



KANCHRAPARA COLLEGE

Kanchrapara, North 24-Parganas

Pin – 743 145

Ph. No. 2585 8790

2585 5159

E-mail – info@kpcoll.ac.in

ESTD – 1972

website: <http://www.kanchraparacollege.ac.in>

Ref. No.:

Date:

360 Degree Appraisal of Teachers

Objectives of the Practice - A 360-degree feedback also known as multi rater feedback is a process through which employer evaluates employee's performance from as many sources as possible. The College has developed this anonymous employee performance review process known as "360-degree appraisal system" to monitor the scope, strength and weakness of the teachers for qualitative development.

The Context – The process of completing 360-degree feedback provides rater with greater insight and understanding to formulate their own expectation and achieve the ultimate success.

The Practice - 360-degree appraisal has four integral components

- Self-appraisal
- Principal's appraisal
- Students' appraisal on teachers
- Peer appraisal

Principal

Kanchrapara College
Kanchrapara, 24 Pgs (N)

Dr. Pranab Kumar Bera

Principal

Kanchrapara College
Kanchrapara, 24 PGS(N)



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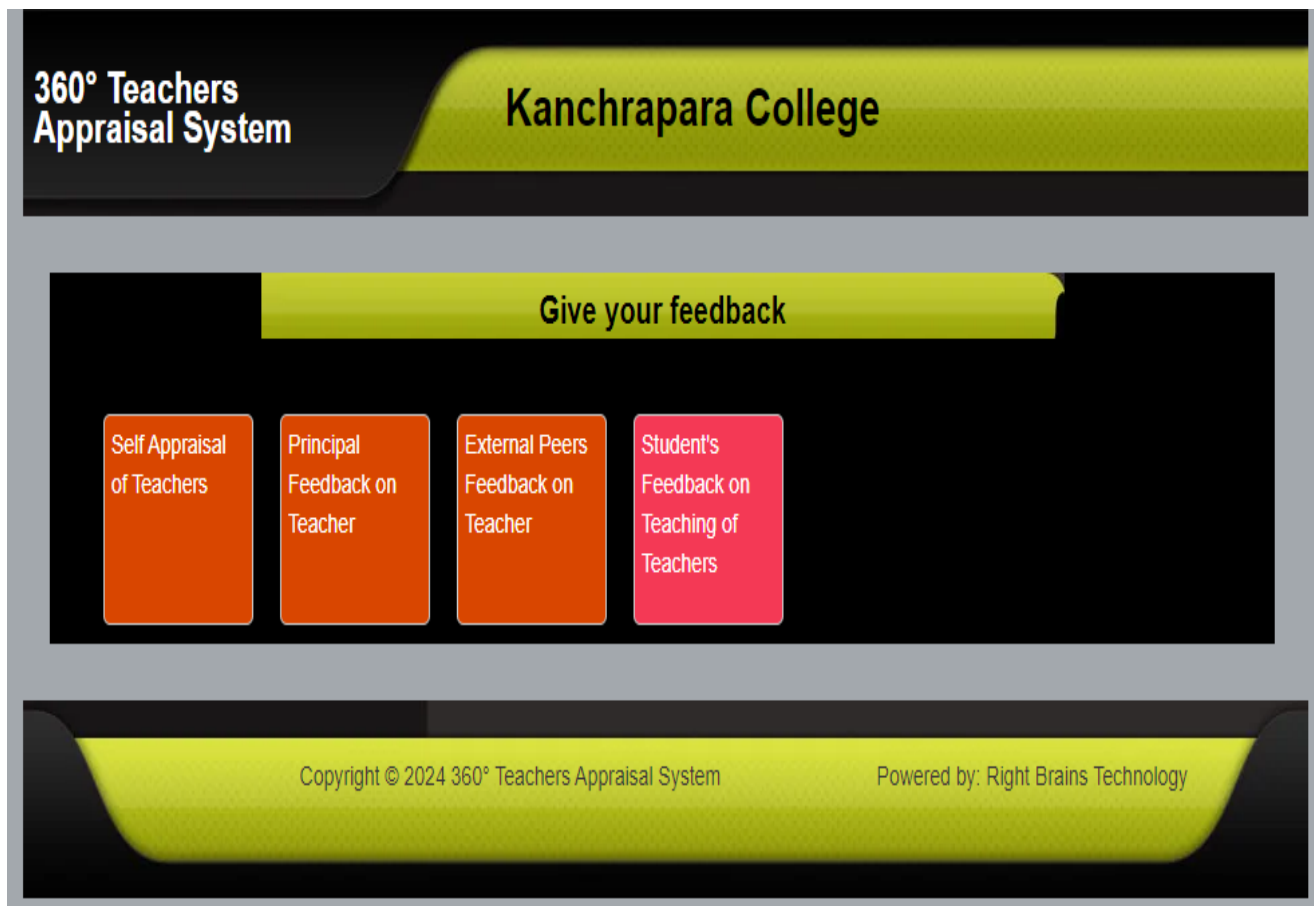
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Ref. No.:

Date:

Screenshot of 360 Degree Appraisal Login Page




Principal
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Kanchrapara, 24 Pgs (N)
Dr. Pranab Kumar Bera
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Screenshot of Self-Appraisal of Teachers Dashboard Page

360° Teachers Appraisal System
Kanchrapara College
Sign out

Welcome, **Averi Saha**

Publication Details for Last 5 Years

Self Appraisal of Teachers

1. Have clear understanding of my role and responsibilities in the College	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
2. Develop a working environment which is cooperative	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
3. Maintain punctuality and regularity in taking the class	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
4. Complete syllabus of the course in time	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
5. Is approachable to students outside the class	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
6. Teach the subject matter in a structured manner	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
7. Is an effective communicator	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
8. Use teaching aids effectively	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
9. Keen to learn ICT enabled new technology	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree
10. Help students in realizing their strengths and developmental needs as a mentor	<input type="radio"/> Strongly Agree <input type="radio"/> Agree <input type="radio"/> Neutral <input type="radio"/> Disagree <input type="radio"/> Strongly Disagree

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Principal
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Kanchrapara, 24 Pgs (N)
 Dr. Pranab Kumar Bera
 Principal
 Kanchrapara College
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Ref. No.:

Date:

Screenshot of Self-Appraisal of Teachers Dashboard Page

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Welcome, **Averi Saha**

Publication Details for Last 5 Years

1. Qualification :
2. Designation :
3. Date of Joining :
4. Papers presented in conference/seminars :
5. Refresher and Orientation Course Training program completed :
6. International Paper Presentation :
7. Research Paper Publications :
8. Chapters in Books Published :
9. Research Publication Books :
10. Major Research Project :
11. Minor Research Project :

Self Appraisal of Teachers

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Principal
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Date:

Screenshot of Principal Feedback on Teacher Dashboard Page

360° Teachers Appraisal System
Kanchrapara College
Sign out

Welcome, Dr Pranab Kumar Bera

Principal Feedback on Teacher

Select department :

1. Maintains punctuality and regularity in taking the class.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
2. Is approachable to students outside the class.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
3. Is an effective communicator.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
4. Helps students in realizing their strengths and developmental needs.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
5. Has energy, determination and adaptability.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
6. Helps to develop a collaborative and cooperative working environment.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
7. Participates in student welfare and discipline.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
8. Contributes in enrichment of campus life
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
9. Has integrity and leadership ability.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree
10. Participates spontaneously in any work related to college development
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
 - Strongly Disagree

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Principal
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 Dr. Pranab Kumar Bera
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Screenshot of External Peers Feedback on Teacher Dashboard Page

360° Teachers Appraisal System **Kanchrapara College** [Sign out](#)

Welcome, External Peers

External Peers Feedback on Teacher

Select department :

1. Has clear understanding of her/his role and responsibilities in academics Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

2. Has a strong orientation towards research Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

3. Presented and published papers on a regular basis Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

4. Has a strong academic zeal Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

5. Is an effective communicator. Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

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Screenshot of Student's Feedback on Teaching of Teachers Dashboard Page

360° Teachers Appraisal System
Kanchrapara College
Sign out

Welcome, ARGHA DAS

Student's Feedback on Teaching of Teachers

Select department :

1. Punctuality and Regularity in taking the class	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
2. Completes syllabus of the course in time	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
3. Teaching the subject matter in a structured manner	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
4. Communication skills	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
5. Uses teaching aids (Blackboard / OHP/ Projector etc)	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
6. Shows the evaluated answer books of examinations to the students	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
7. Controls class effectively	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
8. Ensures students participation in the class	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
9. Helping approach outside the class	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average
10. Helps students in realizing their strengths and developmental needs	<input type="radio"/> Excellent <input type="radio"/> Very Good <input type="radio"/> Good <input type="radio"/> Average <input type="radio"/> Below Average

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Report Sample

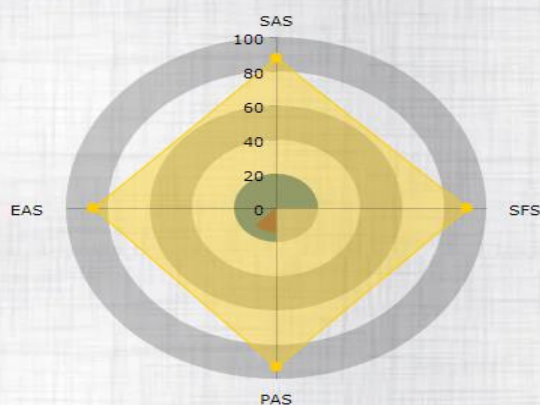
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Dr Pradip Kumar Biswas
Department	: Mathematics
Date Of Joining	: 10-07-1998
Designation	: Associate professor
Qualification	: M.Sc., Ph.D
Papers Presented in Conference / Seminars	: 20
Refresher and Orientation Course	: 04
Training program completed	: 04
International Paper Presentation	: 4
Research Paper Publications	: 20
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



Prepared by: Coordinator, IQAC, Kanchrapara College

Pranab Kumar Bera

Principal

Kanchrapara College
Kanchrapara, 24 Pgs (N)

Dr. Pranab Kumar Bera

Principal

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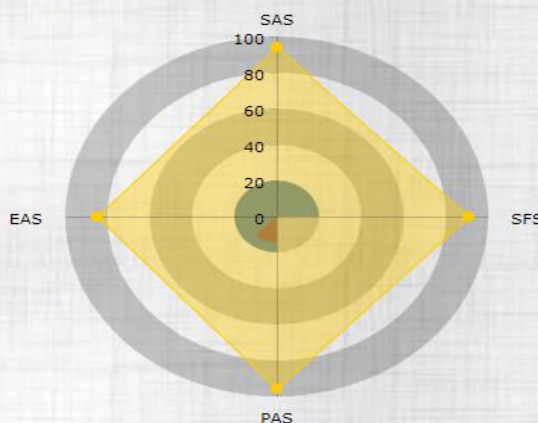
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Dr Nirbhik Chatterjee
Department	: Chemistry
Date Of Joining	: 10-04-2015
Designation	: Assistant Professor
Qualification	: M.Sc., Ph.d
Papers Presented in Conference / Seminars	: 0
Refresher and Orientation Course Training program completed	: 1
International Paper Presentation	: 0
Research Paper Publications	: 4
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 1

360° Teachers' Appraisal Map :



Prepared by: Coordinator, IQAC, Kanchrapara College

Pranab Kumar Bera

Principal

Kanchrapara College
Kanchrapara, 24 Pgs (N)

Dr. Pranab Kumar Bera

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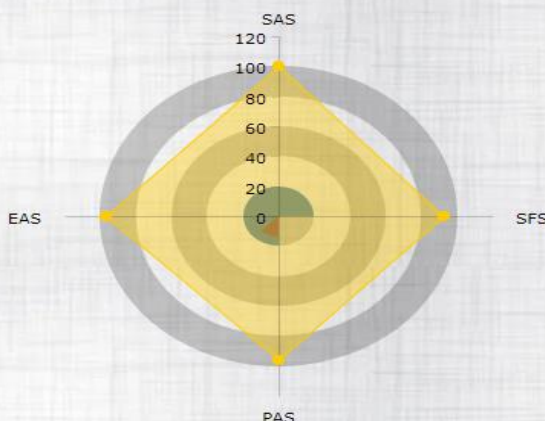
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Dr. Subhabrata De
Department	: Accountancy
Date Of Joining	: 08-10-2001
Designation	: Associate professor
Qualification	: M.Com ; Ph.D
Papers Presented in Conference / Seminars	: 22
Refresher and Orientation Course	: 4
Training program completed	: 4
International Paper Presentation	: 4
Research Paper Publications	: 15
Chapters in Books Published	: 4
Research Publication Books	: 3
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



Prepared by: Coordinator, IQAC, Kanchrapara College

Pranab Kumar Bera

Principal

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Kanchrapara, 24 Pgs (N)

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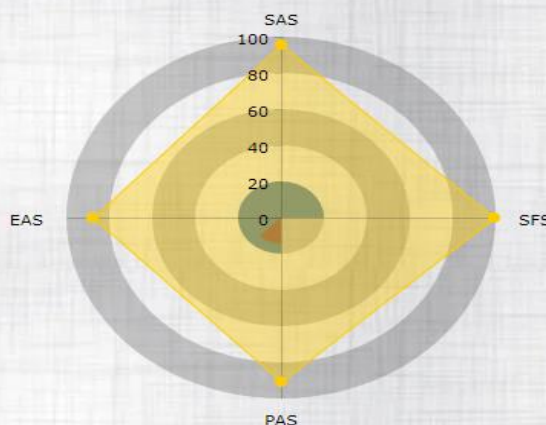
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Dr Barnali Roy
Department	: Botany
Date Of Joining	: 25-08-2010
Designation	: Associate Professor
Qualification	: M. Sc. PhD
Papers Presented in Conference / Seminars	: 4
Refresher and Orientation Course	: 4
Training program completed	: 4
International Paper Presentation	: 2
Research Paper Publications	: 10
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



Prepared by: Coordinator, IQAC , Kanchrapara College

Pranab Kumar Bera

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Kanchrapara, 24 Pgs (N)

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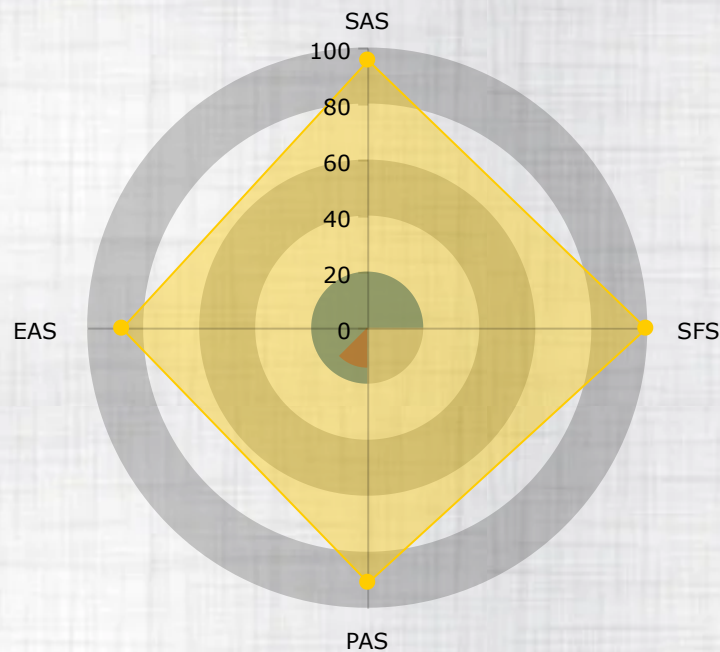
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Dr Barnali Roy
Department	: Botany
Date Of Joining	: 25-08-2010
Designation	: Associate Professor
Qualification	: M. Sc. PhD
Papers Presented in Conference / Seminars	: 4
Refresher and Orientation Course Training program completed	: 4
International Paper Presentation	: 2
Research Paper Publications	: 10
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



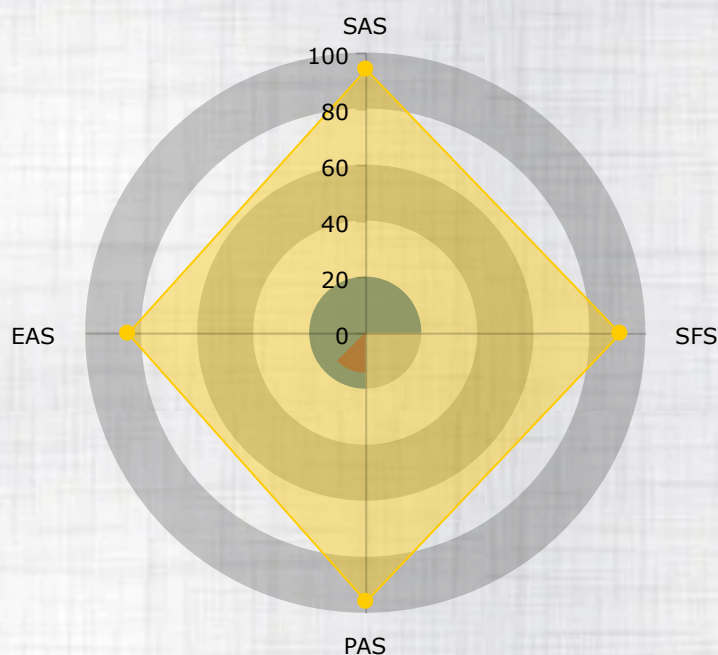
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Dr Nirbhik Chatterjee
Department	: Chemistry
Date Of Joining	: 10-04-2015
Designation	: Assistant Professor
Qualification	: M.Sc., Ph.d
Papers Presented in Conference / Seminars	: 0
Refresher and Orientation Course Training program completed	: 1
International Paper Presentation	: 0
Research Paper Publications	: 4
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 1

360° Teachers' Appraisal Map :



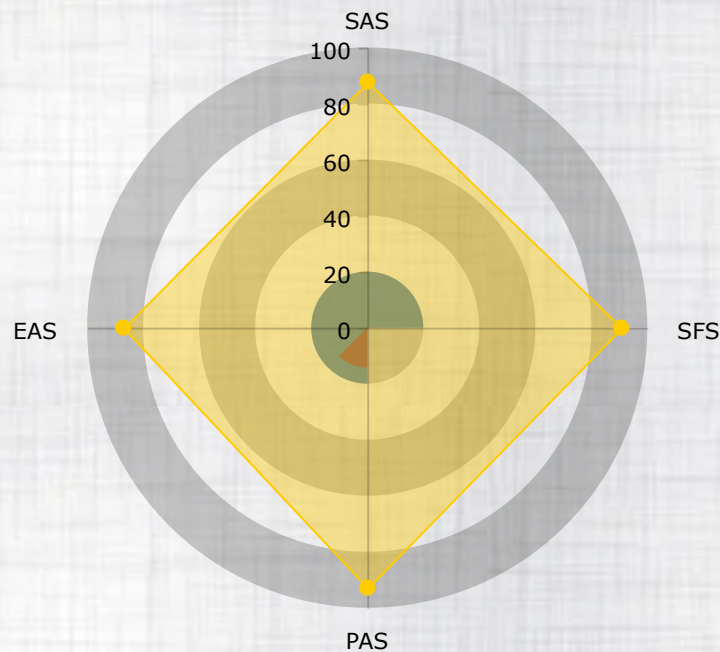
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Dr Pradip Kumar Biswas
Department	: Mathematics
Date Of Joining	: 10-07-1998
Designation	: Associate professor
Qualification	: M.Sc., Ph.D
Papers Presented in Conference / Seminars	: 20
Refresher and Orientation Course Training program completed	: 04
International Paper Presentation	: 4
Research Paper Publications	: 20
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



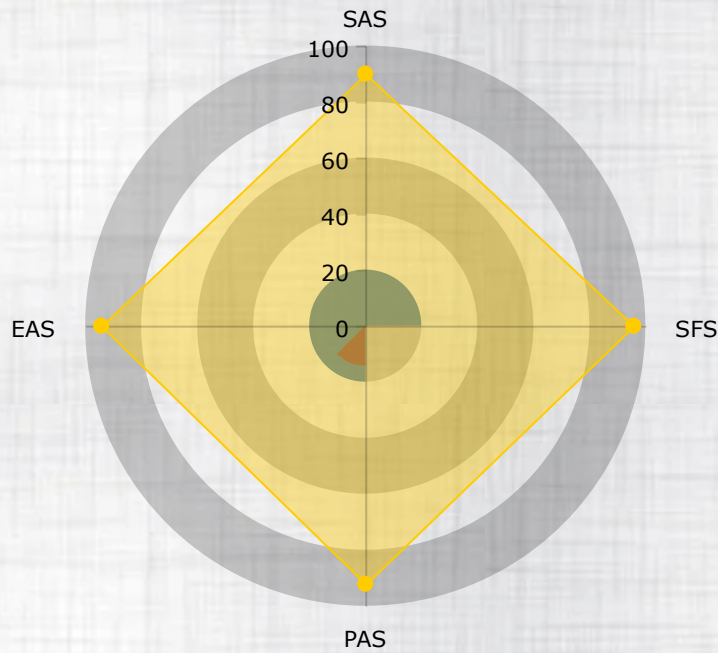
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Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Dr Sunita Mandal
Department	: Hindi
Date Of Joining	: 01-04-2010
Designation	: Associate Professor in Hindi
Qualification	: M.A (Hindi),B.A (HONS.),M.Phil,Ph.D,COPA
Papers Presented in Conference / Seminars	: 30
Refresher and Orientation Course Training program completed	: 3
International Paper Presentation	: 5
Research Paper Publications	: 5
Chapters in Books Published	: 10
Research Publication Books	: 2
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



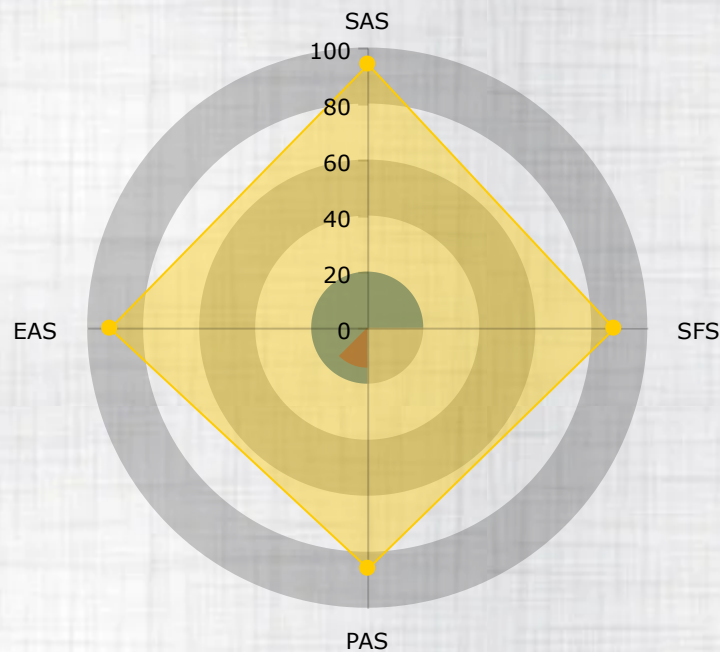
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Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Dr. Bimalendu Ghosh
Department	: Pol. Science
Date Of Joining	: 07-04-2010
Designation	: Assistant Professor
Qualification	: MA., MPhil., PhD
Papers Presented in Conference / Seminars	: 35
Refresher and Orientation Course Training program completed	: 4
International Paper Presentation	: 10
Research Paper Publications	: 30
Chapters in Books Published	: 10
Research Publication Books	: 10
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



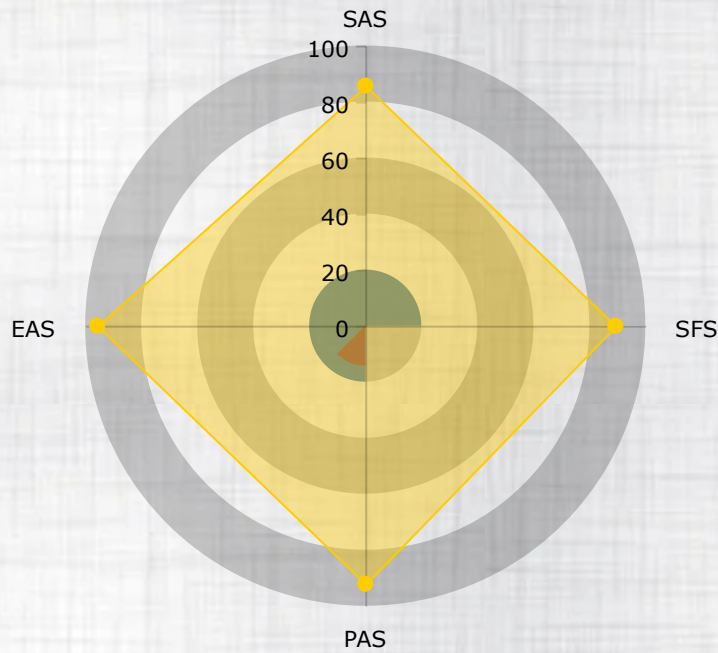
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Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Dr. Somnath Sarkar
Department	: Sanskrit
Date Of Joining	: 03-04-2010
Designation	: Assistant Professor
Qualification	: M.A.,M.PHIL., Ph.D.
Papers Presented in Conference / Seminars	: 25
Refresher and Orientation Course Training program completed	: 5
International Paper Presentation	: 10
Research Paper Publications	: 15
Chapters in Books Published	: 3
Research Publication Books	: 1
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



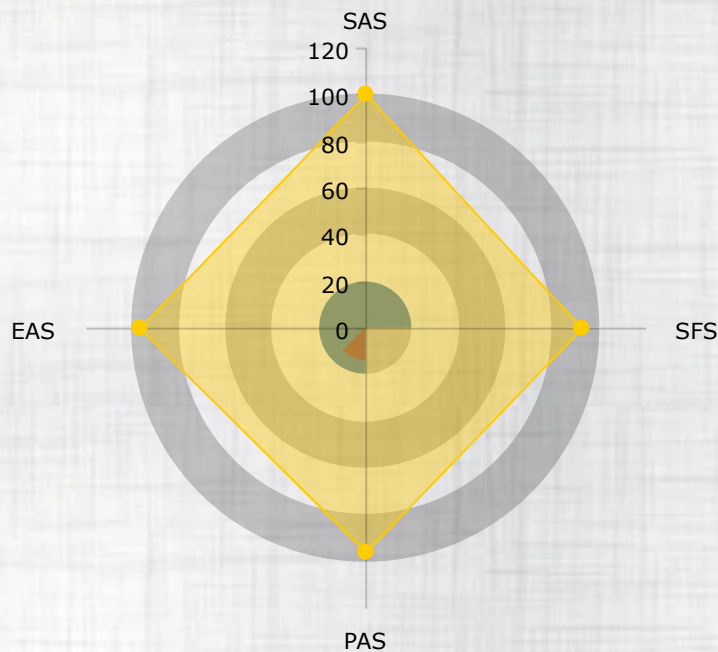
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Dr. Subhabrata De
Department	: Accountancy
Date Of Joining	: 08-10-2001
Designation	: Associate professor
Qualification	: M.Com ; Ph.D
Papers Presented in Conference / Seminars	: 22
Refresher and Orientation Course Training program completed	: 4
International Paper Presentation	: 4
Research Paper Publications	: 15
Chapters in Books Published	: 4
Research Publication Books	: 3
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



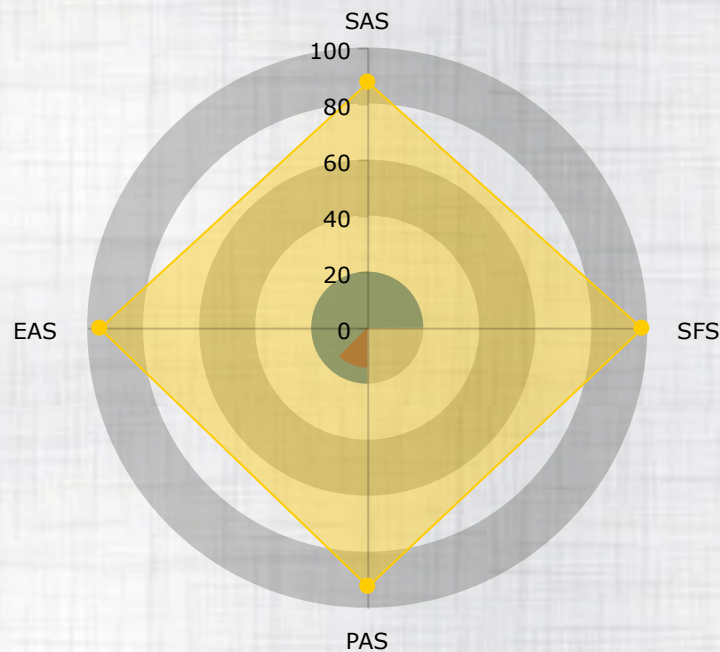
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Kamrunnessa Khatun
Department	: English
Date Of Joining	: 08-07-2015
Designation	: Assistant Professor
Qualification	: M.A.
Papers Presented in Conference / Seminars	: 5
Refresher and Orientation Course Training program completed	: 3
International Paper Presentation	: 1
Research Paper Publications	: 0
Chapters in Books Published	: 1
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



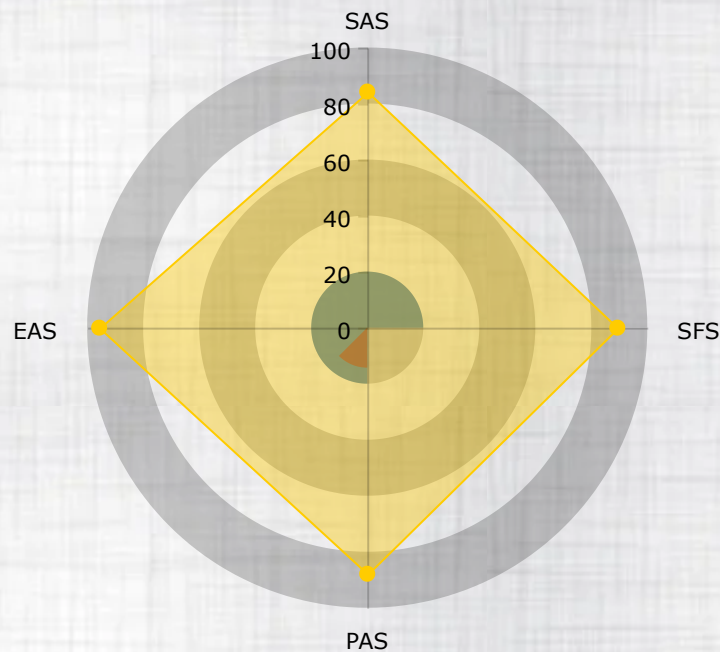
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Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Moumita Chakraborty
Department	: Economics
Date Of Joining	: 20-12-2006
Designation	: Associate professor
Qualification	: M.Phil in economics
Papers Presented in Conference / Seminars	: 2
Refresher and Orientation Course Training program completed	: 0
International Paper Presentation	: 0
Research Paper Publications	: 3
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Kanchrapara College
Name	: Sanjali Das
Department	: Geography
Date Of Joining	: 01-01-2020
Designation	: State Aided College Teacher
Qualification	: M.Sc
Papers Presented in Conference / Seminars	: 2
Refresher and Orientation Course Training program completed	: 0
International Paper Presentation	: 0
Research Paper Publications	: 0
Chapters in Books Published	: 1
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :

