



## FEEDBACK ANALYSIS REPORT FOR 2016-17

The IQAC of the institution designs and collects feedback from its stakeholders to monitor and evaluate its performance quality. The feedback collected is analyzed and appropriate action is taken. Feedback is collected from students, teachers, superiors, employers and parents.

### **I Students Feedback Report**

The feedback from the students is obtained teacher-wise and course-wise. IQAC analyses these feedback forms and gives the analyzed evaluative report teacher-wise to the Principal. These analyze evaluated reports are pursued by the principal. In turn the outcome of the feedback analysis is informed to each other for future improvement and encouragement.

The outcome of the evaluation and its analysis are intimated to the individual teachers for their understanding of their strength and weakness, leading to overall improvement of the teaching learning process.

Evaluation is used for improving the quality of the teaching-learning process. Such evaluation goes a long way in improving the quality of the teaching-learning process in a sense that a teacher comes to know about his/her strengths and shortcomings and improves his/her shortcomings & even betters his/her strengths.

The Principal also regularly meets the Heads of Departments and takes feedback on the teaching learning process of each department. Besides, the college Grievance Redressal Mechanism also takes care of the quality of teaching learning.

### **The Students Feedback is based on the following parameters.**

- Knowledge Base of the teacher (as perceived by you)
- Communication Skills (in terms of articulation and comprehensibility)
- Sincerity / Commitment of the teacher
- Interest generated by the teacher
- Ability to integrate content with other courses
- Ability to integrate course material with environment/other issues, to provide a broader perspective
- Accessibility of the teacher in and out of the class (include availability of the teacher to motivate further study and discussion outside class)
- Ability to design quizzes/ Tests Assignments/ Examinations and project to evaluate students understanding of the courses.
- Provision of sufficient time for feedback

The student feedback is consolidated based on grade A,B and C as their grade obtained are presented in the analysis given below.

The percentage number of staff belong under Grade A,B and C for Shift I & II presented in a chart as below,

Evaluation of teachers by the students

**Consolidated Report on Student Feedback for Shift 1 & 2 Staff Members.**

<b>Grade</b>	<b>Shift</b>	<b>No of Staff</b>	<b>Total</b>	<b>Percentage</b>
<b>A</b>	<b>1</b>	<b>90</b>	<b>144</b>	<b>99</b>
	<b>2</b>	<b>54</b>		
<b>B</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
	<b>2</b>	<b>0</b>		
<b>C</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>2</b>	<b>0</b>		
<b>Total</b>			<b>145</b>	<b>100</b>

**II Staff Feedback Report**

Feedback from teachers are collected on the basis of the following

- i. Peer Evaluation
- ii. Self Evaluation
- iii. Staff Appraisal by Superior.

**(i) The Staff Peer Feedback is based on the following parameters.**

- Dependable in attending department meetings.
- Willingly accepts assigned tasks.
- Contributes positively to group discussions.
- Completes work on time or makes alternative arrangements for non-compliance
- Helps others with their work when needed.
- Does work accurately and completely.
- Works well with other department members.
- Overall, a valuable member in the Department, would you like to work with them again?
- Has a positive approach towards students
- Volunteer’s additional responsibilities

The staff peer group feedback is consolidated based on grade A,B and C as their marks secured are analyzed below.

### Consolidated Report on Staff Peer Feedback

Grade	Shift	No of Staff	Total	Percentage
A	1	81	126	89%
	2	45		
B	1	6	12	9%
	2	6		
C	1	0	3	2%
	2	3		
Total			141	100

(ii) **The Self Evaluation by staff is based on the following parameters.**

- Workload(Lectures, Practical's, Project and Remedial Coaching)
- Preparation and imparting of knowledge, Syllabus enrichment
- Use of Participatory and innovative Teaching-learning methodologies
- Examination related duties
- Steps taken by individual for evaluation of programme taught
- Co-Curricular /Extra Curricular and Extension activities
- Details of Research papers published in Referred and Recognized journals
- Details of papers presented in Conference / Seminars /Symposia / Workshops
- Details of participation in Conferences / Seminars / Symposia / Workshops
- Details of books published
- Details of Research Guidance
- Ph.D Progression
- Regularity and Punctuality
- Achievements
- Difficulties faced, if any
- Suggestions for improvement

### Consolidated Report on Staff Self Evaluation Feedback

Grade	Shift	No of Staff	Total	Percentage
A	1	77	127	98%
	2	50		
B	1	2	3	2%
	2	1		
C	1	0	0	0
	2	0		
Total			130	100

#### iii) Staff Appraisal by Superiors

The College has introduced evaluation of the teachers by their superior. The feedback from superior is obtained from the dean, academic in charge and head of the department . The final score from student evaluation, peer evaluation and self evaluation considered at this stage.

**The superior will evaluate the staff members by the following criteria.**

#### Teaching Effectiveness

- Teaching Effectiveness
- Professional Achievements
- Number of hours of Library usage
- Using ICT for teaching
- Professional Body / External resource support
- Team Work
- Counselling Effectiveness
- Best practices suggested and in use
- Organizing function
- Ability to work Hard
- Concern for people
- Concern for Excellence
- Risk taking
- Managerial Skill
- Interest in learning new skill
- Initiative
- Social skills
- Integrity, objectivity, Leadership, Cooperation
- Positive attitude towards others
- Assertiveness
- Flexibility

The staff appraisal by superior is consolidated based on grade A,B and C as their marks secured are analyzed below.

## Consolidated Report on Staff Self Evaluation Feedback

Shift	Grade	Percentage
<b>I</b>	<b>A</b>	<b>20%</b>
	<b>B</b>	<b>60%</b>
	<b>C</b>	<b>20%</b>
<b>II</b>	<b>A</b>	<b>18%</b>
	<b>B</b>	<b>65%</b>
	<b>B</b>	<b>17%</b>

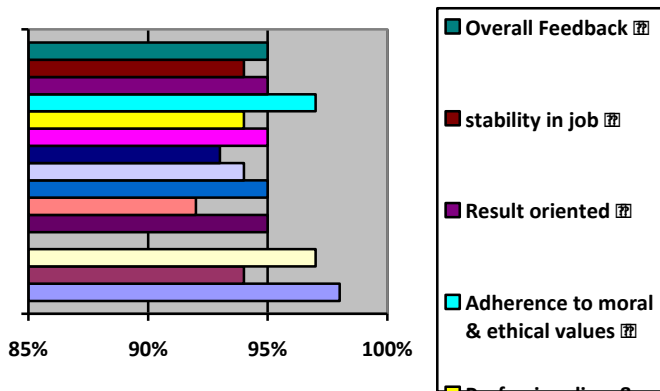
### III. Employers Feedback Report

The placement team of the institution obtains feedback from employers to improve its performance in this area. The criteria for collecting feedback from employers include the following

- Infrastructure and facilities of the Institution.
- Reputation of the Instruction.
- Overall Quality.
- Student related aspects.
- Overall feedback.

#### The Feedback is provided below Table and Diagram

S.NO	Factors for providing feedback	2016-17
1	Infrastructure and Facilities	98%
	college reputation	94%
	overall quality	97%
2	<b>About our students</b>	
	Appearance	95%
	Communication and Interpersonal skills	92%
	Punctuality & Attendance	95%
	Performance in the Job	94%
	Interest shown towards learning	93%
	commitment towards work	95%
	Professionalism & Adaptability	94%
	Adherence to moral & ethical values	97%
	Result oriented	95%
	stability in job	94%
3	<b>Overall Feedback</b>	<b>95%</b>



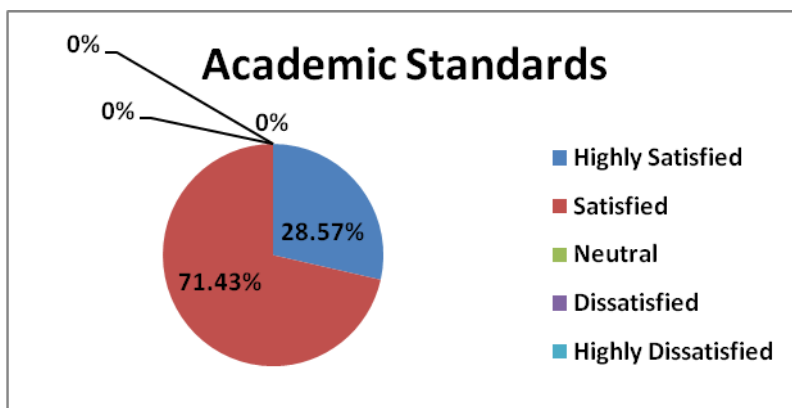
#### IV Feedback from Parents

Parents are an important part of the institution whose contribution is invaluable. Feedback is collected from parents on the following criteria

- Academic standard
- Infrastructure
  - Safety
  - Parking
  - Sports facility
  - Canteen
  - Suggestion/Complaint box
  - Placement cell
  - Students support
- Grievance redressal
  - Remedial coaching
  - Counseling

#### Academic Standard:

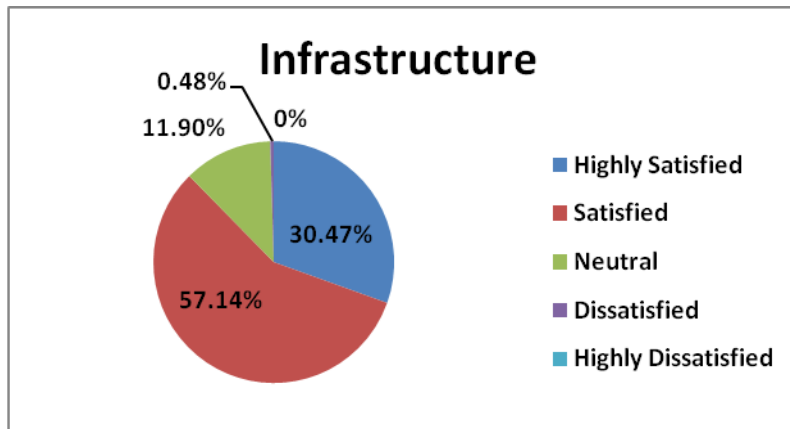
1. 28.57% of the parents are highly satisfied with the academic standards and 71.43% are satisfied with the academic standards .



#### Infrastructure:

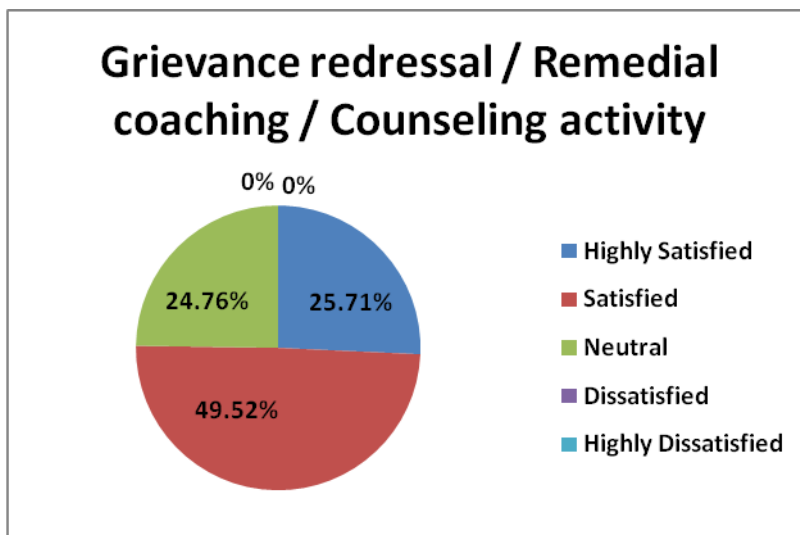
2. On the basis of Infrastructure (which includes facilities like safety, parking, sports facility, canteen, suggestion/ complaint box, placement cell, students support) 32.65%

of parents are highly satisfied; 40.00% are satisfied; 19.59% had responded neutral; 6.53 % dissatisfied and 1.22% are highly dissatisfied.



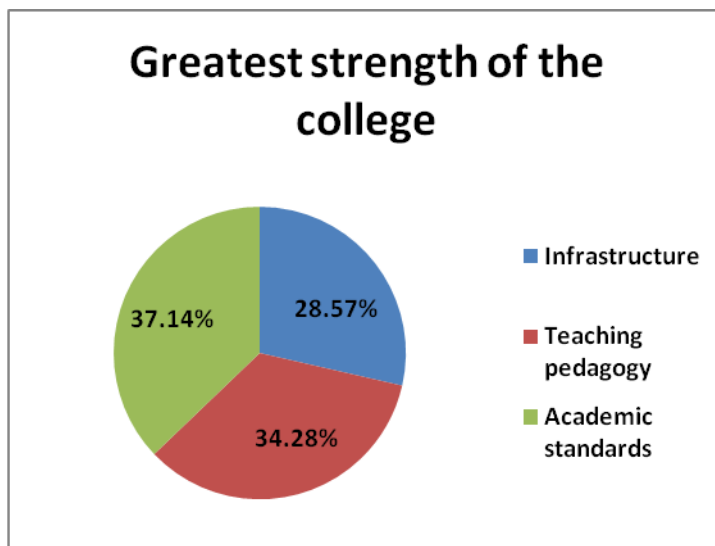
**Grievance redressal / Remedial coaching / Counseling activity of the college:**

- 25.71% are highly satisfied; 49.52% are satisfied and 24.76% are neutral in their opinion.



**Greatest strength of the college:**

- 28.57% of parents reported infrastructure as the greatest strength of the college; 34.28% of parents reported teaching pedagogy and 37.14% have reported academic standards as the greatest strength of the college.



#### **Feedback on “Parenting session”**

The feedback from parents shows that they have been highly satisfied and pleased by the conduct of the session on Parenting’. They had found the session very useful and informative, educating them on aspects that they were not aware of. The program had been well-organized and was interactive, thereby fostering two-way communication. The role play was found very entertaining and educative, making it easier for the parents to understand the issues addressed.

Parents had suggested that such sessions be conducted not only for them, but for the students and as combined parent-student sessions as well. They had also suggested that such sessions be conducted in a regular basis, so as to enhance the student-parent relationship. Suggestions also included offering counseling for students, providing them with regular personality development classes, helping them to improve both academically and skill-based.