

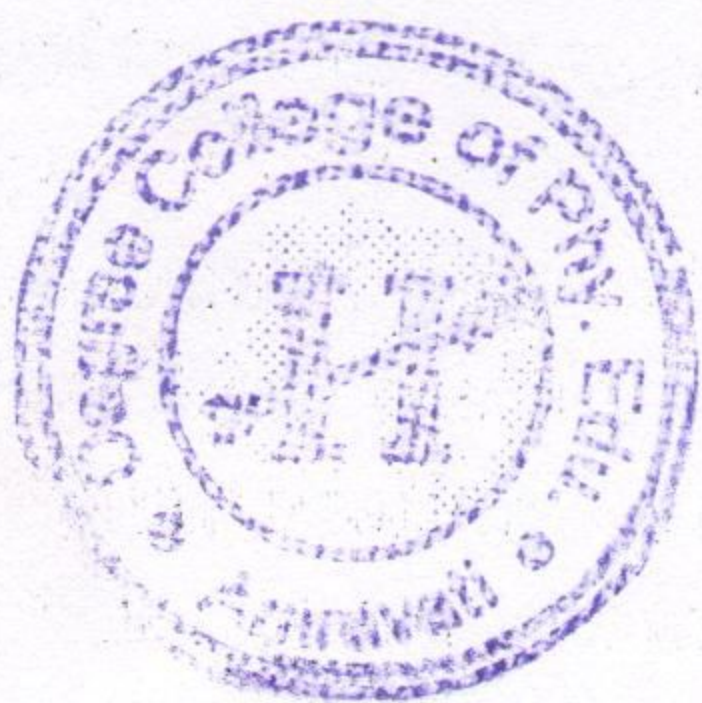
Performance Appraisal Policy for Teaching and Non-Teaching staff

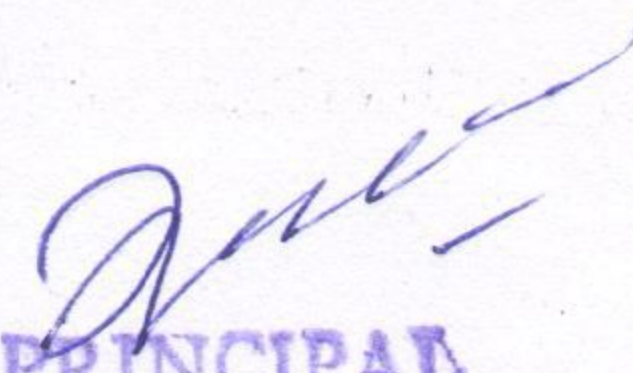
The college has designed process for performance appraisal for teaching and non-teaching staff. The promotion policy and pay policy is derived and accepted for both teaching and non-teaching staff. The teaching and non-teaching staffs appointed on grand-in-aid basis are governed by performance appraisal system stated by the state government and UGC. A committee duly constituted by Parent University comprises Vice Chancellor's nominee, subject experts, chairman of the management trust or his nominee and principal, on the basis of performance appraisal report and personal interview recommend the faculty for promotion. The periodic promotions on the basis of Confidential Report (CR) are recommended and granted to the administrative staff. The board of management by considering the report of the administrative office and CR of the staff recommend the cases to concerned authority for the promotion of the administrative staff. Teachers appointed on non-grant basis are also entitled for promotions on submission of performance appraisal report as specified by UGC under CAS. The pay policy for the staff working on non-grant courses is available which is used to award increment in salary on the basis of performance of the staff reported by HOD.

The HOD recommends the faculty for continuation and further promotion and increments based on following parameters:

1. Experience
2. Feedback of students on teachers
3. Result of the subject taught by the teacher
4. Participation of the teacher in department and student activities
5. Co-operation of the teacher towards institute
6. Behavior of the teacher
7. Higher Qualification Acquired
8. Participation in the exam work
9. Publication
10. Participation in innovative activities/ research projects.

The Question format is prepared to be filled by the HOD for reporting individual teacher's performance.




PRINCIPAL
Degree College of Physical Education
AMRAVATI. (M. S.)