

Anand Vishwa Gurukul College Of Law

NAAC Accredited 'B' Grade

Affiliated To University of Mumbai

Approved By Bar Council of India

LL.B - 3 Years | LL.B - 5 Years | LL.M

Diploma in Labour Law and Labour Welfare | Post Graduation Diploma in Cyber Law

Office Address: Near Mental Hospital, Opp. ACC Cement Colony, Thane (W) – 400604

Tel.: 9967589008 • Email : avgcollegeoflaw@gmail.com

Criteria 6

Metric No.: 6.3.5

Metric Name: Institutions Performance Appraisal System for teaching and non- teaching staff

A well-designed performance management system is a significant driver in increasing both team and individual organizational performance. An effective performance management system enables the attainment of strategic objectives by connecting individual goals with the organization's mission and vision.

The teaching staff is evaluated on the following criteria:

Overall Performance

The IQAC has designed a performance appraisal system for teachers on the basis of Annual Assessment Report (AAR) suggested by the University Grants Commission (UGC). The format of Annual Assessment Report (AAR) was shared in one of the workshops on 'UGC Guidelines for Quality Enhancement on Higher Education in Maharashtra'. The AAR assesses the teacher's contribution to the following three areas:

- Teaching
- Co-curricular and Extra-curricular Activities
- Research Activities

The Annual Assessment Report is submitted to the Management at the end of the year by the Principal with his remarks.

Time-management and Punctuality

Time management is an important parameter for performance evaluation and appraisal as its effectiveness ensures appropriate scheduling of curricular and co-curricular activities and completion of course within stipulated time frame. Proper time management also reflects on the productivity of the institution as it

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I/C PRINCIPAL

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enables proper academic planning and enriches overall development of the students in alignment with the institutional goals.

Student Feedback

Student feedback is sought on various parameters such as subject knowledge of the faculty, preparedness, clarity in teaching, communication skills, availability of professors, approachability and responsiveness, etc. Student feedback is vital for enhancing teaching practises, encouraging accountability and openness, developing collaboration and developing and supporting student centric approach.

Academic Audit (Teaching Staff):

The Principal conducts an Annual Audit of Teachers Performance on the basis of:

- Annual Assessment Report (AAR)
- Lecture Plans
- Time Management
- Student feedback
- Result Analysis
- Analysis of Programme and Course Outcomes
- Committee Report
- Overall contribution

The Principal's Report on Teacher Performance is a thorough evaluation of teachers' effectiveness, professionalism and overall performance based on the aforementioned criteria which contributes to evaluating and supporting effective teaching. It fosters a culture of continual development, collaboration, and accountability, which benefits both teachers and students in the long run.



I/C Principal

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