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1 MOTIJHEEL AVENUE, KOLKATA – 74

Affiliated to WEST BENGAL STATE UNIVERSITY
Established in 1950, UGC 2(f) and 12 (B) Approved
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BEST PRACTICE#1:

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

Objectives of the Practice:

360-degree feedback also known as multi rater feedback is a process through which an employer evaluates an 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 of teachers, Principal's feedback, Students' appraisal of teachers and Peer appraisal.

Teachers, Principal, Students and external peers need to login with their login ID and password and answer an online questionnaire. A self-appraisal report and map for an individual teacher are created on the basis of the feedback from different stakeholders and these reflect their overall performance.

Self-appraisal of teachers is conducted through online responses of a set of questions related to their teaching in classroom and also outside the classroom as mentors. Self-



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appraisal of teachers involves reflection on their teaching practices, identifying strengths and areas for improvement. It encourages setting personal and professional development goals to enhance their teaching effectiveness. Self-appraisal helps teachers evaluate their classroom management, instructional methods, and student engagement. By reviewing feedback from students and colleagues, they can adjust their strategies for better outcomes. Overall, it fosters continuous growth and accountability in their role as educators.

Principal's feedback is related to student engagement and classroom management, fostering a productive learning environment. Principalevaluates a teacher in respect of promoting student progress, adapting measures to meet diverse learning and developmental needs and maintaining strong positive relationship with both students and parents. Principal's appraisal helps teachers participate in student welfare and discipline, contribute in enrichment of campus life and campus development. It also helps to develop a collaborative and cooperative working environment.

Students' appraisal of teachers makes them more responsible for the students' effective management and creating a positive and respectful learning environment. It helps them develop punctuality and regularity in taking the class and structured way of teaching by using ICT enabled technology. Teachers provide constructive feedback based on students' appraisal encouraging them to improve and do their best.

Peer appraisal helps teachers to be professional,dedicated and collaborate well with colleagues contributing to the institution's positive culture.



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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.

The resources required are competent software developers to implement the entire idea of online report and appraisal mapping of teachers along with adequate computer infrastructure.



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Screenshot of Login Page

360° Teachers Appraisal System Dum Dum Motijheel College

Give your feedback

- Self Appraisal of Teachers
- Principal Feedback on Teacher
- External Peers Feedback on Teacher
- Student's Feedback on Teaching of Teachers

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Screenshot of Self-Appraisal of Teachers Dashboard Page

360° Teachers Appraisal System
Dum Dum Motijheel College
Sign out

Welcome, Dr. Pranab Giri

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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Screenshot of Self-Appraisal of Teachers Dashboard Page

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Welcome, Dr. Pranab Giri

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 :

Self Appraisal of Teachers

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Screenshot of Principal Feedback on Teacher Dashboard Page

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Welcome, Dr. Pradeepta Gupta Roy

Principal Feedback on Teacher

Select department :

- Maintains punctuality and regularity in taking the class.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
- Is approachable to students outside the class.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
- Is an effective communicator.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
- Helps students in realizing their strengths and developmental needs.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
- Has energy, determination and adaptability.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
- Helps to develop a collaborative and cooperative working environment.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
- Participates in student welfare and discipline.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
- Contributes in enrichment of campus life
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
- Has integrity and leadership ability.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
- Participates spontaneously in any work related to college development
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - 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

360° Teachers Appraisal System
Dum Dum Motijheel College
Sign out

Welcome, **TUHIN CHAKRABORTY**

Student's Feedback on Teaching of Teachers

Select department :

1. Punctuality and Regularity in taking the class	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
2. Completes syllabus of the course in time	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
3. Teaching the subject matter in a structured manner	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
4. Communication skills	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
5. Uses teaching aids (Blackboard / OHP/ Projector etc)	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
6. Shows the evaluated answer books of examinations to the students	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
7. Controls class effectively	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
8. Ensures students participation in the class	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
9. Helping approach outside the class	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
10. Helps students in realizing their strengths and developmental needs	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average

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Screenshot of 360 Degree Appraisal Sample Report

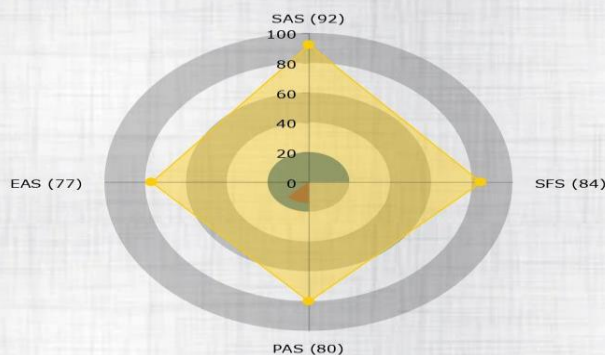
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Dum Dum Motijheel College
Name	: Dr. Dolan Sengupta
Department	: Chemistry
Date Of Joining	: 01-12-2001
Designation	: Associate Professor
Qualification	: PhD
Papers Presented in Conference / Seminars	: 0
Refresher and Orientation Course	: 0
Training program completed	: 0
International Paper Presentation	: 0
Research Paper Publications	: 0
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 1
Minor Research Project	: 0

360° Teachers' Appraisal Map :





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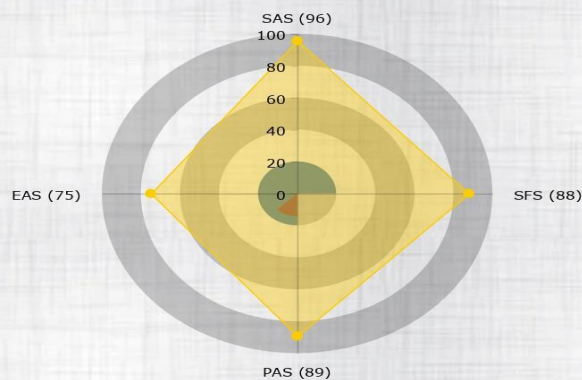
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Dum Dum Motijheel College
Name	: Dr. Nabin Chandra Biswas
Department	: Geography
Date Of Joining	: 09-02-2015
Designation	: Assistant Professor
Qualification	: MSc
Papers Presented in Conference / Seminars	: 1
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 0
Research Paper Publications	: 4
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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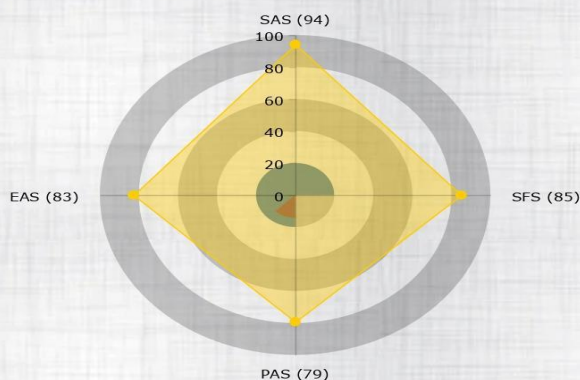
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Dum Dum Motijheel College
Name	: Dr.Swagata Bera
Department	: Geography
Date Of Joining	: 10-09-2020
Designation	: Assistant Professor
Qualification	: Ph.D
Papers Presented in Conference / Seminars	: 4
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 3
Research Paper Publications	: 1
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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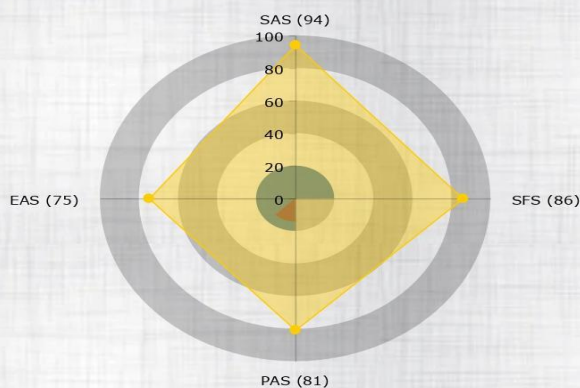
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Dum Dum Motijheel College
Name	: Dr. Sumana Sarkar
Department	: Chemistry
Date Of Joining	: 17-04-2015
Designation	: Assistant Professor
Qualification	: Ph.D
Papers Presented in Conference / Seminars	: 4
Refresher and Orientation Course Training program completed	: 3
International Paper Presentation	: 0
Research Paper Publications	: 2
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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360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Dum Dum Motijheel College
Name	: Dr. Amrita Roy Chowdhury
Department	: Computer Science
Date Of Joining	: 01-12-2016
Designation	: Assistant Professor
Qualification	: Ph.D
Papers Presented in Conference / Seminars	: 1
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 0
Research Paper Publications	: 4
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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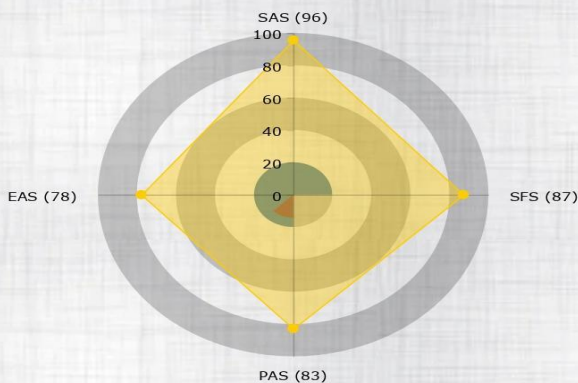
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Dum Dum Motijheel College
Name	: Dr.Sudipta Samanta
Department	: Philosophy
Date Of Joining	: 03-10-2016
Designation	: Assistant Professor
Qualification	: Ph.D
Papers Presented in Conference / Seminars	: 4
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 3
Research Paper Publications	: 2
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. Analyze 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

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mapping exercise enables the institution to hone the students' strengths and overcome their weaknesses.

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

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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 behavior 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.

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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Login Screenshot

DUM DUM MOTIJHEEL COLLEGE
Student Profile Mapping System

// CONNECT WITH US
Email:
principaldmcc@rediffmail.com

Students Portal

Registration No.: *

* Indicates a required field. **Enter** ▶

-System Powered by Right Brains Technology 2023 © All Rights Reserved. Activate Windows
Go to Settings to activate Windows.

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Dashboard Screenshot

DUM DUM MOTIJHEEL COLLEGE
 Student Profile Mapping System [Log Out](#)

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

*Name:	<input type="text" value="CHAYAN GOSWAMI"/>	*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="DUM DUM MOTIJHEEL"/>	*Year:	<input type="text" value="----Select----"/>
*Stream:	<input type="text" value="----Select----"/>	*Student ID:	<input type="text" value="116231014000340"/>
*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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Principal
 Dum Dum Motijheel College
 1, Motijheel Avenue, Kolkata-700074



Contact: 033 25602585/ 9434213053
Email: principalddmc@rediffmail.com

DUM DUM MOTIJHEEL COLLEGE

(GOVT. SPONSORED)
1 MOTIJHEEL AVENUE, KOLKATA – 74

Affiliated to WEST BENGAL STATE UNIVERSITY
Established in 1950, UGC 2(f) and 12 (B) Approved
RUSA FUNDED

Questions Screenshot

The screenshot displays the 'Student Profile Mapping System' interface. It features a navigation menu with 'Home', 'Students', 'Connect With Us', and 'Log Out'. A 'Question Index' sidebar lists 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.'. 'PREVIOUS' and 'NEXT' buttons are located at the bottom of the question area. The footer text reads: 'System Powered by Right Brains Technology 2014 © All Rights Reserved.'

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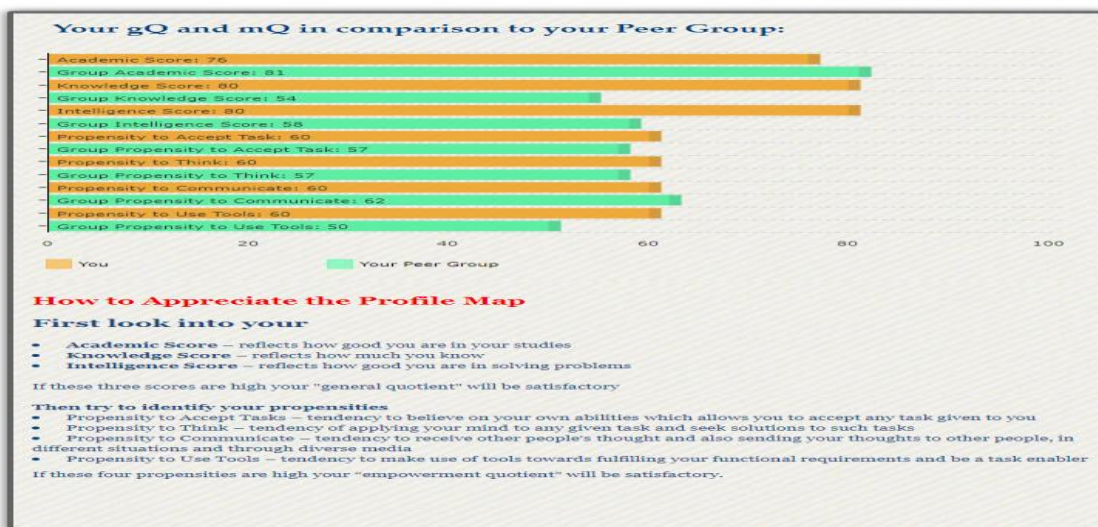
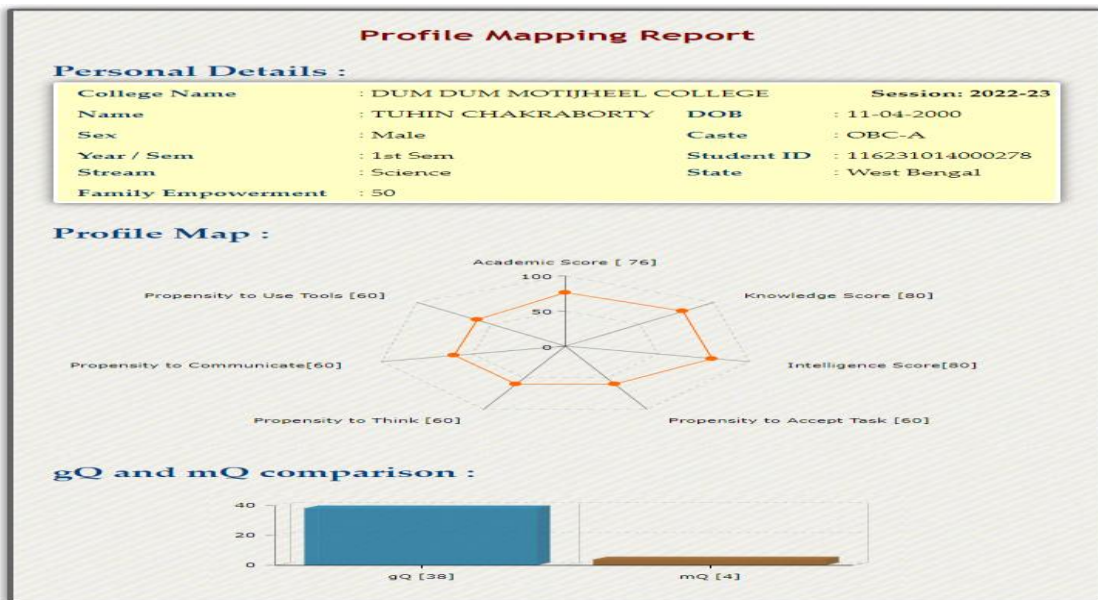
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Sample Report



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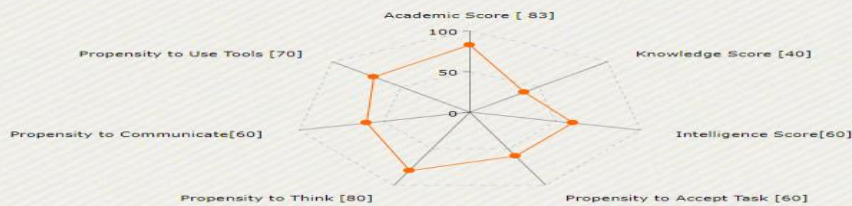
Affiliated to WEST BENGAL STATE UNIVERSITY
Established in 1950, UGC 2(f) and 12 (B) Approved
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Profile Mapping Report

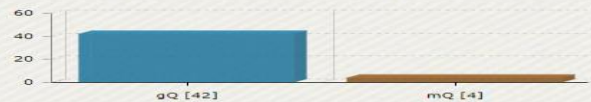
Personal Details :

College Name	: DUM DUM MOTIJHEEL COLLEGE	Session:	: 2022-23
Name	: CHAYAN GOSWAMI	DOB	: 02-04-2001
Sex	: Male	Caste	: General
Year / Sem	: 1st Sem	Student ID	: 116231014000340
Stream	: Arts	State	: West Bengal
Family Empowerment	: 50		

Profile Map :

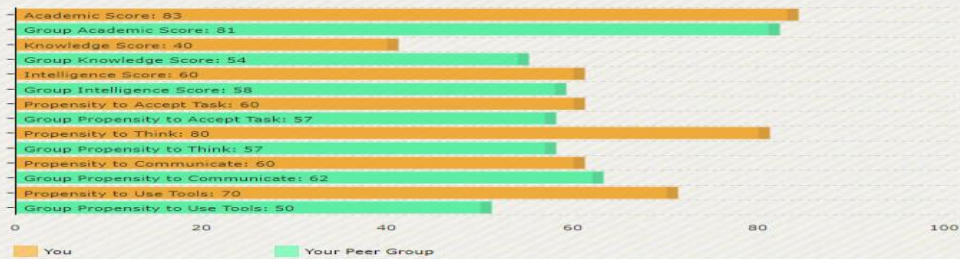


gQ and mQ comparison :



Processed by: RightBrains Technology

Your gQ and mQ in comparison to your Peer Group:



How to Appreciate the Profile Map

First look into your

- **Academic Score** – reflects how good you are in your studies
- **Knowledge Score** – reflects how much you know
- **Intelligence Score** – reflects how good you are in solving problems

If these three scores are high your "general quotient" will be satisfactory

Then try to identify your propensities

- **Propensity to Accept Tasks** – tendency to believe on your own abilities which allows you to accept any task given to you
- **Propensity to Think** – tendency of applying your mind to any given task and seek solutions to such tasks
- **Propensity to Communicate** – tendency to receive other people's thought and also sending your thoughts to other people, in different situations and through diverse media
- **Propensity to Use Tools** – tendency to make use of tools towards fulfilling your functional requirements and be a task enabler

If these four propensities are high your "empowerment quotient" will be satisfactory.

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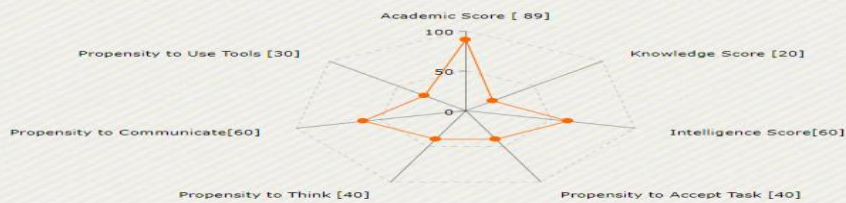
Affiliated to WEST BENGAL STATE UNIVERSITY
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Profile Mapping Report

Personal Details :

College Name	: DUM DUM MOTIJHEEL COLLEGE	Session:	: 2022-23
Name	: RAHUL MONDAL	DOB	: 03-02-2000
Sex	: Male	Caste	: General
Year / Sem	: 1st Sem	Student ID	: 116231011000292
Stream	: Arts	State	: West Bengal
Family Empowerment	: 51		

Profile Map :

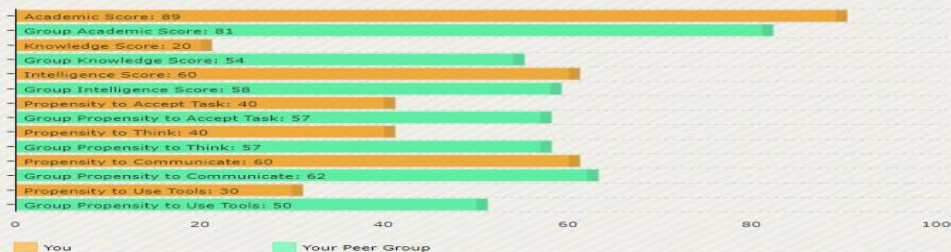


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