



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)

Annexure 2.5

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.

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

Feedback of Curriculum by Teachers

S.No.	Curriculum Teaching, Learning and Evaluation:	Grade
1.	Syllabus is suitable to the course.	B
2.	Syllabus is need based.	B
3.	Aims and objectives of the syllabi are well defined and clear to teachers and students	B
4.	Course content is followed by corresponding reference books/materials	B
5.	The course/syllabus has good balance between theory and Lab.	B
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.	B
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
1. Work to full potential	A	B	A	A	A	A	A	B	A
2. Quality of Work	A	A	A	A	A	A	A	A	A
3. Work Consistency	A	B	A	A	A	A	A	B	A
4. Communication	A	B	A	A	B	A	A	B	A
5. Independence work	A	B	A	A	A	A	A	B	A
6. Takes initiative	A	B	A	A	A	A	B	B	B
7. Group work	A	B	A	A	A	A	B	B	A
8. Coworker Relation	A	B	A	A	A	A	A	B	A
9. Punctuality	A	B	A	B	A	A	A	B	A
10. Attendance	A	A	A	A	A	A	A	B	A

B.M.S & B.F.M (2017-18)

Parameters	Elakshi	Sujata	Atul	Hiren	Sana	Tehseen	Kanchan	Shahida
1. Work to full potential	A	B	B	B	A	B	A	A
2. Quality of Work	A	B	B	A	A	B	A	A
3. Work Consistency	A	A	B	B	A	B	A	A
4. Communication	A	B	B	A	A	B	A	A
5. Independence work	A	B	B	A	A	B	A	A





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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.

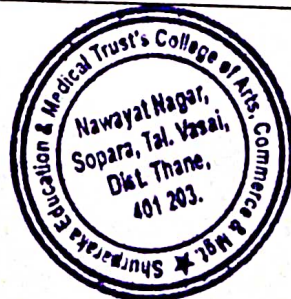
Every year we gather feedback from students by asking them to complete an anonymous on-line survey about every teacher taking a course of study. Our form contains 17 questions – and we need quantitative response with '1.50' being unsatisfactory to '4' being very good.

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	B	Good
3.00 – 4.00	A	Very Good

Traditional Course (B.Com & B.A) Teachers Feed Back (2018-19)

Sr.NO	Teachers Name	Rating
1.	Mr. Irshad Shaikh	A
2.	Miss Ruksar Khan	A



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3.	Miss Diksha Vaje	
4.	Miss Mona Dedhia	
5.	Miss Geeta Pal	A
6.	Miss Sana Shaikh	B
7.	Miss Tehseen Shaikh	A
8.	Mr. Shahid Shaikh	A
9.	Mrs. Rohita Raut	B
10.	Miss Annjum Sayyed	A
11.	Mr. Suresh Rokhadpatti	A
12.	Mr. Amit Pandey	A
13.	Miss Pooja Shirsekar	A
14.	Miss Mehjabin Shaikh	B
15.	Mrs. Dipanwita Banerje	B
		C

Most of the B.Com & B.A faculties have received score between 3 & 4. All scores were above 3.5 and can be further improved. One faculty member has received a score of 2.00 to 1.50. She has been counselled and was asked to improve on her performance

Self-Finance Course Teachers Feed Back (2018-19)

Sr.NO	Teachers Name	Rating
1.	Miss Elakshi	A
2.	Miss Diksha	A
3.	Miss Geeta	C
4.	Miss Sana	B
5.	Miss Tehseen	A
6.	Mr. Suresh	C
7.	Mr. Amit	B
8.	Miss Pooja	C
9.	Mrs. Dipanwita	A
10.	Mr. Atul	A
11.	Mrs. Sujata	B
12.	Mrs. Shahida	B
13.	Mrs. Kanchan	A

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.


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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.

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 on-line 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	B	Good
3.00 – 4.00	A	Very Good

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

Sr.NO	Teachers Name	Rating
1.	Mr. Irshad Shaikh	A
2.	Miss Ruksar Khan	A
3.	Miss Diksha Vaje	A
4.	Miss Mona Dedhia	A
5.	Mr. Ibrahim Chauhan	A



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6.	Miss Tehseen Shaikh	A
7.	Miss Fatima Sayeed	A
8.	Miss Kanchan Nag	A
9.	Mr. Shahid Shaikh	A
10.	Mrs. Rohita Raut	A
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)

Sr.NO	Teachers Name	Rating
1.	Miss Elakshi Tawade	A
2.	Miss Pooja Shirsekar	A
3.	Mr. Atul Narkhade	A
4.	Mr. Suresh Rokkadhatti	A
5.	Mr. Mohammad Chawre	A
6.	Mrs. Kanchan Nag	A
7.	Mrs. Shahida Shaikh	A
8.	Miss Murel Rodrigue	A
9.	Mrs. Sujata Yadav	A
10.	Miss. Mamta Hati	A
11.	Miss Sana Shaikh	A
12.	Miss Tehseen Shaikh	A
13.	Miss Fatima Sayeed	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.	Criterion
1	Knowledge base of the teacher (as perceived by you)
2	Communication skills (In terms of articulation and comprehensibility)
3	Sincerity/ Commitment of the teacher
4	Interest generated by the teacher
5	Ability to integrate course material with environment/ other issues, to provide a broader perspective
6	Ability to integrate content with other courses



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Staff Performance Appraisal List (2020-21)

B.Com & BA Department

(Grade Points: 5 Excellent, 4 = Very Good, 3 = Good, 2 = Better, 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
Colleague Relationship	4	4	4	4	4	4	3	4
Total Points	54	46	45	43	42	42	37	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)

Employee	Elakshi Tawade	Pooja Shirsekar	Mohammad Chawre	Shahida Shaikh	Murel Rodrigues	Ibrahim Chauhan	Mamta Hati	Sana Shaikh	Suresh Rokkad
Position	Coordinator	Asst Prof	Asst Prof	Asst Prof	Asst Prof	Asst Prof	Asst Prof	Asst Prof	Asst Prof
Attendance	4	4	4	4	4	5	4	4	4
Quality	4	4	3	4	3	5	3	3	3
Efficiency	4	4	4	4	3	5	3	3	4
Knowledge	4	4	4	4	4	4	4	4	4
Depth of	4	4	4	4	4	5	4	4	4
Experience	4	4	4	4	3	5	4	4	4
Initiation	4	4	3	4	4	5	4	4	4
Work	4	4	4	4	4	5	4	4	4
Intellectual	4	4	4	4	4	5	4	4	4
Performance	4	4	4	4	4	5	4	4	4
Overall	5	5	4	4	4	4	4	4	4
Engagement	4	4	4	4	4	5	4	4	4
Points	<u>49</u>	<u>49</u>	<u>46</u>	<u>48</u>	<u>45</u>	<u>58</u>	<u>46</u>	<u>46</u>	<u>47</u>




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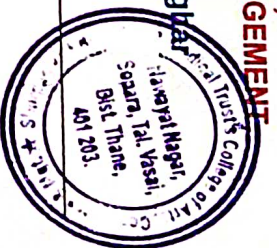
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PIN - 401 203, (MAHARASHTRA)

NAAC Accreditation : 'B'

BMS & BAF Department

2021-22



Employee Name	Elaskhi Tawade	Pooja Shirsekar	Mohammad Chawre	Shahida Shaikh	Sujata Miss	Ibrahim Chauhan	Mamta Hati	Sana Patel	Sana S.	Gokul G	Fatima miss	Humair a miss
Post	Coordinator	Coordinator	Asst. Prof.	Asst. Prof.	Asst. Prof.	Asst. Prof.	Asst. Prof.	Asst. Prof.	Asst. Prof.	Asst. Prof.	Asst. Prof.	Asst. Prof.
Attendance	4	4	3	4	4	4	4	4	4	4	4	4
Punctuality	4	4	3	4	4	4	4	4	4	4	4	4
Regularity	4	4	3	4	4	4	3	4	4	3	4	4
Job Knowledge	4	4	4	4	4	4	4	4	4	4	4	4
Quality of Work	4	4	4	4	4	4	3	4	4	3	4	4
Initiative	3	3	3	3	4	4	3	3	3	3	3	4
Motivation	3	3	3	3	3	4	3	3	3	3	3	4
Team Work	4	4	3	4	4	4	4	4	4	4	4	4
General Conduct	4	4	4	4	4	4	4	4	4	4	4	4
Discipline	4	4	4	4	4	4	4	4	4	4	4	4
Class Control	4	4	4	4	4	4	4	4	4	4	4	4
College Relationship	4	4	4	4	4	4	4	4	4	4	4	4
Total Points	46	46	42	46	47	48	44	46	46	44	46	48

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NAAC Accreditation : 'B'
BA BCOM Department

2021-22



Employee Name	Post	Irshad Sir	Ruknar Asst. Miss Prof.	Diksha Asst. Miss Prof.	Mona Asst. Miss Prof.	Rohita Asst. Miss Prof.	Shahid Asst. Prof.	Aysha Asst. Miss Prof.	Tehseen Asst. Miss Prof.	Sana Asst. Prof.	Rayeen Asst. Prof.	Rashida Asst. Prof.
Attendance		5	4	4	4	4	4	4	4	4	4	4
Punctuality		5	4	4	3	3	3	3	4	4	3	4
Regularity		5	4	4	3	3	3	3	4	4	3	4
Job Knowledge		4	4	4	4	4	4	4	4	4	4	4
Quality of Work		4	4	4	3	3	3	3	4	4	3	4
Initiative		4	3	3	2	2	2	2	3	3	2	3
Motivation		4	3	3	3	3	3	2	3	3	3	3
Team Work		4	3	3	3	3	3	3	3	3	3	3
General Conduct		4	4	4	3	3	3	3	4	4	3	4
Discipline		5	4	4	4	4	4	4	4	3	4	4
Class Control		5	4	4	4	4	4	4	4	4	4	4
College Relationship		4	4	4	4	4	4	4	3	3	4	4
Total Points		53	45	45	40	40	40	39	44	43	40	45

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