

<p>डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, औरंगाबाद संलग्नित किसान शिक्षण प्रसारक मंडळ, बोरगाव (काळे) ता. जि. लातूर संचलित</p> <p><b>वसंतराव काळे महाविद्यालय</b></p> <p>ढोकी, ता. जि. उस्मानाबाद (महाराष्ट्र) - ४१३ ५०८ फोन : ०२४७२ - २३२ ८९६ ई-मेल : kspmskaladhoki@rediffmail.com</p>	 <p>NAAC Accreditation 'B' Grade</p>	<p>Affiliated to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad Kisan Shikshan Prasarak Mandal, Bargaon (Kale), Tq. &amp; Dist. Latur</p> <p><b>VASANTRAO KALE MAHAVIDYALAYA</b></p> <p>DHOKI, TQ. &amp; DIST. OSMANABAD (M.S.) 413 508 Phone : 02472 - 232896 Email : kspmskaladhoki@rediffmail.com</p>
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### 6.3.5 Institutions Performance Appraisal System for teaching and non-teaching staff

#### Response:

The college follows the guidelines laid down by UGC regarding the assessment performance of the teacher. The university has developed Academic Performance System. The college has the separate mechanism for assessment performance of the faculty through IQAC. The college has formed Academic Performance Indicator Committee in this regard, API committee suggests the desirable activities which to be done by faculties to increase his /her score. The IQAC addresses all the issues related to appraisal system of the staff and regularly evaluates it and then forwards it to the University authorities for final validation of API Scores. These scores are compiled and presented to the University authorities at the time of its validation under Career Advancement Scheme (CAS).

At the end of every academic year, PBAS format with required documents are collected from the faculty. It is mandatory for the faculty members to fill and submit the PBAS format to the IQAC. Then, IQAC forwards the PBAS and API forms to the Principal for necessary actions in consultation with the Head of the department. Secondly, takes feedback from students.

#### Assessment of faculty by HoD's and Principal is done on the following basis

1. Teaching and Learning
2. Co-curricular activities
3. Research contribution
4. Extension activities

#### For this Assessment:

1. Self-appraisal and academic performance indicator forms are submitted by faculty and Scrutinized by IQAC
2. Principal communicates the feed-back received from the students to the faculty concerned and reviews his/her performance at a personal meeting.
3. Principal makes suggestions to faculty and staff for the improvement.
4. They are also appreciated for their distinguished performance assessed by students.

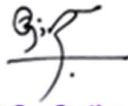
Like the teaching staff, the college also strictly follows the systematic procedure of the appraisal of the performance for non-teaching staff. The management has a mechanism for placement and promotion of non-teaching staff. Accordingly, annual confidential reports (CR) are collected. The Principal verifies these confidential reports. The satisfactory CR is sent to the parent institution for future procedure. After considering the CR of the non-teaching staff, the management recommends his/her promotion.

After receiving the circular of the placement by the University, the committee makes the list of the faculty and their due date of placement. They are personally guided for their proper placement.

As a result of this good mechanism, most of the staff is promoted in higher grade in last five years.

**List of promoted teachers in higher grade:**

- Mr. Lokahande J. A. - from AGP 8000 to 9000 in 2018
- Dr. Deshmukh J.S. - from AGP 6000 to 7000 in 2018
- Dr. Manale N. P. - from AGP 7000 to 8000 in 2019
- Dr. Mynd B. V. - from AGP 7000 to 8000 in 2019
- Dr. Kamble R. V. - from AGP 7000 to 8000 in 2019
- Dr. Ingale P.P. - from AGP 7000 to 8000 in 2020
- Mr. Deshmukh B. N. - from AGP 7000 to 8000 in 2020
- Dr. Jadhav R.P. - from AGP 7000 to 8000 in 2020
- Dr. Nade J. B. - from AGP 7000 to 8000 in 2020



**IQAC Co-Ordinator**  
Vasant Rao Kale Mahavidyalaya  
Dhoki, Tq. & Dist. Osmanabad



**Principal**  
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