

**GOVERNMENT ARTS COLLEGE, TIRUCHIRAPPALLI – 620 022**

**2020-21**

**Institutions Performance Appraisal System for teaching and non- teaching staff**

Performance Appraisal for teaching faculty Following the UGC regulation 2010 and amendments Teachers attend refresher Course/ orientation course/ workshops/ Short Term Courses / Faculty Development Programmes etc during a particular period as it is deemed mandatory for promoting in next grade. The stock of teaching performance is computed by reflecting the involvement of the teacher in curricular, co-curricular and extra-curricular activities. The evaluation of courses taught and average number of clock works in a week are computed. Due consideration is given to the evaluation of innovation for special contribution made by the teacher. The involvement in the welfare of students and community work is given due weightage for monitoring performance. During appraisal the teacher is given opportunity to pen down any special achievement made by him in the field of his subject, that can upgrade his overall performance. Teacher is given opportunity to note down the difficulties that he is facing while discharging his assignment. Not only this, his valuable suggestion/ measures are also sought for evaluating his observation for the betterment of Institution. The principal then grades the teachers on the overall report and recommends higher authorities for further necessary action. The appointment is made through the Teachers Recruitment Board of Tamil Nadu.