



BASANTIDEVI COLLEGE

Established in 1959
(Government Sponsored)
NAAC accredited
ISO 9001: 2015 Certified

Best Practice-3

Title of the Practice: 360 Degree Performance Appraisal System for Teachers

Objective of the Practice

The college has developed a system of 360 degree Performance Appraisal System for Teachers to get a better understanding of the relative strengths and weaknesses of the Teaching Staff for their qualitative development.

The Context

The process of 360-degree Performance Appraisal System for Teachers provides the institution deeper insight and understanding about the performance of the faculties and it also helps to formulate short term & long term strategic Plan of the institution.

The Practice

360-degree appraisal has four integral components-

- **Self-Appraisal**
- **Principal's Appraisal**
- **Students' Appraisal on teachers & Non-Teaching Staff**
- **Peer Appraisal**

The appraisal System of Teachers is based on online feedback system which is structured to get responses on different parameters like communication skill, knowledge about discipline, work ethics, effective curriculum delivery and ability of the teacher in creating an interactive, discussion-oriented and democratic classroom.



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Evidence of Success

- Appraisal from Principal, teachers and students acts as a source of inspiration and brings positive change among the teachers.
- Peer appraisal improves work culture of the institution and enhances quality of team work and collaborations among the faculty & non-teaching Staff.
- It creates a conducive environment for research work, projects, & outreach programmes.
- It inculcates better coordination, interaction between the learner and the teacher which is fundamental to student-centric learning approach.
- Performance appraisal also helped teachers' in their career advancement schemes/promotion.

Problems Encountered

Initially setting up of the system was a bit challenging but gradually the impact of the practice on institutional work culture has made it the best practice of the institution.