



GANGADHARPUR MAHAVIDYAMANDIR

(ISO 9001:2015 & ISO 14001:2015 Certified)

Co-educational Degree College (NAAC Accredited)

P.O.-Gangadharpur, Dist.- Howrah, Pin- 711302

Dr. Jaga M Basantia
Secretary/ Teacher-in-Charge

Phone: 033-2679 0052
Mobile: 8336855713

Ref. No-

Date:.....

Best Practice #1

Title of the Practice- 360-degree Appraisal of Teachers (JOY OF SERVING)

Objectives of the Practice –

A 360-degree feedback also known as multi rater feedback is a process through which employer evaluates employee's performance from as many sources as possible. The College has developed this anonymous employee performance review process known as "360-degree appraisal system" to monitor the scope, strength and weakness of the teachers for qualitative development.

The Context –

The process of completing 360-degree feedback provides rater with greater insight and understanding to formulate their own expectation and achieve the ultimate success.

The Practice -

360-degree appraisal has four integral components

- Self-appraisal
- Principal's appraisal
- Students' appraisal on teachers
- Peer appraisal

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Evidence of Success-

The appraisal ultimately led to an overall performance of the teachers. When successfully implemented 360-degree feedback initiates and facilitates a vast positive change among the teachers. Work relations improve which leads to increase in productivity among the faculty. It opens an environment rich in teaching, research work and efficiency enhancement. It opens the channels of communication with the learners which ultimately widens the scope of work and allows problems to be addressed and resolved.

Problems Encountered and Resources Required-

Initially setting up of the system was a challenge for the institutional Head following through with an action plan created from the feedback was initially difficult and critical for HOI.

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Screenshot of 360 Degree Appraisal Login Page



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Screenshot of Self-Appraisal of Teachers Dashboard Page

360° Teachers Appraisal System **Gangadharpur Mahavidyamandir** [Sign out](#)

Welcome, Debeskumar Acharyya

Publication Details for Last 5 Years

Self Appraisal of Teachers

1. Have clear understanding of my role and responsibilities in the College	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
2. Develop a working environment which is cooperative	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
3. Maintain punctuality and regularity in taking the class	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
4. Complete syllabus of the course in time	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
5. Is approachable to students outside the class	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
6. Teach the subject matter in a structured manner	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
7. Is an effective communicator	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
8. Use teaching aids effectively	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
9. Keen to learn ICT enabled new technology	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
10. Help students in realizing their strengths and developmental needs as a mentor	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree

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Gangadharpur Mahavidyamandir

Sign out

Welcome, Debeskumar Acharyya

Publication Details for Last 5 Years

1. Qualification :
2. Date of Joining :
3. Papers presented in conference/seminars :
4. Refresher and Orientation Course Training program completed :
5. International Paper Presentation :
6. Research Paper Publications :
7. Chapters in Books Published :
8. Research Publication Books :
9. Major Research Project :
10. Minor Research Project :

submit

Self Appraisal of Teachers

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Screenshot of Principal Feedback on Teacher Dashboard Page

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Gangadharpur Mahavidyamandir [Sign out](#)

Welcome, Jagamohan Basantia

Principal Feedback on Teacher

Select department :

1. Maintains punctuality and regularity in taking the class.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
2. Is approachable to students outside the class.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
3. Is an effective communicator.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
4. Helps students in realizing their strengths and developmental needs.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
5. Has energy, determination and adaptability.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
6. Helps to develop a collaborative and cooperative working environment.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
7. Participates in student welfare and discipline.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
8. Contributes in enrichment of campus life	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
9. Has integrity and leadership ability.	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
10. Participates spontaneously in any work related to college development	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree

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Screenshot of External Peers Feedback on Teacher Dashboard Page

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Welcome, External Peers

External Peers Feedback on Teacher

Select department :

1. Has clear understanding of her/his role and responsibilities in academics Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

2. Has a strong orientation towards research Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

3. Presented and published papers on a regular basis Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

4. Has a strong academic zeal Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

5. Is an effective communicator. Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

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Screenshot of Student's Feedback on Teaching of Teachers Dashboard Page

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Welcome, RUNU MAKHAL

Student's Feedback on Teaching of Teachers

Select department :

- Punctuality and Regularity in taking the class
- Completes syllabus of the course in time
- Teaching the subject matter in a structured manner
- Communication skills
- Uses teaching aids (Blackboard / OHP/ Projector etc)
- Shows the evaluated answer books of examinations to the students
- Controls class effectively
- Ensures students participation in the class
- Helping approach outside the class
- Helps students in realizing their strengths and developmental needs

Rating options for each item:
 Excellent
 Very Good
 Good
 Average
 Below Average

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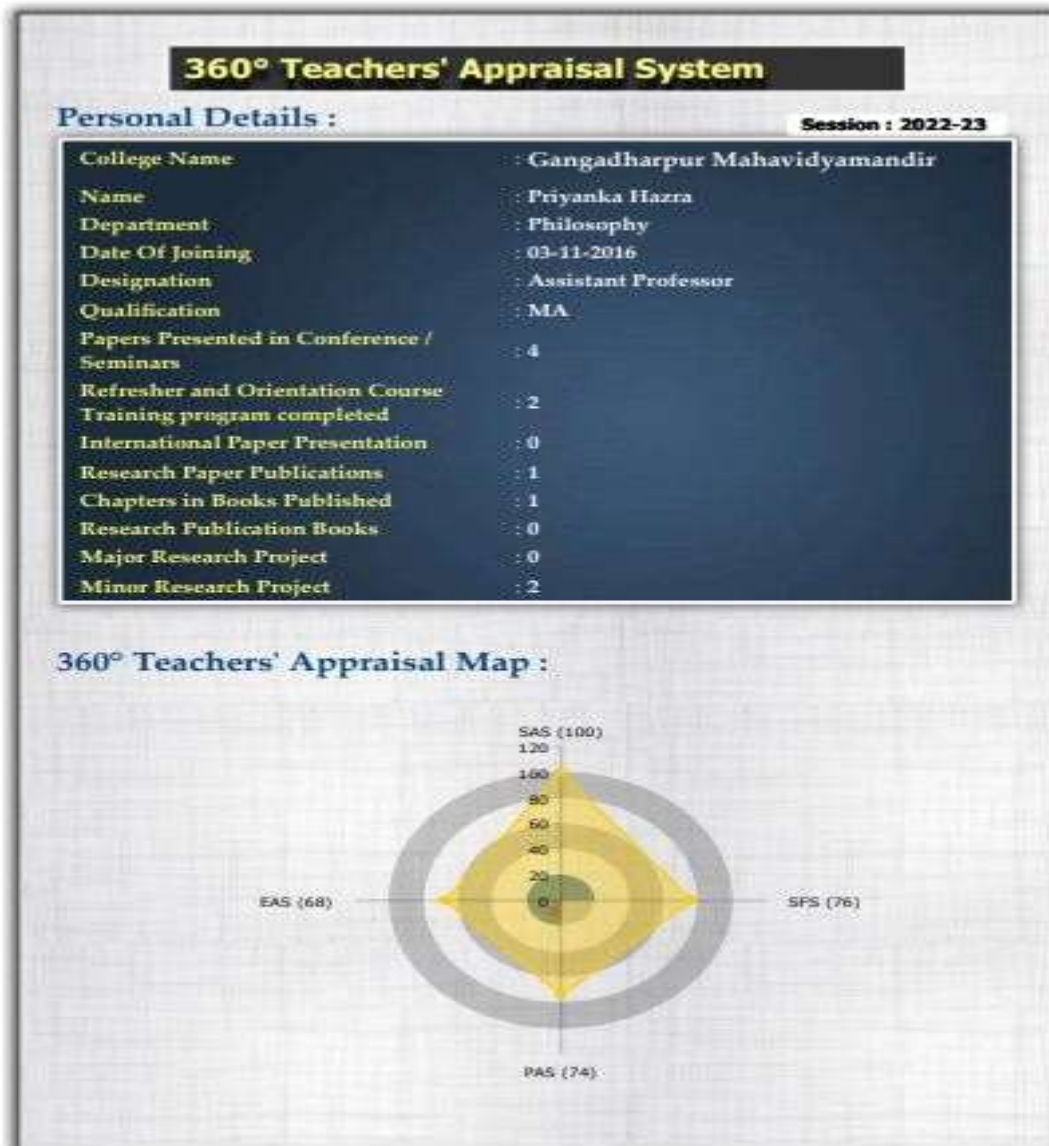
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Screenshot of 360 Degree Appraisal Report Sample Page



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360° Teachers' Appraisal System

Personal Details : **Session : 2022-23**

College Name	: Gangadharpur Mahavidyamandir
Name	: Meskat Kamal Molla
Department	: Education
Date Of Joining	: 20-01-2017
Designation	: Assistant Professor
Qualification	: MA
Papers Presented in Conference / Seminars	: 4
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 1
Research Paper Publications	: 5
Chapters in Books Published	: 1
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :

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360° Teachers' Appraisal System

Personal Details : **Session : 2022-23**

College Name	: Gangadharpur Mahavidyamandir
Name	: Mukesh Saha
Department	: Commerce
Date Of Joining	: 13-09-2019
Designation	: Assistant Professor
Qualification	: Ph.D
Papers Presented in Conference / Seminars	: 4
Refresher and Orientation Course	: 2
Training program completed	: 2
International Paper Presentation	: 2
Research Paper Publications	: 3
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :

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Best Practice #2

Title of the Practice – ' Student Profile Mapping'
(Learner Centric Practices)

Objectives:

To determine the abilities of students in an objective and quantifiable manner and identify the slow and advanced learners so that appropriate support can be provided by the institution.

1. Better design instruction and materials
2. Focus on knowing your students and helping students know themselves
3. Analyse how the students' profiles are progressing
4. Learners learn how to create their own profiles
5. Allowing Students to grow and learn

The Context:

Students often face diverse challenges with respect to their skill attributes: while some may belong to economically backward families and have access to limited resources; some may be intellectually bright or slow irrespective of their economic status; others may have different skills, emotions and behavior. A systematic assessment of these attributes of the students may help in providing an insight into their strengths and weaknesses. The profile mapping exercise enables the institution to hone the students' strengths and overcome their weaknesses.

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The Practice:

Students need to login with their login ID and password and answer an online questionnaire. Scores on 'General Quotient (GQ)' and 'Empowerment Quotient (MQ)' are calculated on the basis of the answers provided. The General Quotient comprises of Academic score, Intelligence score and Knowledge score. The Empowerment Quotient assesses different types of abilities. It also makes a comparison of the particular student in comparison with his/her peer group. Finally, a weighted average of GQ and MQ gives the final score, which represents the capability of the student.

Then their aptitude profiling is done under the following heads

- ❖ Academic Score
- ❖ Knowledge Score
- ❖ Propensity to use tools
- ❖ Propensity to communicate
- ❖ Propensity to think
- ❖ Propensity to accept tasks
- ❖ Intelligence Score

Evidence of success:

The manual method of psychometric test or profile mapping is too engaging and time consuming, whereas the online mapping is fast, accurate and error-free.

Marks obtained in class/internal tests are not always reflective of the students' ability; external factors may affect their time spent on studies, understanding of the subject and answer writing skills. However, online mapping appraises their innate capabilities.

Often, teachers depend on students' class performance or behaviour to gauge their level of knowledge or aptitude. However, this method is suitable only for articulate students. Online mapping is equally effective for shy and introvert students.

The teachers assert that their assessment about the students matches with the profile mapping results, which confirms to the authenticity of the mapping mechanism.

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Problems Encountered and Resources Required:

The major problem pertains to availability of internet facilities in college. The existing computer infrastructure is inadequate so that online profile mapping takes longer than usual time.

The students, mostly from poor families have limited access to high-speed data connection. Often the students are unable to understand the questions, and so need the guidance of teachers for filling the questionnaire.

The resources required are competent software developer to implement the entire idea of online profile mapping along with adequate computer infrastructure.

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SPM Portal Login Screenshot

Gangadharpur Mahavidyamandir
Student Profile Mapping System

// CONNECT WITH US

Email:
gmvm81@gmail.com

Students Portal

Registration No.: *

* Indicates a required field.

Enter ▶

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SPM Portal Dashboard Screenshot

Gangadharpur Mahavidyamandir
Student Profile Mapping System [Log Out](#)

Welcome! Help us know you better by filling up the following details:

*Name:	<input type="text" value="PUJA DHARA"/>	*Date of Birth: (dd / mm / yyyy)	<input type="text" value="dd-mm-yyyy"/>
*Gender:	<input type="text" value="----Select----"/>	*Caste:	<input type="text" value="----Select----"/>
*College:	<input type="text" value="Gangadharpur Mahavidya"/>	*Year:	<input type="text" value="----Select----"/>
*Stream:	<input type="text" value="----Select----"/>	*Student ID:	<input type="text" value="10012018101"/>
*State:	<input type="text"/>	District:	<input type="text"/>
* What was the % of marks you scored in School Final?	<input type="text"/>	*What was the % of marks you scored in 10+2	<input type="text"/>
*Tell me about your living :		*Give the details about your parents:	
Do you live in a house of your own?	<input type="text" value="----Select----"/>	Do your father earn steady income?	<input type="text" value="----Select----"/>
Do your family own a two wheeler or /four wheeler?	<input type="text" value="----Select----"/>	Is your father pass Madhyamik / H.S ?	<input type="text" value="----Select----"/>
Do you have computer / laptop of your own?	<input type="text" value="----Select----"/>	Do your father have any life insurance policy?	<input type="text" value="----Select----"/>
Do your family subscribe any newspaper?	<input type="text" value="----Select----"/>	Do your father uses ATM card?	<input type="text" value="----Select----"/>
Do your house has electricity connection?	<input type="text" value="----Select----"/>	Do your mother earn any income ?	<input type="text" value="----Select----"/>
Do your house have any sanitation/Toilet?	<input type="text" value="----Select----"/>	Is your mother pass Madhyamik / H.S ?	<input type="text" value="----Select----"/>
Do your family go for a trip or excursion once in 5 years?	<input type="text" value="----Select----"/>	Your mother have any Bank / Post - Office A/C ?	<input type="text" value="----Select----"/>
Do your house have any cable connection?	<input type="text" value="----Select----"/>	Do your mother uses Mobile ?	<input type="text" value="----Select----"/>

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SPM Portal Questions Screenshot

The screenshot displays the 'Gangadharpur Mahavidyamandir Student Profile Mapping System' interface. On the left, there is a 'Question Index' with a list of 30 questions (Q-01 to Q-30). The main content area shows a question: 'In our life we often fail to do a given task. In situations of such failure, generally how do you feel?'. Below the question are four radio button options: 'I have failed because of my inability.', 'I have failed because nobody helped me or guided me to do the work.', 'I have failed because not enough time was given that was necessary to do the work.', and 'I have failed because, I have not put the right effort that is necessary for the task.'. At the bottom of the question area are 'PREVIOUS' and 'NEXT' buttons. The footer of the page reads: '-System Powered by Right Brains Technology 2014 © All Rights Reserved.'

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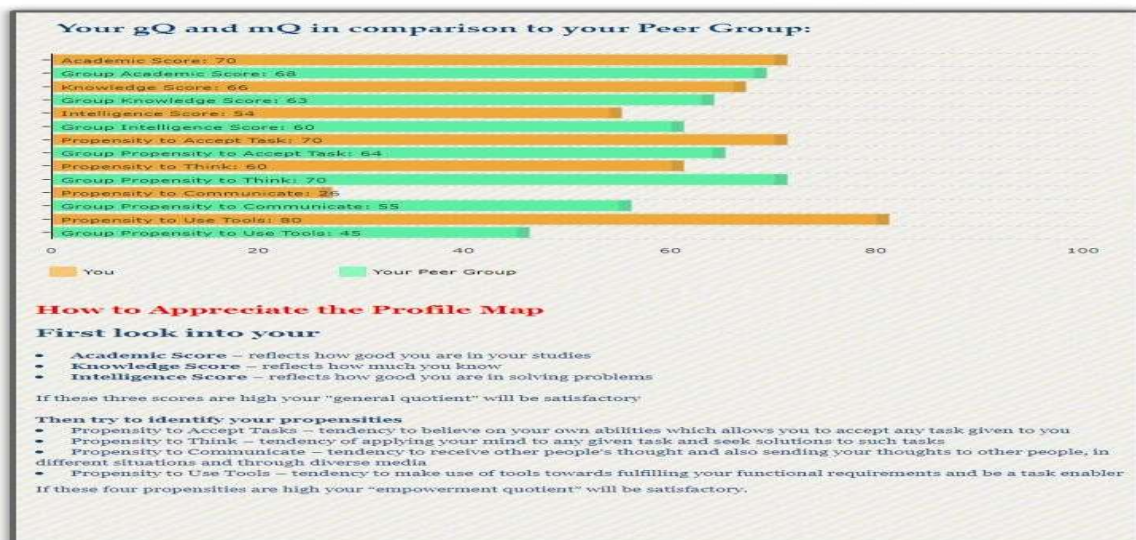
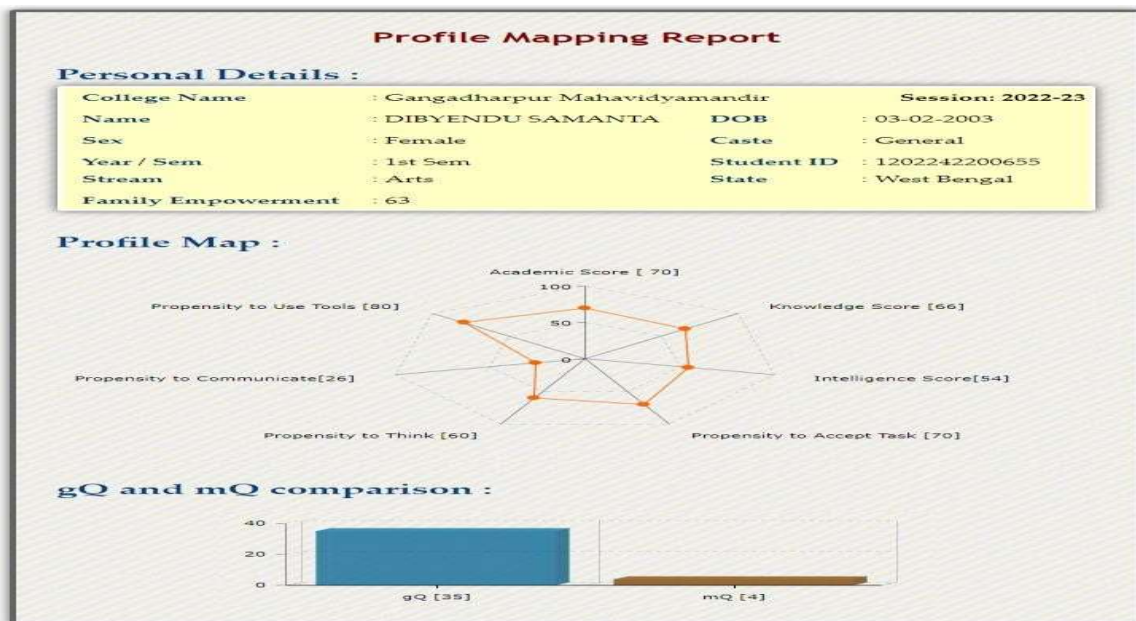
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Sample Report



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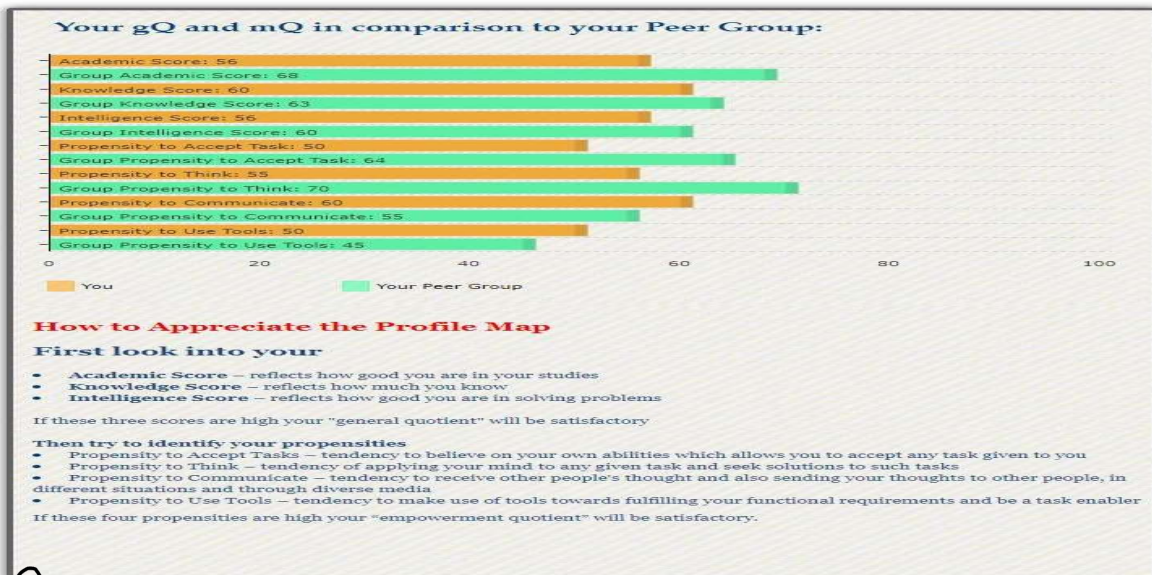
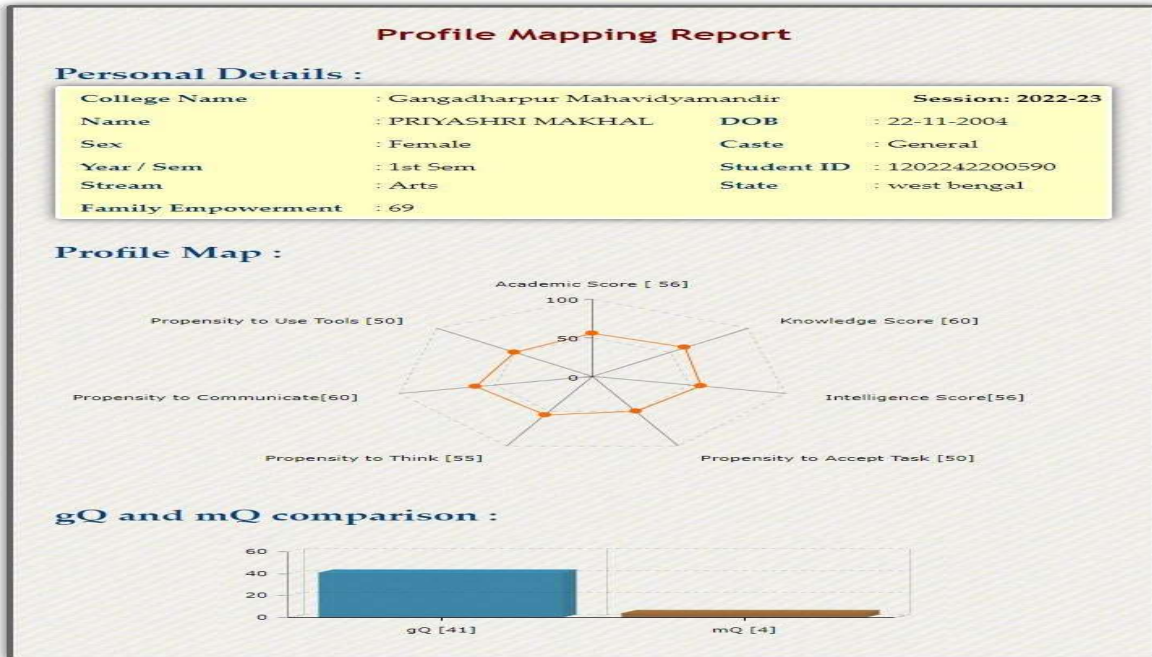
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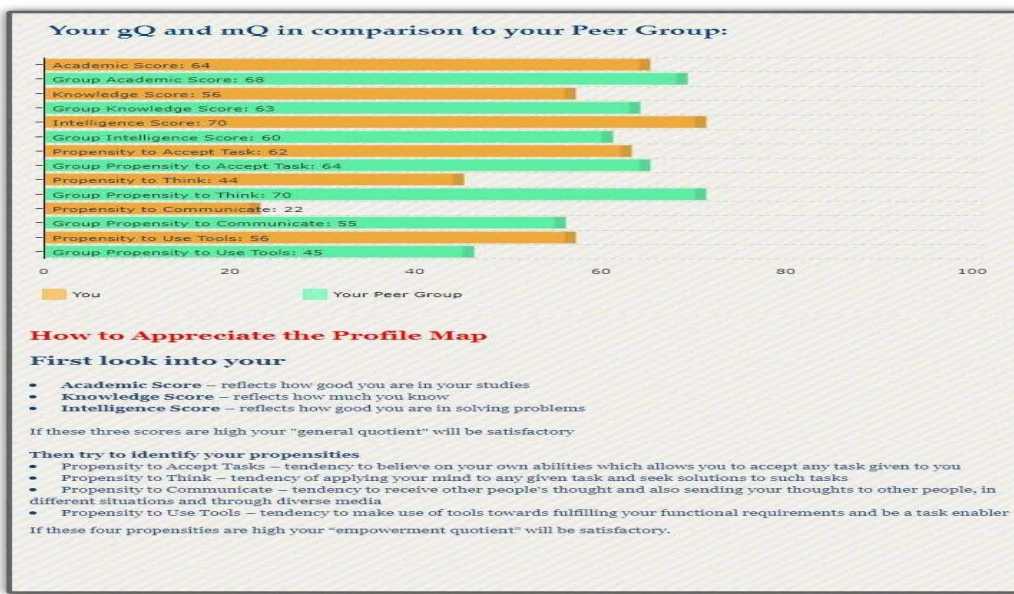
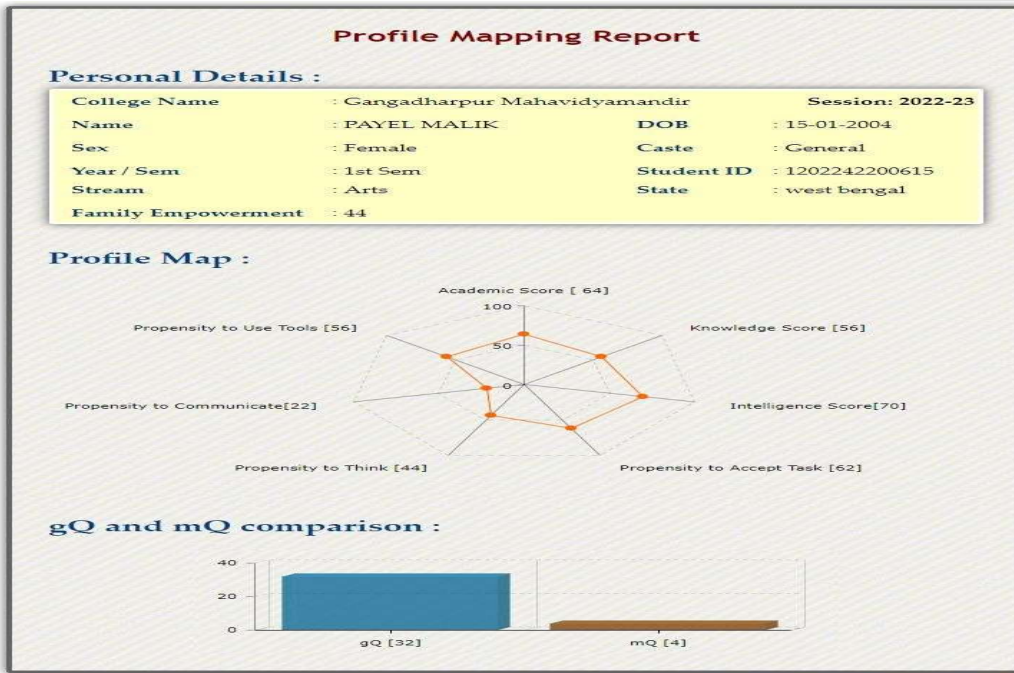
Dr. Jaga M Basantia
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Phone: 033-2679 0052

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Gangadharpur, Howrah





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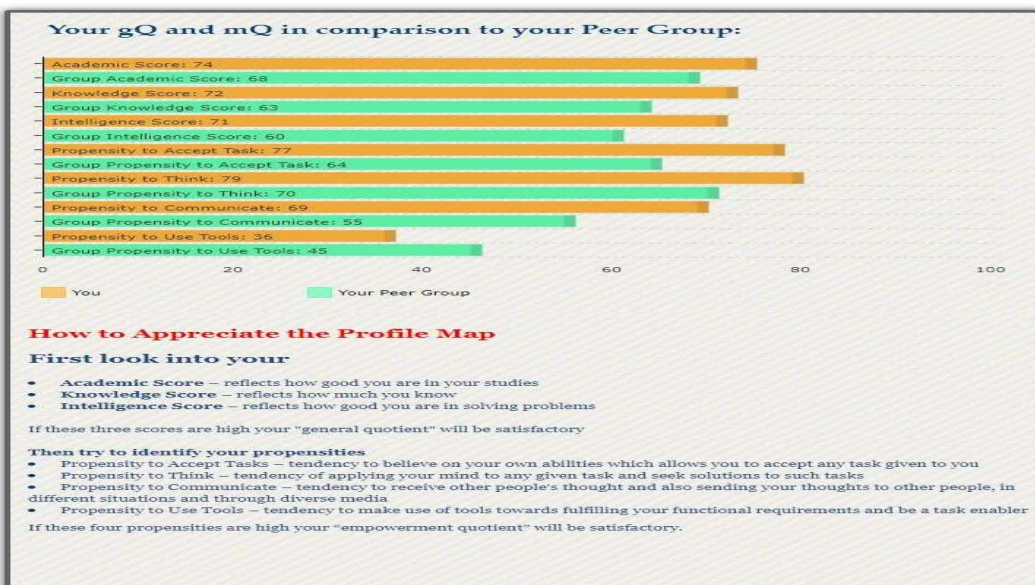
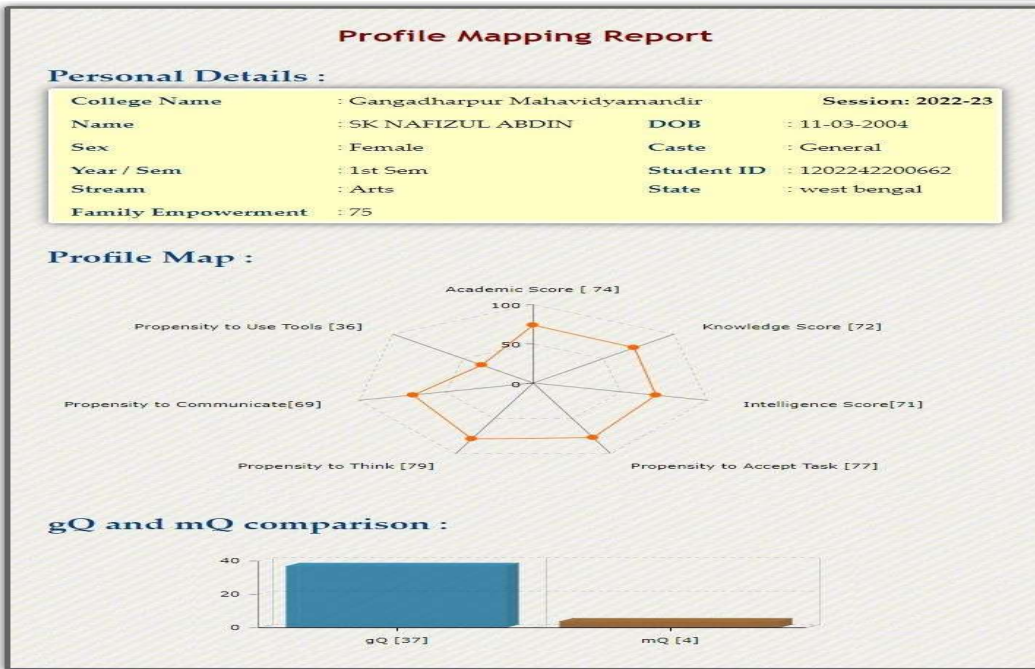
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