



ANJUMAN-I-ISLAM'S

KALSEKAR TECHNICAL CAMPUS, NEW PANVEL

Approved by : All India Council for Technical Education, Council of Architecture, Pharmacy Council of India New Delhi,
Recognised by : Directorate of Technical Education, Govt. of Maharashtra, Affiliated to : University of Mumbai.

- SCHOOL OF ENGINEERING & TECHNOLOGY
- SCHOOL OF PHARMACY
- SCHOOL OF ARCHITECTURE

7.2.1 BEST PRACTICES

PRACTICE-1

Title: Performance Based Appraisal System.

Objectives of the Practice:

- Motivating the faculty staff members to perform best.
- Making the appraisal system fair and transparent.

Context:

An appraisal system without emphasis on performance leads to staff discontent.

- A scientific approach towards appraisal will enable the institute to channel the effort of both faculty and staff towards thrust areas
- To cultivate and nourish a sense of healthy performance-based competition among the faculty and staff.

The Practice:

To justify the appraisal mechanism, a mean based varying DA appraisal system is in place. The DA component is divided into Fixed DA (FDA) and Varying DA (VDA). The VDA is assigned as per the calculated mean which is based on the performance parameters like Teaching feedback, Result Score, Examination work, Academic Audit Score, Institutional responsibilities, departmental responsibilities, and confidential report parameters, etc. All these parameters are well explained to all faculty members and staff in advance which makes the entire process transparent and encourages them to score more based on their performances. The appraisal system has been revised in 2018 with configurable weights for different parameters applicable for different designations. By this mechanism, the institute justifies the appraisal of faculty and staff based on their performances.

Evidence of Success:

- The revised appraisal system has given due importance to performances in the thrust areas.
- In general, the Faculty and staff are content due to the transparent and scientific approach of the revised appraisal system.

Problems Encountered:

- Extensive effort was required to devise the weighted parameters along with the rubrics.
- Verification of the claimed activities is an exhausting task.



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7.2.1 BEST PRACTICES

PRACTICE-2

Title: Inter-departmental Academic Audit.

Objectives of the Practice:

- To ensure accountability, maintain high academic standards, and continuously enhance the teaching-learning process for quality education.

Context:

- Bringing transparency and accountability via the interdepartmental audit process.

The Practice:

Conducted four times a semester, it uses rubrics-based marking for parameters, focusing on planning, course and program attainment.

Evidence of Success:

Timely completion of academic documentation and transparency in meeting academic needs.

Problems Encountered:

The time-consuming nature of multiple audits poses a challenge despite the benefits it brings.

Contact Person for further details:

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