



RAYAT SHIKSHAN SANSTHA'S

SWAMI SAHAJANAND BHARATI COLLEGE OF EDUCATION,
SHRIRAMPUR DIST-AHMEDNAGAR

DOCUMENTARY EVIDENCE IN SUPPORT OF THE CLAIM

PERFORMANCE APPRAISAL
REPORT OF ANY THREE
TEACHING STAFF



University of Pune

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2021-22

SECTION - A: GENERAL

1.	Name	SHRI NANNAR RAMDAS KISAN
2.	Designation	Assistant Professor
3.	Name of the Department / Centre	S.S.B. College of Education Shirampur
4.	Communication Address	S.S.B. College of Education Shirampur Tal Shrirampur Dist Ahmednagar (MH)
5.	Email Telephone / Mobile number	ssbcollege@ yahoo.com 9822965895
6.	YEAR OF PERFORMANCE APPRAISAL	2021-22

SECTION - B:

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Sr. No	Nature of Activity	Maximum Score		
		API Score allotted	Self-appraisal Score	Verified API Score
	ESSENTIAL			
1	Lectures, Seminars, tutorials, practical's, contact Hours as percentage of Lectures allocated*	50	50	
2	Lectures or other teaching duties in excess of UGC norms	10	10	
3	Preparation & Imparting of knowledge Instruction as per curriculum syllabus enrichment by Providing additional resources to students.	20	20	
4	Use of participatory & innovative teaching-learning methodologies; updating of subject content, course improvement, etc.	20	20	
5	Examinassions duites (invigilation ; Question paper setting, evaluation /assessment of answer scripts) as per allotment.	25	25	
Total Score		125	125	

* Lectures & tutorials allocation to add upto the UGC norms for particular category of teacher

CATEGORY II: CO-CURRICULAR, EXTENSION AND PROFESSION DEVELOPMENT RELATED ACTIVITIES

Sr. No	Nature of Activity	Maximum Score		
		API Score allotted	Self-appraisal Score	Verified API Score
	CO-CURRICULAR AND EXTENSION ACTIVITES			
1	Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counseling)	20	20	
2	Contribution to Corporate life and management of the department and Institution through participation in academic and administrative committees and responsibilities.	15	15	
3	Professional Development activities (such as participation in seminars, conferences, short term, training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15	15	
Total Score		50	50	

CATEGORY- III RESEARCH AND ACADEMIC CONTRIBUTIONS

Sr. No	APIs	Faculties of Languages Arts / Humanities / Social Sciences / Library / Physical Education / Management	Maximum Score		
			API Score allotted	Self-appraisal Score	Verified API Score
III (A)	Research Publication (Journals)	Refereed Journals (Total Publications = N)	15/ publication	00	
		No. of Papers in indexed journals out of N = N ₁	5/ publication	00	
		No. of Papers with impact factor between 1 and 2 out of N = N ₂	10/ publication	00	
		No. of Papers with impact factor between 2 and 5 out of N = N ₃	15/ publication	00	
		No. of Papers with impact factor between 5 and 10 out of N = N ₄	25/ publication	2x25=50	
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers. No. of papers = N _s	10/ publication	00	
		Conference proceedings as full papers, etc. (Abstracts not to be included) No. of papers = N ₆	10/ publication	00	
	Total Score III(A)			50	

III(B)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system a) No. of sole author book(s) = M ₁ b) No. of chapter(s) in an edited book(s) = M ₂	50/sole author; 10 / chapter in an edited book	M ₁ X50 =00 M ₂ X10=00	
		Subject Books by/national level publishers/State and Central Govt. Publications with ISBN/ISSN a) No. of sole author book(s) = M ₃ b) No. of chapter(s) in an edited book(s) = M ₄	25/sole author; 5/chapter in an edited book	M ₃ X25=00 M ₄ X5=00	
		Subject Books by Other local publishers with ISBN/ISSN numbers a) No. of sole author book(s) = M _s b) No. of chapter(s) in an edited book(s) = M _s	15/sole author; 3/chapter in an edited book	M _s X15=00 M _s X3=00	
		Chapters contributed to edited knowledge based volumes published by International Publishers No. of chapter(s) = M ₇	10/chapter	M ₇ X5 =00 M ₇ X10=00	
		Chapters in knowledge based volumes in Indian/ National level publishers with ISBN /ISSN numbers & with numbers of national & international directories No. of chapter(s) =	5/chapter	M _s X5 =00	
Total				00	

III(C)	RESEARCH PROJECT		API Score allotted	Self appraisal Score	Verified API score
III(C) (i)	Sponsored Projects	Major Projects amount mobilized with grant above 5 lakhs No. of Project(s) = P ₂	20/ Project	00	
		Major Projects Amount mobilized with minimum of Rs. 3 lakhs up to Rs. 5 lakhs No. of Project(s) = P ₂	15/ Project	00	
		Minor Projects (Amount mobilized with grants above Rs. 25,000 up to RS.3 lakh No. of Project(s) = P ₃	10/ Project	00	
III(C) (ii)	Consultancy Projects carried out/ ongoing	Amount mobilized with minimum of RS.2 lakhs No of 2 Lakh(s)=R	10 per every RS.10 lakhs & Rs. 2 lakhs Respectively	00	
III (C) (iii)	Completed projects: Quality Evaluation	Completed project report (Accepted by funding agency a) No. of completed & accepted Major project(s) = Q ₁ b) No. of completed & accepted Minor project(s) = Q ₂	20./ Major project & 10 /Minor Projects	00	
III (C) (iv)	Projects Outcome / Outputs	Major Policy document of Govt. Bodies at Central and State Level a) No. of national level output = 0 ₁ b) No. of international level output = 0 ₂	30 / national level 50/ international level (output or patent)	00	
Total of III (C) =				00	

III(D) (0)	RESEARCH GUIDANCE				
III (D) (i)	M.Phil.	Degree awarded No. of Candidates = 01	Degree awarded NO.of Candidates = 01	3/candidate	D1X 3 =00
III (D) (ii)	Ph.D	Degree awarded Thesis submitted a) No. of Candidates = 02 b) No. of Candidates = 03	Degree awarded Thesis submitted a) No. of Candidates = 02 b) No. of Candidates = 0 ₃	10/candidate 7/ candidate	D2X10 =00 D3X 7 =00
		Total of III D			00

III(E)	TRAINING COURSES AND CONFERENCES/SEMINARS/WORKSHOPS/PAPERS		API Score allotted	Self appraisal Score	Verified API score
III(E) (i)	Refresher courses, Methodology workshops, Training, Teaching-Learning- Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	a) Not less than two weeks duration No. of Programme(s)=T ₁	20 each	00	
		(b) One week duration No. of Programme(s)=T ₂	10 each	00	
		(b) One week duration No. of Programme(s)=T ₂	10 each	00	
III(E) (ii)	Papers in Conferences/ Seminars/workshops etc.(that are not included in III(A))	Participation and Presentation of research Papers(oral/poster)in papers (oral/poster) in			
		a. international conference No. of Papers=C ₁	10 each	00	
		b. National No. of Papers=C ₂	7.5 each	00	
		c. Local- University/Collegelevel No. of Papers=C ₄	3 each	00	
III (E) (iii)	Invited lectures or presentations for conferences/	a. International No. of Lecture(s) and/or Presentation(s) =L ₁	10 each	00	
		b.National No. of Lecture(s) and/or Presentation(s) =L ₂	5 each	00	
Total of III (E)				00	
Total of ((A+B+C+D) i.e.(50+00+00+00+00)=				50	
Grand Total of Category (I + II + III) i.e. 125+50+50=				225	

SUMMARY OF THE API SCORE FOR THE YEAR 2018-19

API Score	Category				Verified by IQAC			
	I	II	I+ II	III	I	II	I+ II	III
	125	50	175	50	125	50	175	50

PART 'B'

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Principal or Head of the University Department with a view to make improvement in the work, by the person concerned.)

1. (a) Assessment by the Principal / Head of the Department of the work done under each head of activity :

Assessment of Teaching, Extension and Research activities should be based on Verified API Score under respective category as mentioned in Part "A" and shall be made in the following manner.

Teaching [Category I of Part 'A']		Extension [Category II of Part 'A']	
Grade	Verified API Score	Grade	Verified API Score
Outstanding	115 - 125	Outstanding	40 - 50
Very Good	105 - 114	Very Good	34 - 39
Positively Good	95 - 104	Positively Good	28 - 33
Good	85 - 94	Good	22 - 27
Average	75 - 84	Average	15 - 21
Below Average	0 - 74	Below Average	0 - 14

	Outstanding (A+)	Very Good (A)	Positively Good (B+)	Good (B)	Average (B-)	Below Average (c)
Teaching	A+					
Extension	A+					
Research	Obtained as Required					
Administration	Not Applicable					

(b) Grading : [General Assessment on the basis of the assessment made in Clause 2(a) above] -

(A+) Outstanding

(b) Grading : [General Assessment on the basis of the assessment made in Clause 2(a) above] -

(A+) Outstanding,

(c) Justification of assessment of work as outstanding/below average :

The work done by the teacher has been found as per norms, rules, and regulations.

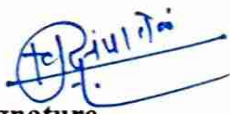
2. Comments of the Head of the Department on (1) (b) (and) (c) :

- Achievements appear best, difficulties faced and solved.

3. Remarks and suggestions: He is a enthusiastic teacher, teaching performance is very good, engaged in research work, always participate in corporate life.

4. Remarks of the Principal (Adverse remarks as well as remarks of appreciation)

Academic performance is very best and valuable contribution in administrative work.


Signature
Coordinator IQAC


Signature
Head of the Department




PRINCIPAL
S.S.B. College of Education
Shrirampur, Dist. A. Nagar
(Principal)

	SAVITRIBAI PHULE PUNE UNIVERSITY
---	---

PART 'A'

YEAR OF PERFORMANCE APPRAISAL: 2021-2022

SECTION - A: GENERAL

1.	Name	:	DR.KARWAR ANIL KISAN
2.	Designation	:	ASSISSTANAT PROFESSOR
3.	Name of the Department	:	RAYAT SHIKSHAN SANSTH'S SWAMI SAHAJANAND BHARATI COLLEGE OF EDUCATION,SHRIRAMPUR DIST.AHMEDNAGAR 413709
4.	Communication Address	:	SEVEK NIWAS, S.S.B.COLLEGE OF EDUCATION,SHRIRAMPUR DIST AHMENNAGAR 413709
5.	Email Telephone / Mobile number	:	Email : anilkarwar@gmail.com Mobile number : 9579424209
6.	YEAR OF PERFORMANCE APPRAISAL	:	2021-2022

SECTION - B:Appendix -IITABLE 1Assessment criteria and methodology for college teachersCATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Sr.No.	Activity	Grading Criteria			Self-appraisal grading			Verifying Grading
1.	Teaching: (Number of classes taught/total classes assigned)x 100% (Classes taught includes Sessions on tutorials, lab and other teaching related activities)	80% & above	:	Good				
		Below 80% but 70% & above	:	Satisfactory	Total Classes Assigned		25/ Week	
		Less than 70%	:	Not satisfactory	No. of Classes Taught		25/ Week	
		Record of all Lectures and Practical's is maintained in the form of Teacher Diary.			% of Classes Taught		100	
					Grade	Good		



2	Involvement in the university /college student related activities /research activities :.	<table border="1"> <tr> <td>Involved in at least 3 activities</td> <td>:</td> <td>Good</td> </tr> <tr> <td>1-2-activities</td> <td>:</td> <td>Satisfactory</td> </tr> <tr> <td>Not involved / undertaken any of the activities</td> <td>:</td> <td>Not satisfactory</td> </tr> </table> Note: Number of activities can be within or across the broad categories of activities	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table border="1"> <tr> <td>Sr.</td> <td>Yes/No</td> </tr> <tr> <td>(a)</td> <td>yes</td> </tr> <tr> <td>(b)</td> <td>yes</td> </tr> <tr> <td>(c)</td> <td>yes</td> </tr> <tr> <td>(d)</td> <td>yes</td> </tr> <tr> <td>(e)</td> <td>No</td> </tr> <tr> <td>(f)</td> <td>No</td> </tr> <tr> <td>(g)</td> <td>yes</td> </tr> <tr> <td>Grade</td> <td>Good</td> </tr> </table>	Sr.	Yes/No	(a)	yes	(b)	yes	(c)	yes	(d)	yes	(e)	No	(f)	No	(g)	yes	Grade	Good	
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	yes																														
(b)	yes																														
(c)	yes																														
(d)	yes																														
(e)	No																														
(f)	No																														
(g)	yes																														
Grade	Good																														
2	Involvement in the College, student related activities and research activities:																														
	Sr.	Activity	Self-appraisal Grading	Verified Grading																											
a	Administrative responsibilities such as Head, Chairperson/Dean / Director/ Co-ordinator, Warden etc.	Yes 1. Member of College Development Committee (CDC) 2. Member of Editorial Body of College Magazine ' SAHAJANAND' 3. Co-Ordinator- Board of Student Development 4. Presiding Officer –Election Duty Date 15.01.2021 5. Secretary, Sevak Niwas, S.S.B. College, Shirampur 6. CO-ordinator of Extra Mural Activity (SPPU, PUNE) 7. Head of NEWS and Publications Dept. 8. Member of Discipline committee of college 9. Member of Internal Complaints committee of college 10. Member of Research Cell / Committee of college 11. Member of Library Committee of college 12. Member of Admission Committee of college 13. Member of Examination Cell/ Committee of college 14. Subject Expert for-Subject- 'Education' Date-14.01.2022 at Rayat Shikshan Sanstha's M.P. College Pimpri, Pune	Good	Good																											

b	Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation	Yes 1. Work as a Paper Setter of B.Ed. Course 102 2. Work as a Paper Setter of B.Ed. Course 201 3. Work as Supervisor of B.Ed. Examination conducted by College 4. Work as Member of B.Ed. Examination Committee Of College Level. 5. Counselor, Examiner and Research Guide for. M.A. Education 6. Presiding Officer – Election Duty Date 15.01.2021	Good	Good
c	Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.	Yes 1. Work as College Cultural & co-curricular Department of our college 2. Work as a Anchoring & Role for Vote of Thank - Programme- Marathi Bhasha Din & Kavi Kusumagraj Janm Din Date.27.Feb.221. 3. Work as a Role for Vote of Thank - Programme- Vachan Din n Date.19 June 2021 4. . Work as a Anchoring - Programme- Ste Level Lecture Series – After COVID-19 – Situation before Education Date.9 July 2021(Hon. B.S.Chaskar) 5. Member of N.S.S. Unit and it's Activities 6. Work as Organizing Easy Competition on 12.12.2021 (80th Birth day of Hon. Sharad Pawar) 7. Work as Poster Presenter and Counciller Sub.- Opportunities After B.Ed. on 12.12.2021 (80th Birth day of Hon. Sharad Pawar) 8. Work as a Evaluator CARRIER for Councelling and Shikshan Parishd- and Entrepreneurship Development Compition at R.B.N.B. College Shrirampur (80th Birth day of Hon. Sharad Pawar) 9. Reform Body of Student Council by S.D. Committee. 10. Resource Person at P.M.V. Waki on Dt. 1.12.2021 World Aids Day Date 5.12.2021	Good	Good
d	Organizing seminars /conferences /workshops, other.	Yes 1. Member & Resource Person- Organizing of Two Day Seminar and District level on Teacher Recruitment Date-15,16 March 2021	Good	Good



	college/university activities.	2.Resource Person - subject-Micro Teaching Date-16 March 2021 3. Resource Person - subject-SWOT Analysis at B.Ed. College Sangamner Date-10 December 2021 4. Participation in National Conference B.Ed. Coll. Barshi Dt.15.12.2021		
e	Evidence of actively involved in guiding Ph.D. students.	NA		
f	Conducting minor or major research project sponsored by national or international agencies.	NA		
g	At least one single or joint publication in Peer- reviewed or UGC list of journals.	Yes: Three Papers published in peer reviewed & Indexed / UGC listed journals.	Good	Good
		Grade	Good	Good

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at S.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at S.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading.

Note:

For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not be assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.

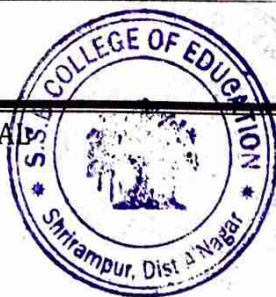


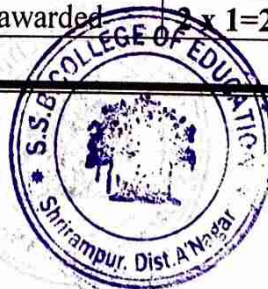
TABLE 2**Methodology for University and College Teachers for calculating Academic/Research Score**

(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, and utilization and completion certificates issued by the University and acknowledge for patent filing and approval letters, students Ph.D. awarded letter etc.)

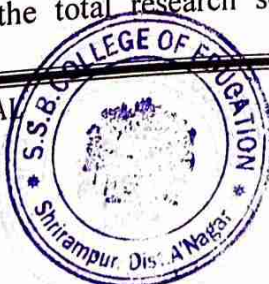
S N	Academic/Research Activity	Faculty of Sciences/ Engineering/Agriculture/Medical/ Veterinary Sciences	Faculty of languages/ Humanities/Arts/Social Sciences/ Library/ Education/ Physical Education/ Commerce/Management & other related disciplines	Self-appraisal Score	Verified Score
	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
	The Research score for research papers would be augmented as follows: Peer-Reviewed or UGC-listed journals (Impact factor to be determined as per Thomson Reuter's list):				
	i) Paper in refereed journals without impact factor : 5 Points				
	ii) Papers with impact factor less than 1 : 10 Points				
	iii) Papers with impact factor between 1 and 2 : 15 Points				
	iv) Papers with impact factor between 2 and 5 : 20 Points				
	v) Papers with impact factor between 5 and 10 : 25 Points (P1 7.149+P2 7.149+P3 5.756) $25 \times 3 = 75$			75	75
	vi) Papers with impact factor > 10 : 30 Points				
	a) Two authors : 70% of total value of publication for each author				
	b) More than two authors : 70% of total value of publication for the first/principal/ corresponding author and 30% of total value of publication for each of the joint author				
	Total			75	75
	Publication (Other than Research papers)				
	(a) Books authored which are published by				
	International publishers	12	12		
	National publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Language by qualified faculties				
	Chapter or Research paper	03	03		
	Book	08	08		
	Total			NA	NA



3	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula			
	(a) Development of Innovative pedagogy	05		
	(b) Design of new curricula and courses	02 per curricula /course	02 per curricula/ course	
	(c) MOOCs			
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20	
	MOOCs (developed in 4 quadrant) per module/lecture	05	05	
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02	
	Course coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	08	08	
	(d) E-Content			
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12	
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02	
	Editor of e-content for complete course/paper/e-book	10	10	
Total			NA	NA
4	(a) Research Guidance			
	Ph. D.	10/degree awarded	10/degree awarded	
		05/ thesis submitted	05/thesis submitted	
	M. Phil / P.G. dissertation	02/degree awarded	02/degree awarded 2 x 1=2	02



Note: For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.				
5	(b) Research Projects Completed			
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
	Research Projects On-going			
	More than 10 lakhs	05	05	
	Less than 10 lakhs	02	02	
	Note: Joint Projects: Principal Investigator and Co-investigator would get 50% each			
	(c) Consultancy	03	03	
	Total		02	02
	5	(a) Patents		
International		10	10	
National		07	07	
(b)* Policy documents (Submitted to an International body/organization like UNO/UNESCO/World Bank/International Monetary Fund etc. Or Central Government or State Government)				
International		10	10	
National		07	07	
State		04	04	
Awards/ Fellowship				
International		07	07	
National		05	05	
Total			NA	NA
6	*Invited lectures/Resource Person/paper presentation in seminars/Conferences/full paper in conference proceeding (Paper presented in Seminar/Conference and also published as full paper in conference Proceeding will be counted only once)			
	International (Abroad)	07	07	
	International (within Country)	05	05*1=5/30%	1.5
	National	03	03	
	State/University	02	02	
	*For the purpose of calculating score of the teacher, the combined research score from the categories of '5(b)'. Policy document and '6'. Invited lectures/Resource person/paper presentations shall have an upper capping of 30% of the total research score of the teacher concerned.			



The research score shall be from the minimum of three categories out of six categories.			
Total		1.5	1.5
Total 1+2+3+4+5+6=		78.5	78.5

NOTE:

(*) The Research score for research papers and would be augmented as follows:
Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- i) Paper in refereed journals without impact factor - 05 Points
 - ii) Paper with impact factor less than 1 - 10 Points
 - iii) Paper with impact factor between 1 and 2 - 15 Points
 - iv) Paper with impact factor between 2 and 5 - 20 Points
 - v) Paper with impact factor between 5 and 10 - 25 Points
 - vi) Paper with impact factor >10 - 30 Points
 - a) Two authors - 70% of total value of publication for each author
 - b) More than two author - 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author
Principal Investigator and Co-investigator would get 50% each
 - c) Joint Project -
- Paper presented if part of edit book or proceeding then it can be claimed only once.
 - For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
 - *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
 - The research score shall be from the minimum of three categories out of six categories.

PART 'B'

Overall Grading				
Sr. No.	Grade Claimed	Overall Grade Claimed	Grade Verified	Overall Grade Verified
Table-1	Good	Good	Good	Good
Table-2	Good		Good	

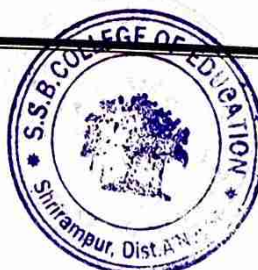


Table 2
(RESEARCH, PUBLICATIONS AND ACADEMIC CONTRIBUTIONS)
Consolidated API score for Academic Year (2019-2022)

Sr. No.	Academic /Research Score	Total Score	
		Self-appraisal	Verified
1	Research Papers in Peer-Reviewed or UGC listed Journals	75	75
2	Publication (Other than Research papers)	NA	NA
3	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula	NA	NA
4	a) Research Guidance/ b) Research Projects Completed/ c) Research Projects On-going/ d) Consultancy	02	02
5	a) Patents/ b) Policy documents/ c) Awards/ Fellowship	NA	NA
6	Invited lectures/Resource Person/paper presentation in seminars/Conferences/full paper in conference proceeding (Paper presented in Seminar/Conference and also published as full paper in conference Proceeding will be counted only once)	1.5	1.5
	Total of- III (1+2+3+4+5+6)	78.5	78.5

Date : 15/01/2022

Place : Shrirampur


 Signature of HOD


 Signature of the Faculty with Designation
 (Assist.Prof. KARWAR ANIL KISAN)


 Signature of Coordinator, IQAC


 Co-Ordinator
 Internal Quality Assurance Cell
 S.S.B. College of Education, Shrirampur




 Signature of Principal
Principal

S.S.B. College of Education
 Shrirampur, Dist. Ahmednagar

Rayat Shikshan Sanstha's
Swami Sahajanand Bharati College of Education, Shrirampur
 (Affiliated to Savitribai Phule Pune University, Pune)

YEAR OF PERFORMANCE APPRAISAL:

PART 'A'

SECTION - A: GENERAL

1	Name	:	BHOYE CHANDRAKANT MURALIDHAR
2	Designation	:	Assistant Professor
3	Name of the Department / Centre	:	Rayat Shikshan Sanstha's Swami Sahajanand Bharati College of Education, Shrirampur 413709
4	CommunicationAddress	:	Sevak Nivas ,S.S.B. College of Education Shrirampur Tal Shrirampur Dist Ahmednagar (MH.)
5	Email /Telephone / Mobile number	:	bhoyecm@gmail.com Mobile No.8087219190
6	Year of Performance Appraisal	:	2021-22

SECTION - B:

Appendix II

TABLE 1
Assessment Criteria and Methodology for University Teachers

Sr.	Activity	Grading Criteria	Self-appraisal Grading	Verified Grading																											
1.	Teaching (Number of classes taught/total classes assigned) x 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	<table><tr><td>80% & above</td><td>:</td><td>Good</td></tr><tr><td>Below 80% but 70% & above</td><td>:</td><td>Satisfactory</td></tr><tr><td>Less than 70%</td><td>:</td><td>Not satisfactory</td></tr></table>	80% & above	:	Good	Below 80% but 70% & above	:	Satisfactory	Less than 70%	:	Not satisfactory	<table><tr><td>Total Classes Assigned</td><td>:</td><td>592</td></tr><tr><td>No. of Classes Taught</td><td>:</td><td>585</td></tr><tr><td>% of Classes Taught</td><td>:</td><td>98.82%</td></tr><tr><td>Grade</td><td>:</td><td>Good</td></tr></table>	Total Classes Assigned	:	592	No. of Classes Taught	:	585	% of Classes Taught	:	98.82%	Grade	:	Good	Good						
80% & above	:	Good																													
Below 80% but 70% & above	:	Satisfactory																													
Less than 70%	:	Not satisfactory																													
Total Classes Assigned	:	592																													
No. of Classes Taught	:	585																													
% of Classes Taught	:	98.82%																													
Grade	:	Good																													
2.	Involvement in the university /college student related activities /research activities : (a) Administrative responsibilities such as head, chairperson/ Dean /Director/ Co-ordinator, warden etc. (b) Examination and evaluation duties assigned by the	<table><tr><td>Involved in at least 3 activities</td><td>:</td><td>Good</td></tr><tr><td>1-2-activities</td><td>:</td><td>Satisfactory</td></tr><tr><td>Not involved / undertaken any of the activities</td><td>:</td><td>Not satisfactory</td></tr></table> Note: Number of activities can be within or across the broad categories of activities	Involved in at least 3 activities	:	Good	1-2-activities	:	Satisfactory	Not involved / undertaken any of the activities	:	Not satisfactory	<table><tr><th>Sr.</th><th>Yes/No</th></tr><tr><td>(a)</td><td>Yes</td></tr><tr><td>(b)</td><td>Yes</td></tr><tr><td>(c)</td><td>Yes</td></tr><tr><td>(d)</td><td>Yes</td></tr><tr><td>(e)</td><td>----</td></tr><tr><td>(f)</td><td>----</td></tr><tr><td>(g)</td><td>Yes</td></tr><tr><td>Grade</td><td>Good</td></tr></table>	Sr.	Yes/No	(a)	Yes	(b)	Yes	(c)	Yes	(d)	Yes	(e)	----	(f)	----	(g)	Yes	Grade	Good	Good
Involved in at least 3 activities	:	Good																													
1-2-activities	:	Satisfactory																													
Not involved / undertaken any of the activities	:	Not satisfactory																													
Sr.	Yes/No																														
(a)	Yes																														
(b)	Yes																														
(c)	Yes																														
(d)	Yes																														
(e)	----																														
(f)	----																														
(g)	Yes																														
Grade	Good																														

college / university or attending the examination paper evaluation.			
(c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.			
(d) Organizing seminars / conference /workshop, other college /university activities.			
(e) Evidence of activity involved in guiding PhD students.			
(f) Conducting minor or major research project sponsored by national or international agencies.			
(g) At least one single or joint publication in peer-reviewed or UGC list of journals.			

Good

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at S.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at S.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading.

Note:

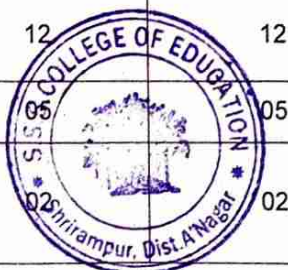
For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same be extrapolated for the entire shall not be assessed for the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, ordinances of the parent institution.



TABLE 2
Methodology for University and College Teacher for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publication, project sanction letter, utilization and completion certificates issued by the University and acknowledgement for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic/Research Activity	Faculty of Sciences	Faculty of Languages/ Humanities/ Arts /Social /Sciences /Library / Education / Commerce / Management & other related disciplines	Self-appraisal Score	Verified Score
1.	(*) Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper	1 X 25=25 (Im F. 5-10)	25
Publication (other than Research papers)					
(a) Books authored which are published by;					
2.	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Editor of Book by International Publisher	10	10		
	Editor of Book by National Publisher	08	08		
	(b) Translation works in Indian and Foreign Languages by qualified faculties				
	Chapter or Research paper	03	03		
	Book	08	08		
Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative course and curricula					
3.	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course		
	(c) MOOCs				
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20		
	MOOCs (developed in 4 quadrant) per module/lecture	05	05		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02		
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	08	08		
	(d) E-Content				
	Development of e-Content in 4 quadrant for a complete course/e-book	12	12		
	e-Content (developed in 4 quadrants) per module	05	05		
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)		02		



	Editor of e-content for complete course/paper/e-book	10	10		
4.	(a) Research guidance				
	Ph.D.	10 per degree awarded	10 per degree awarded		
		05 per thesis submitted	05 per thesis submitted		
	M.Phil/P.G. dissertation	02 per degree awarded	02 per degree awarded	2×2 = 04	04
	(b) Research Projects Completed				
	More than 10 lakhs	10	10		
	Less than 10 lakhs	05	05		
	(c) Research Projects Ongoing:				
	More than 10 lakhs	05	05		
	Less than 10 lakhs	02	02		
	(d) Consultancy				
		03	03		
5.	(a) Patents				
	International	10	10		
	National	07	07		
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)				
	International	10	10		
	National	07	07		
	State	04	04		
	(c) Awards/Fellowship				
	International	07	07		
	National	05	05		
6.	*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ full paper in Conference Proceeding (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)				
	International (Abroad)	07	07		
	International (within Country)	05	05	1×5 = 5	5
	National	03	03		
	State/ University	02	02		
Total 25+0+0+4+0+5 = 59				34	34

Date:

(*) The Research score for research papers and would be augmented as follows:

Peer-Reviewed or UGC – listed journals (impact factor to be determined as per Thomson Reuter's list):

- Paper in refereed journals without impact factor - 05 Points
 - Paper with impact factor less than 1 - 10 Points
 - Paper with impact factor between 1 and 2 - 15 Points
 - Paper with impact factor between 2 and 5 - 20 Points
 - Paper with impact factor between 5 and 10 - 25 Points
 - Paper with impact factor >10 - 30 Points
- Two authors - 70% of total value of publication for each author
 - More than two author - 70% of total value of publication for the first /principal/corresponding author and 30% of total value of publication for each of the joint author
 - Joint Project - Principal Investigator and Co-Investigator would get 50% each

NOTE:

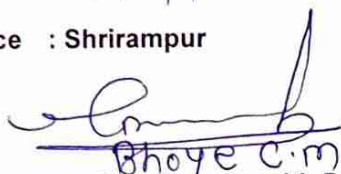
- Paper presented if part of edit book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor both shall get 7 marks each.
- *For the purpose of calculating score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resources person /paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

PART 'B'

Overall Grading				
Sr. No.	Grade Claimed	Overall Grade Claimed	Grade Verified	Overall Grade Verified
Table-1	Good	Good	Good	Good
Table-2	Good		Good	

Date : 8/07/2022

Place : Shrirampur


Signature of the Faculty with Designation

Signature of the Faculty with Designation

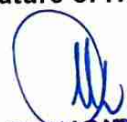

Signature of Coordinator, IQAC

Signature of Coordinator, IQAC




Signature of HOD

Signature of HOD


PRINCIPAL
S.B. College of Education
Shrirampur, Dist. A. Nagar

S.B. College of Education
Shrirampur, Dist. A. Nagar



RAYAT SHIKSHAN SANSTHA'S

SWAMI SAHAJANAND BHARATI COLLEGE OF EDUCATION,
SHRIRAMPUR DIST-AHMEDNAGAR

DOCUMENTARY EVIDENCE IN SUPPORT OF THE CLAIM

PERFORMANCE APPRAISAL
REPORT OF ANY THREE
NON-TEACHING STAFF

Performance Appraisal Form for Non-Teaching Staff

Year: 2019-20

1. Name of the Faculty : Wani M.B.
2. Position Title : Head clerk.
3. Date of Entry into Service : 22-08-1986
4. No. of Years in Service : 34.
5. Date of Retirement : 31-3-2020
6. Qualification : B.Com, M.Com.
7. Details of Current Responsibilities :

I. PROFESSIONAL COMPETENCE

Sl. No.	Trait.	Excellent	Good	Satisfactory	Average	Poor
1	Knowledge of rules, regulation and procedure		☒			
2	Ability to organize work and carry it out		☒			
3	Ability and willingness to take up additional load in times of exigencies		☒			
4	Creativity and innovation		☒			
5	Ability to learn and perform new duties		☒			
6	Capacity to supervise* (For Supervising Staff Only)			☒		
7	Do you possess good knowledge(theory, hands on) for all aspects of the job to perform your job functions satisfactorily?		☒			

II. PERFORMANCE

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Awareness of policies and procedures of the institution?		☒			
2	Maintenance of Files/Records		☒			
3	Accuracy & Speed of work		☒			
4	Neatness & tidiness of work		☒			
5	Completion of work on schedule			☒		

6	Diligence and sense of responsibility		✓			
---	---------------------------------------	--	---	--	--	--

III. PERSONAL CHARACTERISTICS

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Attendance		✓			
2	Punctuality		✓			
3	Discipline			✓		
4	Integrity and behaviour		✓			

IV. ATTITUDE TOWARDS CO-WORKERS

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Cooperation with your colleagues?		✓			
2	Mutual motivation with your colleagues?		✓			

V. ATTITUDE TOWARDS PUBLIC

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Cooperation to the needs of the public(Parents, Business Associates, Vendors, Well Wishers of the College)?		✓			
3	Rapport with the public when you interact with them?		✓			

VI. STAFF/STUDENT RELATIONS

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Ability to engage, motivate, supervise, and effectively work in the interest of students?		✓			
3	Responsibility towards your tasks/ areas of management assigned to?		✓			



[Signature]

PRINCIPAL

S.S.B. College of Education
Shrirampur, Dist. A. Nagar

Performance Appraisal Form for Non-Teaching Staff

Year: 2019-20

1. Name of the Faculty : Kale B.T.
2. Position Title : Lib. Attendant.
3. Date of Entry into Service : 16-07-2005
4. No. of Years in Service : 14
5. Date of Retirement : 30/09/2039
6. Qualification : B.Com, L.T.C.
7. Details of Current Responsibilities :

I. PROFESSIONAL COMPETENCE

Sl. No.	<u>Teait</u>	Excellent	Good	Satisfactory	Average	Poor
1	Knowledge of rules, regulation and procedure	☒				
2	Ability to organize work and carry it out		☒			
3	Ability and willingness to take up additional load in times of exigencies	☒				
4	Creativity and innovation	☒				
5	Ability to learn and perform new duties		☒			
6	Capacity to supervise* (For Supervising Staff Only)		☒			
7	Do you possess good knowledge(theory, hands on) for all aspects of the job to perform your job functions satisfactorily?	☒				

II. PERFORMANCE

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Awareness of policies and procedures of the institution?		☒			
2	Maintenance of Files/Records	☒				
3	Accuracy & Speed of work		☒			
4	Neatness & tidiness of work		☒			
5	Completion of work on schedule	☒				

6	Diligence and sense of responsibility					
---	---------------------------------------	--	--	--	--	--

III. PERSONAL CHARACTERISTICS

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Attendance					
2	Punctuality					
3	Discipline					
4	Integrity and behaviour					

IV. ATTITUDE TOWARDS CO-WORKERS

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Cooperation with your colleagues?					
2	Mutual motivation with your colleagues?					

V. ATTITUDE TOWARDS PUBLIC

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Cooperation to the needs of the public(Parents, Business Associates, Vendors, Well Wishers of the College)?					
3	Rapport with the public when you interact with them?					

VI. STAFF/STUDENT RELATIONS

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Ability to engage, motivate, supervise, and effectively work in the interest of students?					
3	Responsibility towards your tasks/ areas of management assigned to?					



PRINCIPAL
S.S.B. College of Education
Shrirampur, Dist. A. Nagar

Performance Appraisal Form for Non-Teaching Staff

Year 2017-18

1. Name of the Faculty : Dhamdhare D. G.
2. Position Title : Head Clerk
3. Date of Entry into Service : 18-12-1985.
4. No. of Years in Service : 31
5. Date of Retirement : 31-05-2018
6. Qualification : B.Com.
7. Details of Current Responsibilities :

I. PROFESSIONAL COMPETENCE

Sl. No.	<u>Teach</u>	Excellent	Good	Satisfactory	Average	Poor
1	Knowledge of rules, regulation and procedure		✓			
2	Ability to organize work and carry it out		✓			
3	Ability and willingness to take up additional load in times of exigencies		✓			
4	Creativity and innovation		✓			
5	Ability to learn and perform new duties		✓			
6	Capacity to supervise* (For Supervising Staff Only)		✓			
7	Do you possess good knowledge(theory, hands on) for all aspects of the job to perform your job functions satisfactorily?		✓			

II. PERFORMANCE

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Awareness of policies and procedures of the institution?		✓			
2	Maintenance of Files/Records		✓			
3	Accuracy & Speed of work		✓			
4	Neatness & tidiness of work		✓			
5	Completion of work on schedule		✓			

6	Diligence and sense of responsibility		✓			
---	---------------------------------------	--	---	--	--	--

III. PERSONAL CHARACTERISTICS

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Attendance	✓				
2	Punctuality		✓			
3	Discipline		✓			
4	Integrity and behaviour	✓				

IV. ATTITUDE TOWARDS CO-WORKERS

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Cooperation with your colleagues?		✓			
2	Mutual motivation with your colleagues?		✓			

V. ATTITUDE TOWARDS PUBLIC

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Cooperation to the needs of the public(Parents, Business Associates, Vendors, Well Wishers of the College)?		✓			
3	Rapport with the public when you interact with them?		✓			

VI. STAFF/STUDENT RELATIONS

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Ability to engage, motivate, supervise, and effectively work in the interest of students?	✓				
3	Responsibility towards your tasks/ areas of management assigned to?		✓			




 PRINCIPAL
 S.S.B. College of Education
 Shrirampur, Dist. A. Nagar

Performance Appraisal Form for Non-Teaching Staff

Year 2017-18

1. Name of the Faculty : Katkar J.K.
2. Position Title : Sr. Clerk.
3. Date of Entry into Service : 18-12-1985
4. No. of Years in Service : 32
5. Date of Retirement : 30/04/2017
6. Qualification :
7. Details of Current Responsibilities :

I. PROFESSIONAL COMPETENCE

Sl. No.	<u>Teat</u>	Excellent	Good	Satisfactory	Average	Poor
1	Knowledge of rules, regulation and procedure	☒				
2	Ability to organize work and carry it out		☒			
3	Ability and willingness to take up additional load in times of exigencies	☒				
4	Creativity and innovation		☒			
5	Ability to learn and perform new duties		☒			
6	Capacity to supervise* (For Supervising Staff Only)		☒			
7	Do you possess good knowledge(theory, hands on) for all aspects of the job to perform your job functions satisfactorily?	☒				

II. PERFORMANCE

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Awareness of policies and procedures of the institution?		☒			
2	Maintenance of Files/Records		☒			
3	Accuracy & Speed of work		☒			
4	Neatness & tidiness of work		☒			
5	Completion of work on schedule		☒			

6	Diligence and sense of responsibility		✓			
---	---------------------------------------	--	---	--	--	--

III. PERSONAL CHARACTERISTICS

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Attendance		✓			
2	Punctuality			✓		
3	Discipline		✓			
4	Integrity and behaviour		✓			

IV. ATTITUDE TOWARDS CO-WORKERS

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Cooperation with your colleagues?			✓		
2	Mutual motivation with your colleagues?		✓			

V. ATTITUDE TOWARDS PUBLIC

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Cooperation to the needs of the public(Parents, Business Associates, Vendors, Well Wishers of the College)?		✓			
3	Rapport with the public when you interact with them?		✓			

VI. STAFF/STUDENT RELATIONS

Sl. No.		Excellent	Good	Satisfactory	Average	Poor
1	Ability to engage, motivate, supervise, and effectively work in the interest of students?			✓		
3	Responsibility towards your tasks/ areas of management assigned to?			✓		




PRINCIPAL
S.S.B. College of Education
Shrirampur, Dist. A. Nagar