



SIVA SIVANI DEGREE COLLEGE

(Affiliated to Osmania University)

UG Block Vensai Projects, Kompally, Secunderabad, Telangana - 500100.



Cycle-1 NAAC Accreditation 2023

Criteria 6 - Governance, Leadership and Management

6.3 Faculty Empowerment Strategies

6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff

Submitted to



National Assessment and Accreditation Council

Academic Appraisal Policy



S. P. Sampathy's Siva Sivani Educational Society (2906/97)
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ACADEMIC APPRAISAL POLICY:

Appraisal Policy of Siva Sivani Degree College is a standard to access and summarize qualitative teaching methods, employed by the Teaching Faculty and Non-Teaching Faculty – to evaluate the effectiveness of the instructor and engaging the students to foster a positive learning environment. It gives the scope to consider specific criteria's within the given framework which include the goals and objectives of the academic appraisals. Its Considerations are based on the quality, impact and the relevance of work within the academic purview along with student's feedback, peer observations and innovating teaching methods that are employed.

Objectives:

- Evaluating the faculties involvement in collaboration with the Internal and external factors of the institutional overall goals and objectives
- Evaluate the faculty member's efforts to support the student's success providing feedback and addressing individual student needs – to consider mentorship or advising roles.
- Focus on improving the quality of education and students experience by assessing the faculty member's impact and teaching effectiveness.
- To facilitate the continuous professional development of the faculty members by enabling and ensuring them to attend the FDP Programmes to outreach Research and development activities.
- Establish accountability for academic performance by objectively measuring the faculty member's effectiveness in fulfilling teaching, research, and service responsibilities.

Process:

- The academic appraisal process begins with the identification of the faculty members to undergo evaluation.
- Clear Communication is established regarding the purpose, criteria and timelines of the appraisal

NH – 44, Kompally, Secunderabad – 500 100. Telangana, INDIA
Mobile: - +91-9247048112. Website: ssdc.ac.in



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Siva Sivani Degree College
Kompally, Medchal-Malkajgiri(Dt)-500100



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- This includes student's evaluation, scholarly outputs, service records and feedback from department heads and peer observations.
- Timely Completion of Study Materials, Active Execution of CRT -Student Centric Programmes
- The faculty members set the professional development goals based on the feedback received
- The entire appraisal process is documented, including students data collection, evaluation feedbacks and relevant outcome recognizing the achievements of the faculty members
- The appraisal cycle concludes with the formal recognition of achievements and contributions through yearly Increments/Incentives.

This structured and transparent process ensures a fair assessment which promotes improving and fostering culture of Academic Excellence.

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