and Statistics 2) Research Methodology	5	<a href="#">View</a>
5 Serving as reviewer for reputed journals* OR Serving as editor/editorial board member for reputed journals*	5	Editor of Institution Yearly Journal	0	<a href="#">View</a>
<b>Total Question 5</b>				
<b>Description : PART V: Students feed-back for faculty evaluation</b>				
1 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 should have at least 80% attendance in their academic year.	10	Students Feed Back is Collected and Analysed	10	<a href="#">View</a>
<b>Total Question 1</b>				
<b>Description : PART VI: Examination results</b>				
1 Students passing rate of 76 to100%:30; Students passing rate of 51 to75%:25; Students passing rate of below 50%:10	30	Subject wise Students Pass percentage is calculated and In UDP Maths it is above 80%	30	<a href="#">View</a>
<b>Total Question 1</b>				
<b>Description : PART VII: Publications</b>				

Description	Max Points	Remarks	Marks	Documents
Original research papers/ Review articles published in indexed journals of repute with impact factor per paper**; 0 to 1: 10 points 1 to 2: 15 points 2 to 5: 20 points >5 : 25 points	25	Published a Research Paper on "Mathematics Through Multiple Intelligence Theory Based Activities at Secondary School Level"	20	<a href="#">View</a>
Original research papers published in UGC approved journal of repute with ISSN (5 points per paper)	10	Effect of Activity Based Method -Mathematics Achievement	0	<a href="#">View</a>
Books/Book chapters Books/book chapters with ISBN numbers should be published as first or corresponding author with the reputed publishers.	10	Published Two Books Advanced Educational Research methods Research Methodologically	5	<a href="#">View</a>
<b>Total Question 3</b>				
<b>Description : PART VIII: Research grants/Funded projects &amp; Consultancy</b>				
1	The principal investigator will get the following points for research grants received from external funding agencies/internal funding.	5	Got Grant for ICSSR Short Term Project and working as Principal Investigator	5 <a href="#">View</a>
2	Consultancy work	5	Gave Consultancy Services at 1)Anjuman Degree College for Statistics Analysis 2) DIET For Research Project Guidance allotted by Govt.	5 <a href="#">View</a>
<b>Total Question : 2</b>				
<b>Grand Total of Marks Scored :</b>			174	
<b>Note:</b> The scale of 1-5 will be used for the performance measurement as follows 1: Poor (110 and Below), 2: Average (111-130) , 3: Above Average (131-150) , 4: Good (151-170) , 5: Excellent (171 Above).			<b>Scale : 5</b>	

  
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**Performance Appraisal Year - 22-23**  
**Affective From 01-JAN-2023 To 31-DEC-2023**

Staff Name : Dr. M S Hiremath

Q No	Description	Max Points	Remarks	Marks	Documents
<b>Description : PART I: Principal Evaluation</b>					
1	Performance evaluation of faculty based on special assigned duties pertaining to college/university/board in addition to teaching and research.	30		29	
					<b>Total Question 1</b>
<b>Description : PART II: HOD's Evaluation</b>					
1	Punctuality: Availability in college, engaging classes regularly and for stipulated period.	5		5	
2	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		5	
3	Work culture in the department Cordial relationship with colleagues, sharing responsibility, volunteer involvement in departmental activities	5		5	
4	Compliance with exam related activities Accepts and delivers exam related responsibilities assigned at department, college and university level sincerely	5		5	
					<b>Total Question 4</b>
<b>Description : PART III: Evaluation of academic excellence</b>					
1	Teaching innovations Ability to use of ICT enabled teaching, If any other	5	Yes	5	<a href="#">View</a>
2	Knowledge up-gradation Participation in seminars/workshops (At least one in an year) OR Participation in apex bodies/professional bodies	10	3	10	<a href="#">View</a>
3	Organization of seminars/conferences/workshops As organizing secretary/ convener, Getting sponsorship from professional funding agencies for seminars/conferences	5	2	0	<a href="#">View</a>
4	Contributions in student's placements/counseling/NSS/NCC. OR Contributions in policy making bodies as Coordinators	5	Yes	3	<a href="#">View</a>
					<b>Total Question 4</b>

		Max Points	Remarks	Marks	Documents
		Max Points	Remarks	Marks	Documents
<b>Description : PART IV: Evaluation of professional excellence</b>					
	Guest lectures delivered in conference/seminars/others (Relevancy should be considered)	5	2	5	<a href="#">View</a>
2	For presenting paper in conference/seminars/chairing session/serving as evaluator.	5	2	0	
3	Research Guidance (UG mini projects, PG and Ph. D Projects)/ Guidance to internship Projects	10	4	0	
4	Patents/Copy rights/trademarks/GI (Filed: 5 points, Granted: 10 points)	5	2	5	<a href="#">View</a>
5	Serving as reviewer for reputed journals* OR Serving as editor/editorial board member for reputed journals*	5	Nil	0	
				<b>Total Question 5</b>	
<b>Description : PART V: Students feed-back for faculty evaluation</b>					
1	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 should have at least 80% attendance in their academic year.	10	Yes	10	<a href="#">View</a>
				<b>Total Question 1</b>	
<b>Description : PART VI: Examination results</b>					
1	Students passing rate of 76 to 100%:30; Students passing rate of 51 to 75%:25; Students passing rate of below 50%:10	30	100	25	<a href="#">View</a>
				<b>Total Question 1</b>	
<b>Description : PART VII: Publications</b>					
1	Original research papers/ Review articles published in indexed journals of repute with impact factor per paper**: 0 to 1: 10 points 1 to 2: 15 points 2 to 5: 20 points >5 : 25 points	25	1	15	<a href="#">View</a>
2	Original research papers published in UGC approved journal of repute with ISSN (5 points per paper)	10		0	
3	Books/Book chapters Books/book chapters with ISBN numbers should be published as first or corresponding author with the reputed publishers.	10	2	5	<a href="#">View</a>
				<b>Total Question 3</b>	
<b>Description : PART VIII: Research grants/Funded projects &amp; Consultancy</b>					
1	The principal investigator will get the following points for research grants received from external funding agencies/internal funding.	5	Nil	0	
2	Consultancy work	5	2-3 Honouriam	0	
				<b>Total Question : 2</b>	
				<b>Grand Total of Marks Scored :</b>	<b>132</b>

The scale of 1-5 will be used for the performance measurement as follows

1: Poor (110 and Below), 2: Average (111-130), 3: Above Average (131-150), 4: Good (151-170), 5: Excellent (171 Above).

Max Points	Remarks	Marks	Documents
		Scale : 3	

  
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**Performance Appraisal Year - 22-23**  
**Affective From 01-JAN-2023 To 31-DEC-2023**

Staff Name : Dr. M.B.Kori

Q No	Description	Max Points	Remarks	Marks	Documents
<b>Description : PART I: Principal Evaluation</b>					
1	Performance evaluation of faculty based on special assigned duties pertaining to college/university/board in addition to teaching and research.	30		28	
<b>Total Question 1</b>					
<b>Description : PART II: HOD's Evaluation</b>					
1	Punctuality: Availability in college, engaging classes regularly and for stipulated period.	5		5	
2	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		4	
3	Work culture in the department Cordial relationship with colleagues, sharing responsibility, volunteer involvement in departmental activities	5		4	
4	Compliance with exam related activities Accepts and delivers exam related responsibilities assigned at department, college and university level sincerely	5		4	
<b>Total Question 4</b>					
<b>Description : PART III: Evaluation of academic excellence</b>					
1	Teaching innovations Ability to use of ICT enabled teaching, If any other	5	1.As a Host / IGNOU Coordinator Organized countrywide PGDHE online Counselling Classes Our Study center 4 Counselors 1.Dr.B.y.khasnis 2. Dr.J.S.Pattanshetti 3.Dr.Bharati Ganiger and 4.Dr. Prakash Badiger engage the Classes 2. Created bideajss blogspot We all faculty members uploaded our PPT s using it frequently Links: <a href="https://meet.google.com/aaj-cuti-jfr">https://meet.google.com/aaj-cuti-jfr</a> <a href="https://bideajsscollege.blogspot.com/p/dr.html?m=1">https://bideajsscollege.blogspot.com/p/dr.html?m=1</a>	5	<input type="button" value="View"/>



Description	Max Points	Remarks	Marks	Documents
			Marks	Documents
Knowledge up-gradation Participation in seminars/workshops (At least one in an year) OR Participation in apex bodies/professional bodies	10	1.Participated in Refresher Course in Education organized by North Eastern Hills University, Shillong. from 24th Aug 2023to 6th Sep 2023 2. Participated in Faculty Development Program Edu Innovate Organized by BLDE HRDC , Future Minds Bangalore BLDE SSM College , Vijayapur. from 16th to 21st 2023	10	<a href="#">View</a>
3 Organization of seminars/conferences/workshops As organizing secretary/ convener, Getting sponsorship from professional funding agencies for seminars/conferences	5	1.As a Event Coordinator Organized 2 Days Workshop on Preparation of Research Proposal on 27th and 28th July 2023 2.As a Organizing Secretary conducted one day Workshop on Curriculum Planning, Implementation and Delivery on 08.09.2023	5	<a href="#">View</a>
4 Contributions in student's placements/counseling/NSS/NCC. OR Contributions in policy making bodies as Coordinators	5	1.As a College Youth Red Cross Club coordinator conducted Health Check up camp on 19.07.2023 and 10.10,2023	5	<a href="#">View</a>

**Total Question 4**

**Description : PART IV: Evaluation of professional excellence**

1	Guest lectures delivered in conference/seminars/others (Relevancy should be considered)	5	1. Delivered a Guest Lecture in Banjara College of Education ,Vijayapura. on 5 E s Lesson Plan and Given Demonstration Dated on 09.08.2023 2. Given a Guest Lecture on Personality Development and Personality Traits. At M.A.Khed Arts , Seience and Commerce College Vijayapur on 27.09.2023	5	<a href="#">View</a>
2	For presenting paper in conference/seminars/chairing session/serving as evaluator.	5	1.Participated and Presented a Research Article in National Seminar Title of Article is Attitude of Teacher Educators about working with Computers.	5	<a href="#">View</a>
3	Research Guidance (UG mini projects, PG and Ph. D Projects)/ Guidance to internship Projects	10	1. M.Ed Dissertation Guidance Chandrappa Yallappa Madar Vidyadhar Addodagi Mahantesh Chattaraki Umesh Pujari Honnappa A Biradar Total 5 Students 2. Ph.D Guidance Affiliated to RCU 1) Hiremath Mahantesh Siddayya 2) Sujata Shivappa Mattiwad (Regular) 3) Koti Ningappa 4) Guruswamy Ningayya Hiremath total 4 Scholars Perusing	10	<a href="#">View</a>
4	Patents/Copy rights/trademarks/GI (Filed: 5 points, Granted: 10 points)	5	Edited Chapter in Vidya Chetana Book Chapter 25 Strengthening Central Advisory Bord (CABE)	0	<a href="#">View</a>
5	Serving as reviewer for reputed journals* OR Serving as editor/editorial board member for reputed journals*	5	Nil	0	

**Total Question 5**

**Description : PART V: Students feed-back for faculty evaluation**

1	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 should have at least 80% attendance in their academic year.	10	Collected feedback from 4th Semester and 2nd Semester students reg. staff 4th sem. 90.31% 2nd Sem. 92.36%	10	<a href="#">View</a>
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**Total Question 1**

**Description : PART VI: Examination results**

Description	Max Points	Remarks	Marks	Documents
Students passing rate of 76 to 100%:30; Students passing rate of 51 to 75%:25; Students passing rate of below 50%:10	30	1St Semester Distinction 86 1St Class 07 2nd Class 01 3rd Class 01 Fails 02 Total Students 97 Total % 92% 3rd Semester Distinction 84 1St Class 04 2nd Class 00 3rd Class 00 Fails 00 Total Students 84 Total % 100 %	30	<a href="#">View</a>
<b>Total Question 1</b>				
<b>Description : PART VII: Publications</b>				
Original research papers/ Review articles published in indexed journals of repute with impact factor per paper**; 0 to 1: 10 points 1 to 2: 15 points 2 to 5: 20 points >5 : 25 points	25	Published Research Article in IJEKS International Online Journal Title of the Article is Comparison of Male and Female Secondary School Teachers with respect to Teaching Effectiveness and Organizational Climate <a href="https://ijeks.com/">https://ijeks.com/</a> 2. Published Research Paper in World wide International Inter Disciplinary Research Journal Title : Technology Mediated Learning for Professional Development of Personal at Teacher Level	15	<a href="#">View</a>
2 Original research papers published in UGC approved journal of repute with ISSN (5 points per paper)	10	1. Research article Published in UGC Care Listed Journal Title , A Study the Relationship between Teaching Effectiveness , Attitude and Job Satisfaction of different aged teachers of Secondary School Teachers 2. Research article Published In UGC Care Listed Journal Title , Student Teachers View point towards Leadership	10	<a href="#">View</a>
3 Books/Book chapters Books/book chapters with ISBN numbers should be published as first or corresponding author with the reputed publishers.	10	Seminar Book Chapter Edited Title of the Book INNOVATIVE TEACHING PRACTICES Chapter Edited , Management of Soft Skills ISBN , 978-93-90719-76-1	5	<a href="#">View</a>
<b>Total Question 3</b>				
<b>Description : PART VIII: Research grants/Funded projects &amp; Consultancy</b>				
1 The principal investigator will get the following points for research grants received from external funding agencies/internal funding.	5	As a Principal Investigator Taken the Project of Central Govt. UNNAT BHARAT ABHIYANA . Made 5 adopted Village Survey . Submitted Utilization Certificate of 50,000/- Rupees and Submitted Report on 13.10.2023	5	<a href="#">View</a>
2 Consultancy work	5	From last 3 years Working as a IGNOU Study Centre 1307 Co-ordinator, Given Consultancy to the College . In terms of Examination Hall Rent.	2	<a href="#">View</a>
<b>Total Question : 2</b>				
<b>Grand Total of Marks Scored :</b>			<b>167</b>	
<b>Note:The scale of 1-5 will be used for the performance measurement as follows</b> 1: Poor (110 and Below), 2: Average (111-130) , 3: Above Average (131-150) , 4: Good (151-170) , 5: Excellent (171 Above).			<b>Scale : 4</b>	

  
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**Performance Appraisal Year - 22-23**  
**Affective From 01-JAN-2023 To 31-DEC-2023**

**Staff Name : Dr. JYOTI S. PATTANSHETTI**

Q No	Description	Max Points	Remarks	Marks	Documents
<b>Description : PART I: Principal Evaluation</b>					
1	Performance evaluation of faculty based on special assigned duties pertaining to college/university/board in addition to teaching and research.	30		27	<a href="#">View</a>
<b>Total Question 1</b>					
<b>Description : PART II: HOD's Evaluation</b>					
1	Punctuality: Availability in college, engaging classes regularly and for stipulated period.	5		5	<a href="#">View</a>
2	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		5	<a href="#">View</a>
3	Work culture in the department Cordial relationship with colleagues, sharing responsibility, volunteer involvement in departmental activities	5		3	<a href="#">View</a>
4	Compliance with exam related activities Accepts and delivers exam related responsibilities assigned at department, college and university level sincerely	5		5	<a href="#">View</a>
<b>Total Question 4</b>					
<b>Description : PART III: Evaluation of academic excellence</b>					
1	Teaching innovations Ability to use of ICT enabled teaching, If any other	5	Microteaching workshop-Skill of Probing Questions..Youtube videos online classes for PhD scholars ICT mediated classes for PhD scholars Sharing notes on Blogs, PPT Academia through Whatsapp Mobile learning ICT mediated classes	5	<a href="#">View</a>
2	Knowledge up-gradation Participation in seminars/workshops (At least one in an year) OR Participation in apex bodies/professional bodies	10	Participated and presented paper in National Seminar Member of AIAER IATE SVAK	0	<a href="#">View</a>
3	Organization of seminars/conferences/workshops As organizing secretary/ convener, Getting sponsorship from professional funding agencies for seminars/conferences	5	As coordinator for organising Workshop for PG students and PhD Scholars and other Events for UG Students	5	<a href="#">View</a>

Description	Max Points	Remarks	Points	View
Contributions in student's placements/counseling/NSS/NCC. OR Contributions in policy making bodies as Coordinators	5	Resource Person for 3 Days workshop on NCERT SANCTIONED RESEARCH PROJECT TO DIET VIJAYAPUR	5	<a href="#">View</a>

Total Question 4

**Description : PART IV: Evaluation of professional excellence**

1	Guest lectures delivered in conference/seminars/others (Relevancy should be considered)	5	Resource Person for IGNOU PGDHE ..MAEDU B.ED and KSOU B.ED Learners	0	<a href="#">View</a>
2	For presenting paper in conference/seminars/chairing session/serving as evaluator. Conference/seminars should be either state/national/international level and it should be relevant to the profession. The presenting author/supervisor/mentor will get the following points. State/National conference: 2.5points International conference: 5 points For chairing session/serving as evaluator: 5 points OR FDP attended (minimum of one week) Online FDP (minimum of six weeks)	10	Attended 1 Week FDP online and offline mode..total 3 FDPs & National Webinar in Online and Attended in National Conference and National Seminar and presented Paper in each.	10	<a href="#">View</a>
3	Research Guidance (UG mini projects, PG and Ph. D Projects)	5	From Research Centre of our institution..guiding 4 PhD scholars from RCUB , attended viva voce examination and Doctoral committee Meeting at RCU Belagavi and Guided guiding for PG Dissertations	5	<a href="#">View</a>
4	Copy rights (Filed: 5 points, Granted: 10 points)	5	Copyright of Paper Publication	0	<a href="#">View</a>
5	Serving as reviewer for reputed journals* National indexed journals ISSN No: 2.5 point International indexed journals with ISSN No: 5 points * In case of open access journals, only reputed and indexed journals are considered.	5	Editor for the Peer Reviewed Journal and Editor of the Multidisciplinary Book	5	<a href="#">View</a>

Total Question 5

**Description : PART V: Students feed-back for faculty evaluation**

1	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 should have at least 80% attendance in their academic year. (above 80% 10 points, 70-79% 8 points, 60-69% 6 points, 50-59% 4 points and below 50% 2 points)	10	Feedback is taken yearly	10	<a href="#">View</a>
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Total Question 1

**Description : PART VI: Examination results**

1	Students passing rate of 76 to100%:30; Students passing rate of 51 to75%:25; Students passing rate of below 50%:10	30	Students Passing Rate is more than 90%	30	<a href="#">View</a>
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Total Question 1

**Description : PART VII: Publications**



Description	Max Points	Remarks	Marks	Documents
Original research papers/ Review articles published in indexed journals of repute with impact factor per paper <sup>04</sup> . 0 to 1 10 points 1 to 2 15 points 2 to 5 20 points >5 25 points	25	Review Paper in Journal with Impact Factor 7.328	15	<a href="#">View</a>
Original research papers published in UGC approved journal of repute with ISSN (5 points per paper)	10		0	
Books/Book chapters Books/book chapters with ISBN numbers should be published as first or corresponding author with the reputed publishers.	10	Book Chapter Publication with ISBN	5	<a href="#">View</a>

Total Question : 3

**Description : PART VIII: Research grants/Funded projects & Consultancy**

1	The principal investigator will get the following points for research grants received from external funding agencies/internal funding.	5	Project Director for Short Term Research Project sanctioned by ICSSR	5	<a href="#">View</a>
2	Consultancy work (Paid/Honorary)	5	Honorary consultancy as Advisory Committee Member given to the Presidency B.Ed College Vijayapur for organising State Level Workshop	5	<a href="#">View</a>

Total Question : 2

Grand Total of Marks Scored :			150	
Note:The scale of 1-5 will be used for the performance measurement as follows 1: Poor (110 and Below), 2: Average (111-130) , 3: Above Average (131-150) , 4: Good (151-170) , 5: Excellent (171 Above).			Scale : 3	

  
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