

S.E.M.T'S MOINUDDIN B. HARRIS COLLEGE OF ARTS, A.E. KALSEKAR COLLEGE OF COMMERCE & MANAGEMENT.

(Affiliated to the University of Mumbai)

Nawayat Nagar, SOPARA (W), Vasai, Dist.- Palghar PIN - 401 203, (MAHARASHTRA)

other Taken Report Annexure 2.5

Principal along with Trustee Analysis of feedback of Curriculum & Peer Review by Faculties - (2017-18)

(a) In the year 2017-18 we started for the first time Curriculum and Peer view feedback from Faculties. All teachers gave an average score between 3 & 4 for all questions put on Curriculum. The Average Scores for individual questions are given below. 2. Principal informed Placement Cell to

Score	Grade	Remark
0-1.5	D	Un - Satisfactory
1.5 - 2.00	С	Satisfactory //
2.00 - 3.00	В	Good //s
3.00 - 4:00 on	19 A	Very Good
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Feedback of Curriculum by Teachers

S.No.	Curriculum Teaching, Learning and Evaluation:	Grade
1.	Syllabus is suitable to the course.	В
2.	Syllabus is need based.	В
3.	Aims and objectives of the syllabi are well defined and clear to teachers and	В
	students	
4.	Course content is followed by corresponding reference books/materials	В
5.	The course/syllabus has good balance between theory and Lab.	В
6.	The course/syllabus of this subject increased my knowledge and perspective in the subject area	A
7.	The course/program of studies carries sufficient number of optional papers.	В
8.	The books prescribed/listed as reference materials are relevant	A

The feedback and its analysis for Curriculum will be sent to university for further review and action.

Peer Review Feedback by Teachers

(b) Peer review is the evaluation of work done by or more people of similar competence. This



method is used to maintain standards of quality and improve performance. Peer review is one of the most established of all assessments whereby each faculty has gained benefit from such a review because it has helped to guide/correct unnoticed errors. Peer review is crucial for career advancement and is adopted in many well-established organizations all over the world. This is the first time we have had Peer Review in our institution. An offline feedback form was filled and our review process has been far and transparent. We have defined a series of merits for evaluating quantitatively various aspects of each teacher's work and personality.

B.Com & B.A (2017-18)

Parameters	Irshad	Shahid	Rohita	Ruksar	Mona	Diksha	Annjum	Tehseen	Shaheen minima
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potential	on I bin	ogollo".	at hates	mg sel o	cholor	T STREET	basivlu.	icle logic	4. Pill
2.Quality of Work	Α	A	A	A	Α	A	Α	Α	A
3. Work Consistency	A	В	A	19,121stp	1 4 4 10 10	Α	Α	В	Α
4. Communication	gu A	В	A	त्यस्थितः । लु A गिक्र १४९ १४४	By	A	A	В	Α
5: Independence 3 12 days work	squadas	В	A	A	A A	A	Α	В	Α
6.Takes initiative	A	В	A	Α	Α	A	В	В	В
7. Group work	A	В	A	A	Α	A	В	В	Α
8.Coworker	A	В	A	A	A	Α	A	В	A
Relation				В	A	A	A	В	A
9. Punctuality	Α	В	Α	В					A
10. Attendance	A	Α	A	Α	A	A	A	В	A

B.M.S & B.F.M (2017-18) Shahida Kanchan Tehseen Sana Hiren Atul Sujata Elakshi **Parameters** A A В A B В B A Work to full Α A potential В A A В B A A 2.Quality of Work A В A B B A A A Work Consistency A В A A B В Communication A A A B A A B B



Independence work

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Α	В	В	A	A	В	A	A
'A 1 1	BUNDER	В	B	Α	В	A	A
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	A	A B B	A B B A B A B B	A B B A A A B B B B	A B B A A A B B B A A	A B B A A B B A B B A B B A B B A B B B B A B B B A B	A B B B A B A A A B B B A A B A A B B B B A B A A B B B B A B A

Action Taken Report

- 1. Principal had taken Individual Teacher meeting in his Chamber and given Feedback about their performance
- 2. Principal advised Teachers to change Teaching technique and improve Student's and Teacher relation.
- 3. Principal advised some Teachers to conduct Quizzes, Test and Assignments.

4. Principal also advised some Teachers to be punctual in College and Lectures



Principal

Shurparaka Educational & Medical T M. B. Harris College of Arts & A. F. Palsekar College of Commerce & M Natiasopara (W); Tal. Vasai, Dist. Palgha

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Annexure 2
Analysis feedback given by the Students, Alumni, Parents and Faculties (2018-19)

Annexure 2.1

Analysis of Student's Feedback of Teachers (2018-19)

Feedback is information about how we are doing in our efforts to reach our goal. Feedback is considered as one of the most powerful influences on any achievement as it enhances performance.

Students being the most important stakeholders in an educational institute, their feedback have become a widely used source of information to evaluate and improve teaching effectiveness. In order to provide good learning atmosphere, teachers have to be accountable for their performance. Feedback makes a teacher aware of students' pedagogical requirements and guides them to think what kind of facilitation is needed by their students.

Every year we gather feedback from students by asking them to complete an anonymous online survey about every teacher taking a course of study. Our form contains 17 questions – and we need quantitative response with '1.50' being unsatisfactory to '4'being very good.

The feedback received is then analyzed and a copy of the feedback is given to each faculty member. Those needing guidance are advised/counselled by the Vice Principal/Principal without disturbing the teacher's self-esteem. Methods of improvements are discussed and recommended because a systematic measure of students' view.cannot be ignored.

Score	Grade	Remark
0-1.5	D	Un - Satisfactory
1.5 - 2.00	C	Satisfactory
2.00 - 3.00	В	Good
3.00 – 4.00	A	Very Good

Traditional Course (B.Com & B.A) Teachers Feed Back (2018, 10)

Sr.NO	Tooch w. N. Took and T. Cachel	s reed Back (2018-19)		
51.110	Teachers Name	Rating		
1.	Mr. Irshad Shaikh	A *		
2.	Miss Ruksar Khan	A		

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Principal
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Nailasopara (W); Tal. Vasai, Dist. Paighar 43163

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3	Miss Diksha Vaje Miss Mona D	
14.4	Miss Diksha Vai	
4.	Miss Mona Dedhia Miss Geets Police	FIRE DEL CONTROL CONTROL CO
5.	M: Wona Dedh:	THE PARTY OF THE P
130	TVIISS Geets Parilla	
6	Miss Geeta Pal Miss San	The second of th
7	Miss Sana Shaikh Miss Tehsaa	A
1	TVIISS Tehseen Cu	B
8.	Miss Tehseen Shaikh Mr. Shahid Shaikh Mrs. Robit	A LAUGE CONTRACT
9.	Mrs. Dianid Shaikh	A Remarkation of the second second second
41.0	WITS. Rohita D	A service of the service of
10.	Mrs. Rohita Raut Mrs. Annjum Sayyed Mr. Suresh Roll	B
11.	Mr. Suresh Rokhadpatti Mr. Amit Parish	A
	Win. Suresh Rokhai	(E. to aviganotiz Act)
12.	Mr. Amia Pariadpatti	The state of the s
13.	Mr. Amit Pandey Miss Posi	A
30 A		'A' .\.
14.		A
15.	Mrs. D. Shaikh	And there's
10.	Mrs. Dipanwita Banerje	D D
Most of t	he B.Com & B.A faculties have received score between	B .
and can l	be further improved of nave received soon to	TRUBING AIMOD C
Min Amy	one faculty.	/een 3 & 1 All

been counselled and was asked to improve on her performance faculty member has received a score of 2.00 to 1.50. She has

	Self-Finance Course T	TOTAL STATE OF THE STATE OF THE
Sr.NO	Self-Finance Course Teachers Feed B Teachers Name Miss Elakshi	Back (2018-19)
371.	Miss Elakshi	A roblema of Rating
2.	Miss Diksha	Α
3.	Miss Geeta to dis a mange after	A
4.	IVIISS Sana	apus of Australe C of
5.	Reputation of Miss Tehseen "The Participation of the Participation of th	AHI) HENDANAN A
6.	noisenational characteristics of the Mr. Suresh	in Cilmpins C
27.	Mr. Amit	troots minus B
8.	ting another times - Miss Pooja / 2000 - 2000 Po	
9.	เลยเลย stude and arms arms courses.	Na ot spaford : W
10.	Mr. Atul	Α
411	Mrs. Sujata A roll smit insident	alto noisivoril) B K
12.	Mrs. Shahida	В
13.	Mrs. Kanchan	11 1 A 31

All the BMS & BFM faculties have received score between 3 & 4. All scores were above 3.5 and can be further improved. Two faculty members has received a score of 2.00 to 1.50. She has been counselled and was asked to improve on her performance had taken Individual Teacher meeting in his Chamber and given Feedbeel and

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Analysis feedback given by the Students, Alumni, Parents and Faculties (2019-20) Analysis of Student's Feedback of Teachers (2019-20)

Feedback is information about how we are doing in our efforts to reach our goal. Feedback is considered as one of the most powerful influences on any achievement as it enhances performance.

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Communication skills the term

Sincerity/ Commitment of the

comprehensibility

Score	Grad	Remark
0-1.5	e D	Un - Satisfactory
1.5 - 2.00	C	Satisfactory
2.00 - 3.00	B	Good 454 545
3.00 – 4.00	A	Very Good

Course (R. Com & B.A) Teachers Feed Back (2019-20)

	Traditional Course (B.Com & B.A) Teach	and motivating Rating
Sr.NO	Teachers Maine	A
51.110	Ma Irshad Shaikh	A
A CONTRACTOR OF THE	Miss Ruksar Khan	A Abbit to mes
124 - 12.	Miss Diksha Vaje	A
4:3:	Miss Mona Dednia	A
41 1. ·	Mr. Ibrahim Chauhan	4

Principal

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R. A. Var da Corlege Sainta

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0,	Miss Tehseen Shaikh		7	Enter Spinister or other transfers
11011 7021	Miss Fatima Sayeed	7 17	3	Day of the last of
8.	Miss Kanchan Nag	The state of the s	1	-
9.	Mr. Shahid Shaikh			THE PERSON NAMED IN
10.	Mrs. Rohita Raut	<i></i>	1	
11.	Mr. Kelvin Salve	A		

Most of the B.Com & B.A faculties have received score between 3 & 4. All scores were above 3 and can be further improved.

Self-Finance Course Teachers Feed Back (2019-20)

Carro	Self-Finance Course Teachers Feed Back (2019-20)				
Sr.NO		mod s de mosco Rating " tox. :			
1.	Miss Elakshi Tawade	and the second second			
2.	Miss Pooja Shirsekar	A			
3.	Mr. Atul Narkhade	A -1/2			
4	Mr. Suresh Rokkadkatti	that before process of the A St vin states			
5.	Mr. Mohammad Chawre	A			
6.	Mrs. Kanchan Nag	A			
11.7. THO 1 MOI	Mrs. Shahida Shaikh	IN THE WAR THOUGHT IN THE			
8. 9.	Miss Murel Rodrigue	A 1			
10.	Mrs. Sujata Yadav	A			
11	Miss. Mamta Hati	at water a manage at a sure one			
12.	Miss Sana Shaikh	- John and william A con			
13. 4 ///	Miss Tehseen Shaikh	A			
13.	Miss Fatima Sayyed	A			
	Talibo T delina Bayyeu	A			

All the BMS & BFM faculties have received score between 3 & 4. All scores were above 3.5 and can be further improved.

Questionnaire of Student's Feedback form for Teacher (2019 -2020)

Q. No.	Lexiongi ed tonna v Criterion de la consecu-	T SWAR	e de la refe
1	Knowledge base of the teacher (as perceived by you	in	
2	Communication skills (In terms of articulation and	()	
3	Sincerity/ Commitment of the teacher	8	2 30
4	Interest generated by the teacher		121
(UL-4) 5 yni	Ability to integrate course material with environment to provide a broader perspective	other i	issues,
5	Ability to integrate content with other courses		

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e, E. Kalsekar Pallage of Cosmerce & Besagemond Rabesousia (VI), Inc. Views. Olst. P. ugnar (2012)



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Staff Performance Appraisal List (2020-21)

B.Com & BA Department

	Grade Points: 5	Excellent,	4 = Very G	ood, 3 = G	iood, 2 = B	etter, 1 = \	Worst)	
Employee Name	Irshad Sir	Ruksar Miss	Diksha Miss	Mona Miss	Rohita Miss	Shahid Sir	Kevin Sir	Tehseen Miss
Post	Coordinator	Asst Prof	Asst Prof	Asst Prof	Asst Prof	Asst Prof	Asst Prof	Asst Prof
Attendance	5	4	4	4	3	3	3	4
Punctually	5	4	4	4	- 3	3	3	4
Regularity	5	4	4	3	3	3	3	4
Job Knowledge	5	4	4	4	4	4	4	4
Quality of Work	5	4	4	3	4	4	3	4
Initiative	5	3	3	3	4	4	2	4
Motivation	3	3	3	3	3	3	2	4
Team Work	3	4	3	3	3	3	2	3
General Conduct	4	4	4	4	4	4	4	4
Discipline	5	4	4	4	4	4	4	3
Class Control	5	4	4	4	3	3	4	4
Colleage Relationship	4	4	4	4	4	4	3	4
Total Points	<u>54</u>	46	<u>45</u>	<u>43</u>	42	42	<u>37</u>	46



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Staff Performance Appraisal List (2020-21)

Self Finance Department (BMS, BAF and BFM

(Grade Points: 5 Excellent, 4 = Very Good, 3 Good, 2 = Better, 1 = Worst)

yee Elakshi Poois N. t												
ie	Elakshi Tawade	Pooja Shirsekar	Mohmmad Chawre	Shahida Shaikh	Murel Rodrigues	Ibrahim Chauhan	Mamta Hati	Sana Shaikh	Suresh Rokkad			
<u>t</u>	Coordinator	Asst Prof	Asst Prof	Asst Prof	Asst Prof	Asst Prof	Asst Prof	Asst Prof	Asst Prof			
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Points	49	49	<u>46</u>	48	<u>45</u>	<u>58</u>	46	46	47			



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SOPARA GAON, SOPARA (W), Vasai, Dist-Palgi PIN - 401 203, (MAHARASHTRA) NAAC Accreditation : 'B

BMS & BAF Department

2021-22

Total Points	Colleage Relationship	Class Control	Discipline	General Conduct	Team Work	Motivation	Inititative	Quality of Work	Job Knowledge	Regularity	Punctuallity	Attendance	Post	Employee Name
46	4	4	4	4	4	ယ	ω	4	4	4	4	4	Coordin	Elaskhi Tawade
46	4	4	4	4	4	w	အ	4	4	4	4	4	Coordinato r	Pooja Shirsekar
42	4	4	4	4	ω	ω	ω	4	4	သ	₃	3	Asst. Prof.	Mohamm ad Chawre
45	4	4	4	4	4	s.	3	4	4	4	4	4	Asst. Prof.	Shahida Shaikh
47	4	4	4	4	4	ω.	4	4	4	4	4	4	Asst. Prof	Sujata Miss
48	4	4	4	4	4	4	4	4	4	4	4	4	Asst. Prof.	Ibrahim Chauhan
4	4	4	4	4	4	ယ	3	3	4	u	4	4	Asst. Prof.	Mamta Hati
46	4	4	4	4	4	w	3	4	4	4	4	4	Asst. Prof.	Sana Patel
46	4	4	4	4	4	3	ω	4	4	4	4	4	Asst. Prof	Sana S.
4	4	4	4	. 4	4	w	w	ω u	4	w	4	4	Prof	Gokul G
46	3/4	4	4	. 4	4	. ω	w	4	4	4	. 4	4	Prof	Fatima miss
-	*	4	4	. 4	4	. 4	4	4	4	4	. 4	4 4	Prof	Humair a miss

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A.E.KALSEKAR COLLEGE OF COMMEDCE & WALL

SOPARA GAON, SOPARA (W), Vasai, Dist-Palgh

NAAC Accreditation: 'B'
BA BCOM Department

2021-22

Total Points	Colleage Relationship	Class Control	Discipline	Conduct	Team Work	Modivation	Initiative	Quality of Work	Job Knowledge	Regularity	Punctuallity	Attendance	Post tor	Karne Irshad Sir
53 45	4	5 4	4	4	4 3	4 3	4 3	4	4	5 4	5	5 4	Prof.	Ruksar Miss
45	4	4	4	4	w	3	u	4	4	4	- No chapter	4	Asst. Prof.	Diksta Miss
8	4	4	4	w	3	3	2	U)	44	3	3	4	Asst. Prof.	Mona Miss
46	4	4	4	w	3	u	2	3	4	3	3	4	Asst. Prof.	Rohita Miss
\$	4	4	4	u	S S	3	2	u	4	3	3	4	Asst. Prof.	Shahid Sir
39	4	4	4	3	3	2	2	3	4	3	w	4	Asst. Prof.	Ayesha Miss
1		4	4	4	3	w	3	4	4	4	4	4	Asst. Prof.	Tehseen Miss
43	3	4	w	4	3	3	3	4	4	4	4	42	Asst. Prof.	Sana Sayyed
				3	3	w	2	3	4	3	w	4	Asst. Prof.	Rayeen Ruksana
45		4	4			Lu .	3	4	4	4	4	4	Asst. Prof.	Rashida miss

Principal

Nurparaka Educational & Medical Trus:

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