



ಶ್ರೀ ಸಂಗಮೇಶ್ವರ ಕಲಾ ಹಾಗೂ ವಾಣಿಜ್ಯ ಮಹಾವಿದ್ಯಾಲಯ, ಚಡಚಣ.

SHRI SANGAMESHWAR EDUCATION SOCIETY'S  
SHRI SANGAMESHWAR ARTS AND COMMERCE COLLEGE  
CHADCHAN- 586205 Dist: Vijayapur (Karnataka State)  
Re-Accredited At 'A'Grade By NAAC, 3.02 CGPA (4<sup>th</sup> Cycle)  
(Affiliated To Rani Channamma University, Belagavi)

### 6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Performance Appraisal System of the staff includes the following mechanisms: Student feedback Parents and alumni feedback A format provided by the Department of Collegiate Education; Karnataka is given to the students selected on random basis to provide feedback on teachers containing various probes on teaching.

The results are analyzed by the principal and the same is shared with the concerned teachers. After the completion of two years probationary period management teaching staff service will be confirmed subject to the fulfillment of UGC guidelines.

Work diary: The staff records a brief statement of work done in each class at the end of the particular working day. It is signed by the Head of the Department at the end of every week, and then by the principal at the end of every month. The uploaded diary is made available for inspection to any official of the University.

Self-appraisal: At the end of each academic year, the faculty members fill in and submit, a Self-Appraisal Form documenting their academic and professional achievements, leadership roles held and extension services rendered. The Self Appraisal Forms are also used at the time of career advancement/promotion. The administrative staff are evaluated on the basis of the rapport with staff, students and the public. The principal holds meetings with the administrative staff and briefs the members about the observations made and suggest areas for improvement.

  
Principal  
Shri Sangameshwar Arts & Comm. College  
Chadchan-586205 Dist: Vijayapur