

**NANJIL CATHOLIC COLLEGE OF ARTS AND SCIENCE,
KALIYAKKAVILAI**


**Teaching staff Performance Appraisal Report
Academic Year (2022-2023)**

Providing effective and on-going feedback is a vital element in promoting quality professional growth in teachers. Performance appraisal provides an opportunity for a management and staff member to discuss staff performance and establish future performance goals. During the academic year of 2022-2023, the appraisal focuses on key behaviors that have been identified as important to the college, and the teachers can use maximum of their strengths and management provide programmes to develop their ability in weak points.

Teachers are evaluated by the students through questionnaire. Based on the feedback received from the students, the teachers in general were sincere in Planning and preparation for teaching lesson plans, strategies, resources, outcomes, assessment, classroom management, Effective preparation and implementation of programme plan and Maintenance of Classroom discipline and most of the teachers were weak in Maintaining wall display of pupils' work and Being sensitive to pupils' cognitive and emotional needs.

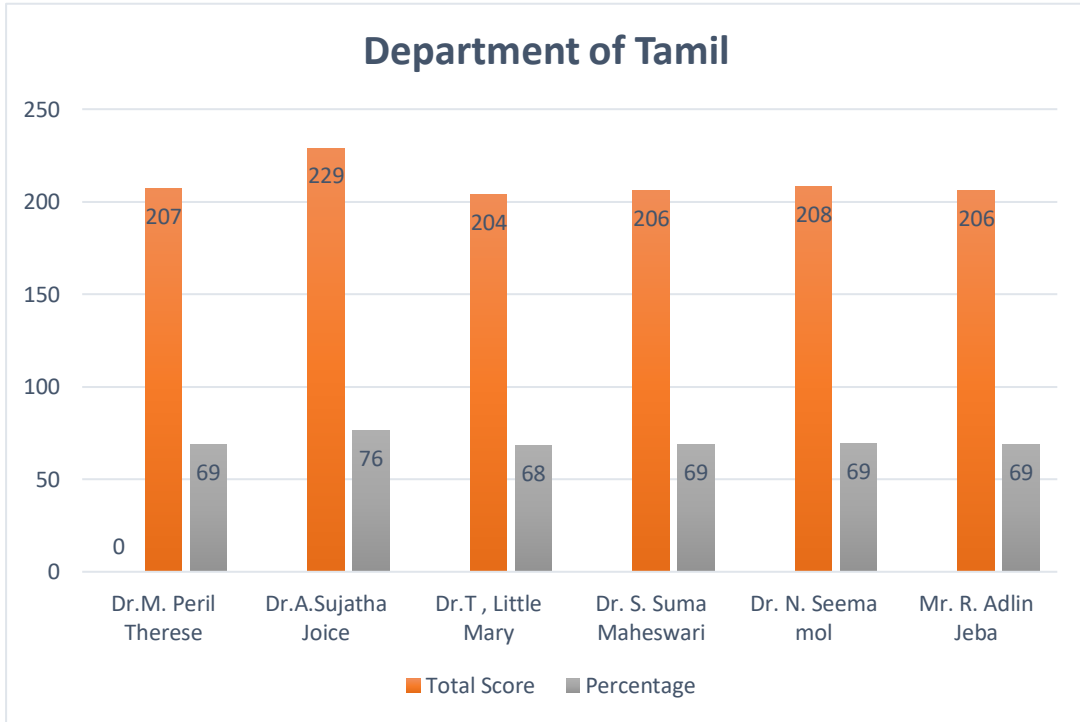
Students are expecting some more outdoor activities and industrial level exposure in order to understand the social needs and also know more about the current technological developments and advancements in those areas. That said, the Teaching Staff Performance Appraisal will probably prove to be a useful assessment task in the hands of skilled teachers.




Principal
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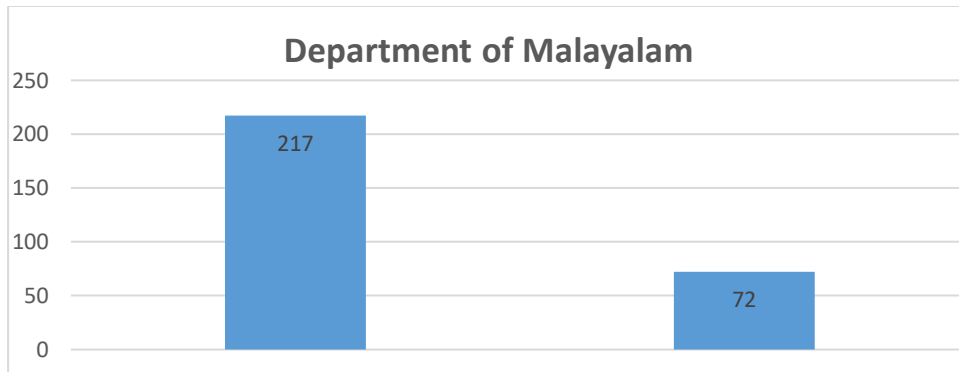
DEPARTMENT OF TAMIL

S.No	Name	Total Score	Percentage
1	Dr.M. Peril Therese	207	69
2	Dr.A.Sujatha Joice	229	76
3	Dr.T , Little Mary	204	68
4	Dr. S. Suma Maheswari	206	69
5	Dr. N. Seema mol	208	69
6	Mr. R. Adlin Jeba	206	69



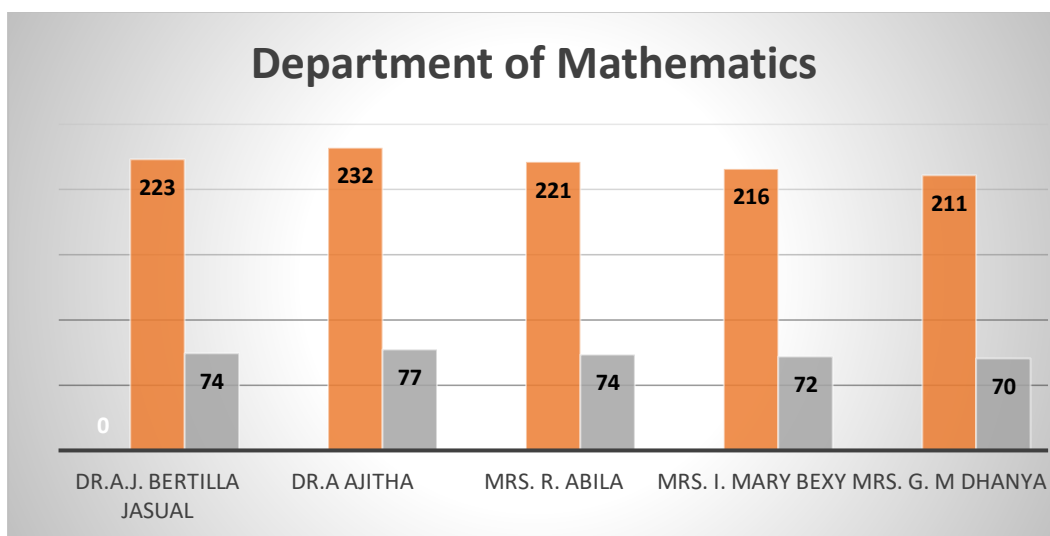
DEPARTMENT OF MALAYALAM

S.No	Name	Total Score	Percentage
1	Mrs. R. Biji	217	72



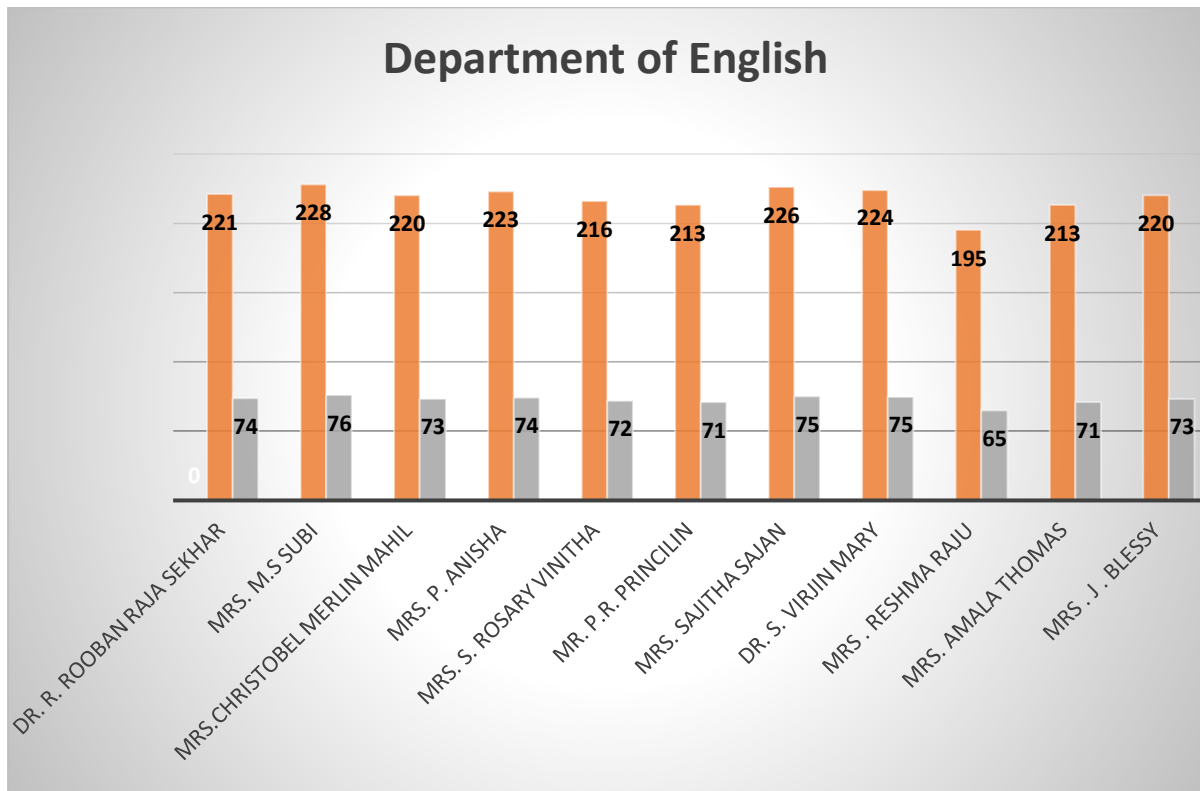
DEPARTMENT OF MATHEMATICS

S.No	Name	Total Score	Percentage
1	Dr.A.J. Bertilla Jasual	223	74
2	Dr.A Ajitha	232	77
3	Mrs. R. Abila	221	74
4	Mrs. I. Mary Bexy	216	72
5	Mrs. G. M Dhanya	211	70



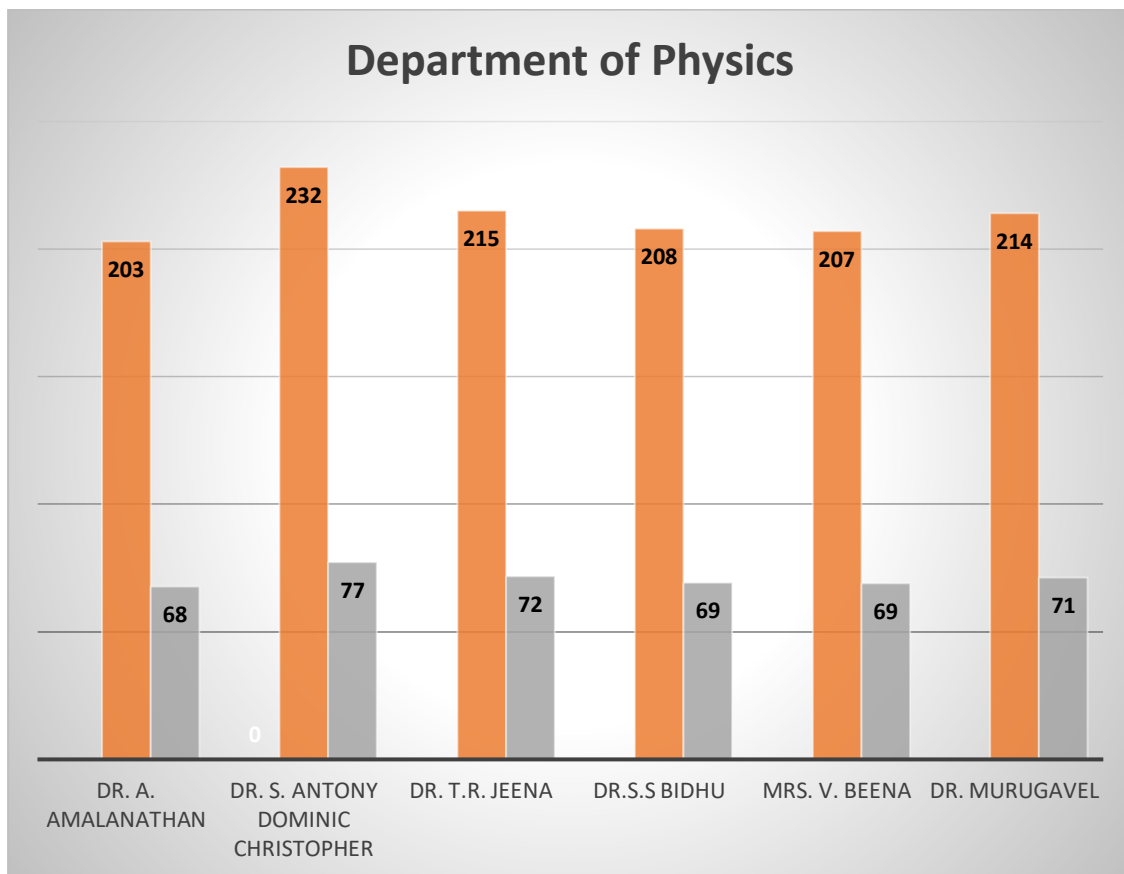
DEPARTMENT OF ENGLISH

S.No	Name	Total Score	Percentage
1	Dr. R. Rooban Raja Sekhar	221	74
2	Mrs. M.S Subi	228	76
3	Mrs.Christobel Merlin Mahil	220	73
4	Mrs. P. Anisha	223	74
5	Mrs. S. Rosary Vinitha	216	72
6	Mr. P.R. Princilin	213	71
7	Mrs. Sajitha Sajan	226	75
8	Dr. S. Virjin Mary	224	75
9	Mrs . Reshma Raju	195	65
10	Mrs. Amala Thomas	213	71
11	Mrs . J . Blessy	220	73



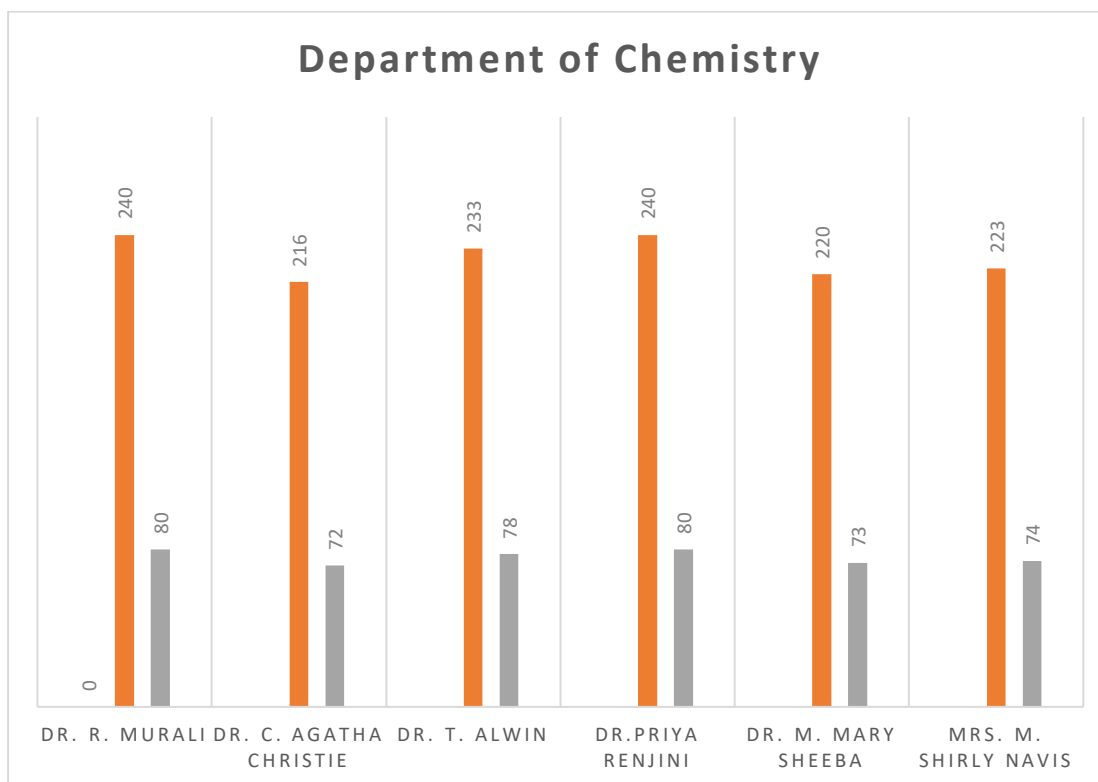
DEPARTMENT OF PHYSICS

S.No	Name	Total Score	Percentage
1	Dr. A. Amalanathan	203	68
2	Dr. S. Antony Dominic Christopher	232	77
3	Dr. T.R. Jeena	215	72
4	Dr.S.S Bidhu	208	69
5	Mrs. V. Beena	207	69
6	Dr. Murugavel	214	71



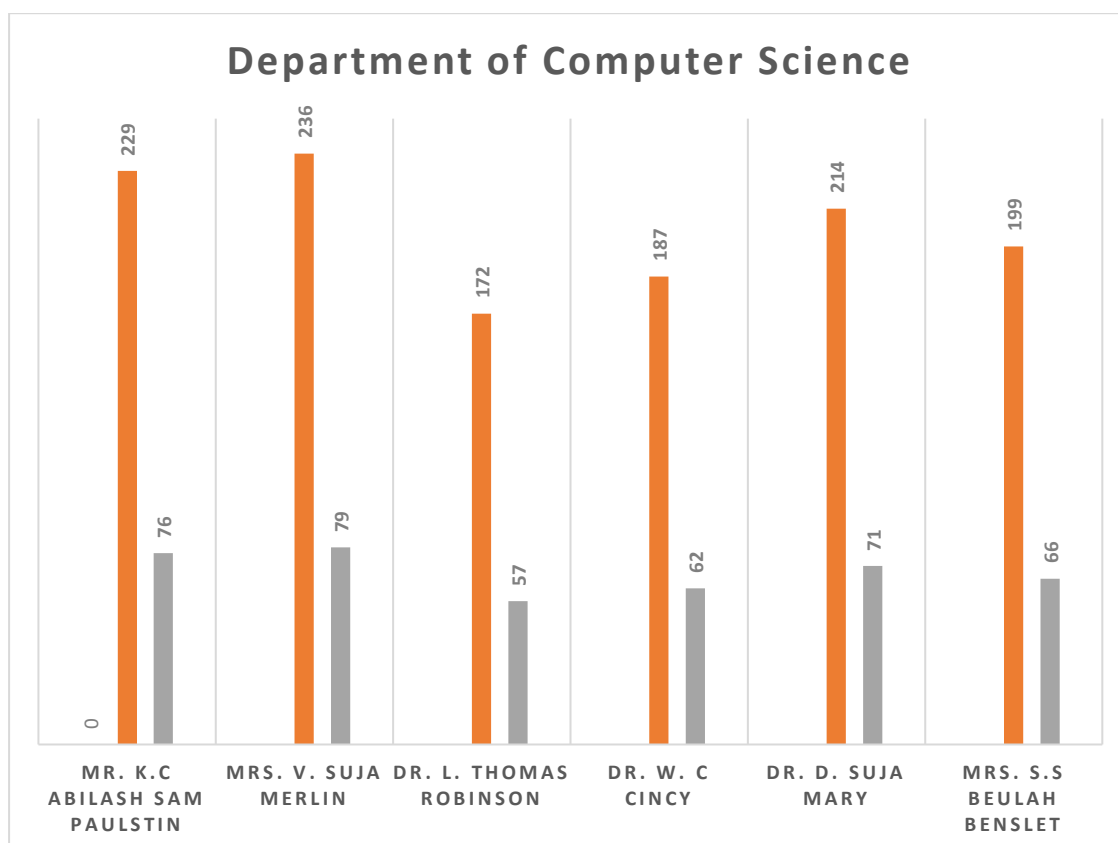
DEPARTMENT OF CHEMISTRY

S.No	Name	Total Score	Percentage
1	Dr. R. Murali	240	80
2	Dr. C. Agatha Christie	216	72
3	Dr. T. Alwin	233	78
4	Dr. Priya Renjini	240	80
5	Dr. M. Mary Sheeba	220	73
6	Mrs. M. Shirly Navis	223	74



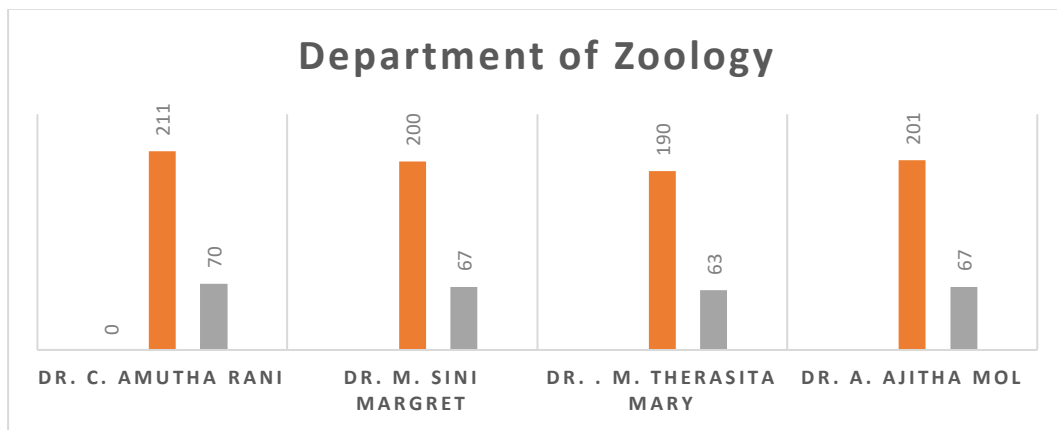
DEPARTMENT OF COMPUTER SCIENCE

S.No	Name	Total Score	Percentage
1	Mr. K.C Abilash Sam Paulstin	229	76
2	Mrs. V. Suja Merlin	236	79
3	Dr. L. Thomas Robinson	172	57
4	Dr. W. C Cincy	187	62
5	Dr. D. Suja Mary	214	71
6	Mrs. S.S Beulah Benslet	199	66



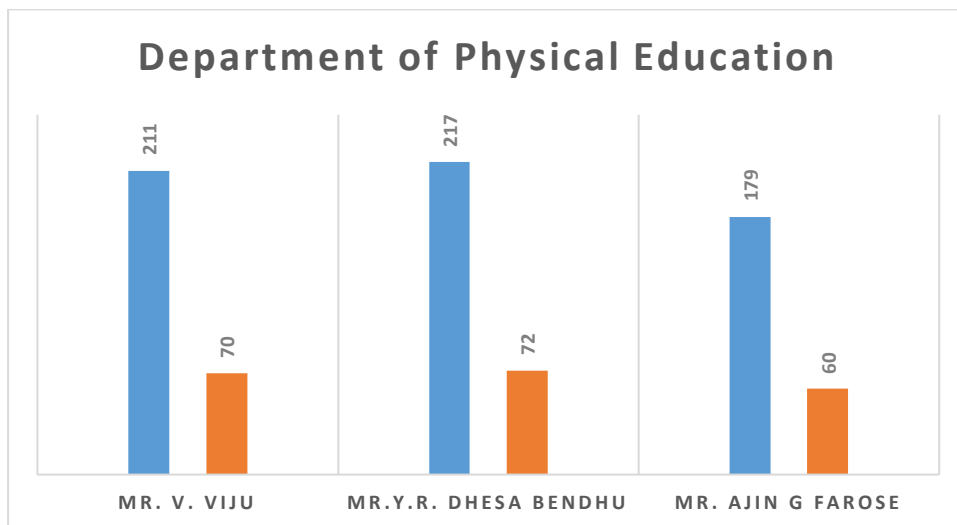
DEPARTMENT OF ZOOLOGY

S.No	Name	Total Score	Percentage
1	Dr. C. Amutha Rani	211	70
2	Dr. M. Sini Margret	200	67
3	Dr. . M. Therasita Mary	190	63
4	Dr. A. Ajitha Mol	201	67



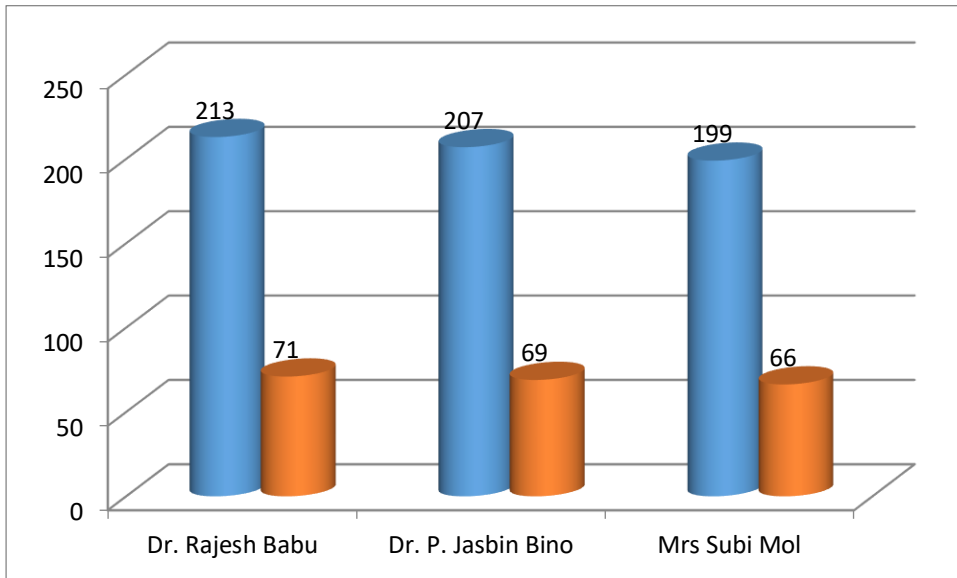
DEPARTMENT OF PHYSICAL EDUCATION

S.No	Name	Total Score	Percentage
1	Mr. V. Viju	211	70
2	Mr. Y.R. Dhesa Bendhu	217	72
3	Mr. Ajin G Farose	179	60



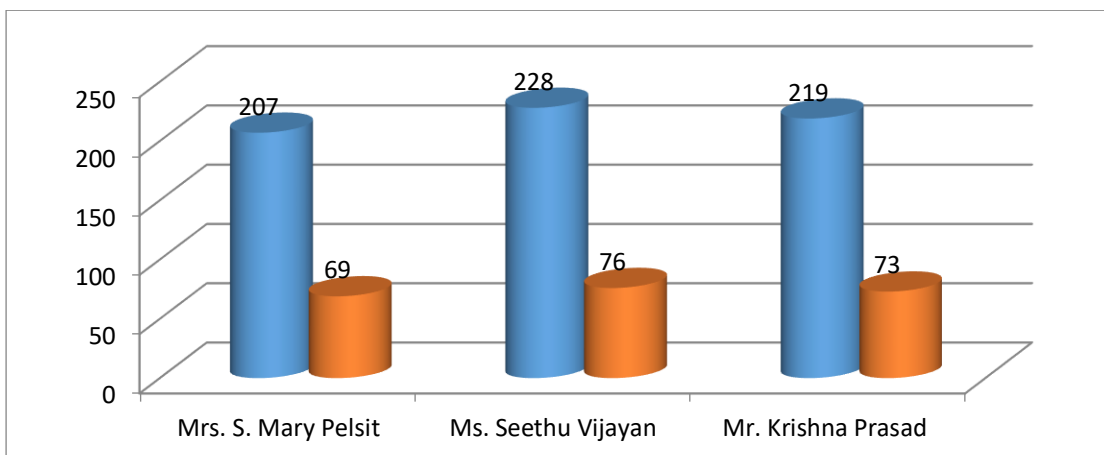
DEPARTMENT OF BUSINESS ADMINISTRATION

S.No	Name	Total Score	Percentage
1	Dr. Rajesh Babu	213	71
2	Dr. P. Jasbin Bino	207	69
3	Mrs Subi Mol	199	66



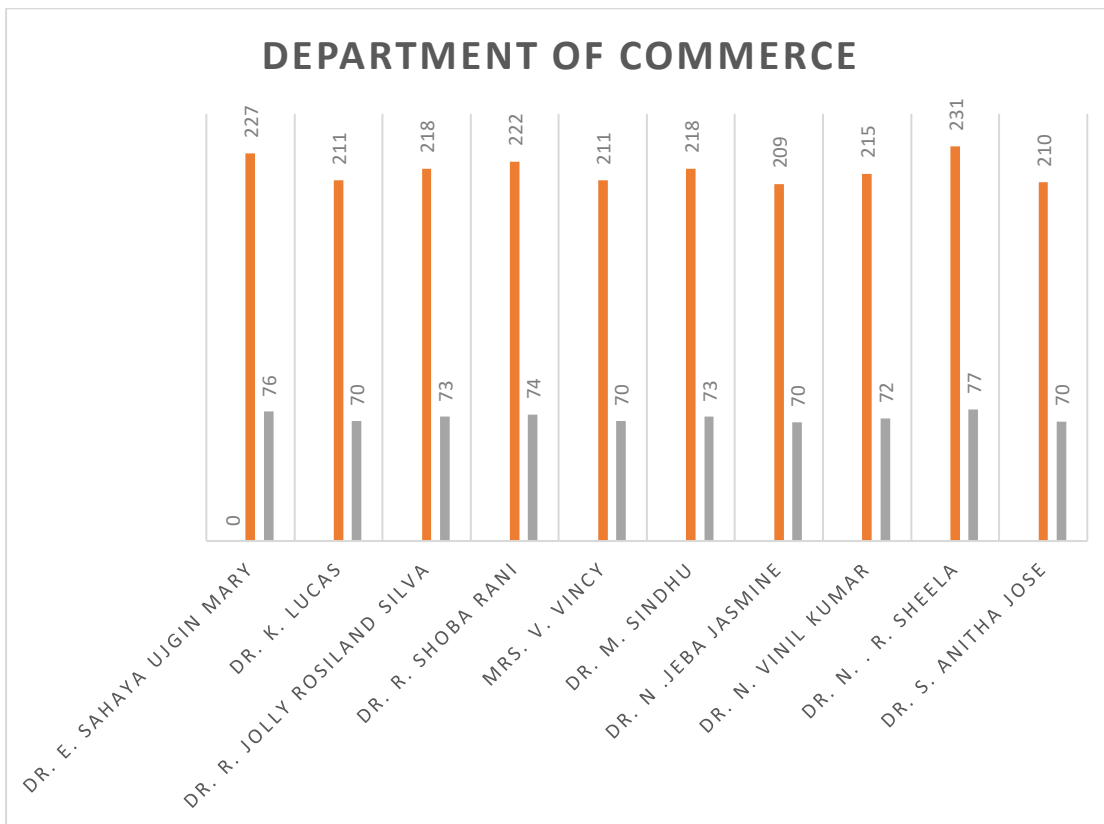
DEPARTMENT OF SOCIAL WORK

S.No	Name	Total Score	Percentage
1	Mrs. S. Mary Pelsit	207	69
2	Ms. Seethu Vijayan	228	76
3	Mr. Krishna Prasad	219	73



DEPARTMENT OF COMMERCE

S.No	Name	Total Score	Percentage
1	Dr. E. Sahaya Ujgin Mary	227	76
2	Dr. K. Lucas	211	70
3	Dr. R. Jolly Rosiland Silva	218	73
4	Dr. R. Shoba Rani	222	74
5	Mrs. V. Vincy	211	70
6	Dr. M. Sindhu	218	73
7	Dr. N .Jeba Jasmine	209	70
8	Dr. N. Vinil Kumar	215	72
9	Dr. N. . R. Sheela	231	77
10	Dr. S. Anitha Jose	210	70



TEACHER PERFORMANCE APPRAISAL FORM (2022-2023)

Name of the Faculty : Mrs. S. Mary Pelsit
 Department : Social work department
 Subject specialization : Social Group work
 Classes handled : _____

Rating Key: 4 Very good
 3 Good
 2 Average
 1 Below average
 0 Unsatisfactory

	Teacher's Skill / Attribute	Rating
1	Communication clarity	3
2	Motivating the student and conducting quizzes during the class	3
3	Chalkboard work	3
4	Teacher pupil interaction that makes the lesson concept interesting to children	3
5	Appropriate eliciting strategies (such as brainstorming, group discussion and pupil initiated questioning) based on pupils' experiences	4
6	Usage of whole class demos with teaching aids	4
7	Use of group activities (with clear expectations)	4
8	Explanation of lesson concepts by using contextually relevant and concrete teaching learning materials (If this is not possible, use of multimedia teaching aids)	3
9	Review of lesson concept using an effective Q A session (teacher initiated, pupil initiated or both)	3
10	Maintenance of Classroom discipline	3
11	Effective preparation and implementation of schemes Of Work *	3
12	Effective preparation and implementation of programme plan *	3
13	Marking of Class work (with teacher explanation)	4
14	Marking of Home work (with teacher explanation)	3
15	Remedial class	4
16	Maintaining wall display of pupils' work	4
17	Gender equity in all classroom processes	2
18	Being sensitive to pupils' cognitive and emotional needs	2
19	Maintenance of mark registers: Promptness, correctness and neatness	4
20	Time management (Segmentation)	3

Total score: 66

[* These can be filled in the light of both classroom processes and the respective documents].

Strong points about the teacher: Compassionate

TEACHER PERFORMANCE APPRAISAL FORM (2022-2023)

Name of the Faculty : Mrs. Beulah Benslet

Department : Computer Science

Subject specialization : Software Engineering

Classes handled : III BSc Computer Science

Rating Key: 4 Very good
3 Good
2 Average
1 Below average
0 Unsatisfactory

	Teacher's Skill / Attribute	Rating
1	Communication clarity	4
2	Motivating the student and conducting quizzes during the class	3
3	Chalkboard work	3
4	Teacher pupil interaction that makes the lesson concept interesting to children	3
5	Appropriate eliciting strategies (such as brainstorming, group discussion and pupil initiated questioning) based on pupils' experiences	3
6	Usage of whole class demos with teaching aids	4
7	Use of group activities (with clear expectations)	3
8	Explanation of lesson concepts by using contextually relevant and concrete teaching learning materials (If this is not possible, use of multimedia teaching aids)	4
9	Review of lesson concept using an effective Q A session (teacher initiated, pupil initiated or both)	4
10	Maintenance of Classroom discipline	4
11	Effective preparation and implementation of schemes Of Work *	4
12	Effective preparation and implementation of programme plan *	3
13	Marking of Class work (with teacher explanation)	4
14	Marking of Home work (with teacher explanation)	3
15	Remedial class	3
16	Maintaining wall display of pupils' work	2
17	Gender equity in all classroom processes	3
18	Being sensitive to pupils' cognitive and emotional needs	2
19	Maintenance of mark registers: Promptness, correctness and neatness	3
20	Time management (Segmentation)	4

Total score: 66

[* These can be filled in the light of both classroom processes and the respective documents].

Strong points about the teacher: Good

TEACHER PERFORMANCE APPRAISAL FORM (2022-2023)

Name of the Faculty : Dr. Cincy. W.C
 Department : Computer Science
 Subject specialization : Computer Graphics
 Classes handled : III B.Sc Computer Science

Rating Key: 4 Very good
 3 Good
 2 Average
 1 Below average
 0 Unsatisfactory

	Teacher's Skill / Attribute	Rating
1	Communication clarity	4
2	Motivating the student and conducting quizzes during the class	3
3	Chalkboard work	4
4	Teacher pupil interaction that makes the lesson concept interesting to children	3
5	Appropriate eliciting strategies (such as brainstorming, group discussion and pupil initiated questioning) based on pupils' experiences	3
6	Usage of whole class demos with teaching aids	3
7	Use of group activities (with clear expectations)	2
8	Explanation of lesson concepts by using contextually relevant and concrete teaching learning materials (If this is not possible, use of multimedia teaching aids)	4
9	Review of lesson concept using an effective Q A session (teacher initiated, pupil initiated or both)	4
10	Maintenance of Classroom discipline	4
11	Effective preparation and implementation of schemes Of Work *	3
12	Effective preparation and implementation of programme plan *	3
13	Marking of Class work (with teacher explanation)	3
14	Marking of Home work (with teacher explanation)	2
15	Remedial class	2
16	Maintaining wall display of pupils' work	2
17	Gender equity in all classroom processes	3
18	Being sensitive to pupils' cognitive and emotional needs	2
19	Maintenance of mark registers: Promptness, correctness and neatness	3
20	Time management (Segmentation)	4

Total score: 61

[* These can be filled in the light of both classroom processes and the respective documents].

Strong points about the teacher: Good

TEACHER PERFORMANCE APPRAISAL FORM (2022-2023)

Name of the Faculty : Dr. M. Peril Threse

Department : Tamil

Subject specialization : Pothu Tamil

Classes handled : II B. Com (A1)

- Rating Key: 4 Very good
3 Good
2 Average
1 Below average
0 Unsatisfactory

	Teacher's Skill / Attribute	Rating
1	Communication clarity	4
2	Motivating the student and conducting quizzes during the class	3
3	Chalkboard work	2
4	Teacher pupil interaction that makes the lesson concept interesting to children	3
5	Appropriate eliciting strategies (such as brainstorming, group discussion and pupil initiated questioning) based on pupils' experiences	3
6	Usage of whole class demos with teaching aids	3
7	Use of group activities (with clear expectations)	2
8	Explanation of lesson concepts by using contextually relevant and concrete teaching learning materials (If this is not possible, use of multimedia teaching aids)	4
9	Review of lesson concept using an effective Q A session (teacher initiated, pupil initiated or both)	4
10	Maintenance of Classroom discipline	4
11	Effective preparation and implementation of schemes Of Work *	3
12	Effective preparation and implementation of programme plan *	3
13	Marking of Class work (with teacher explanation)	4
14	Marking of Home work (with teacher explanation)	4
15	Remedial class	3
16	Maintaining wall display of pupils' work	2
17	Gender equity in all classroom processes	4
18	Being sensitive to pupils' cognitive and emotional needs	3
19	Maintenance of mark registers: Promptness, correctness and neatness	4
20	Time management (Segmentation)	4

Total score: 67

[* These can be filled in the light of both classroom processes and the respective documents].

Strong points about the teacher: Good

TEACHER PERFORMANCE APPRAISAL FORM (2022-2023)

Name of the Faculty : Dr. Rajesh Babu. G
 Department : Business Administration.
 Subject specialization : Human Resource management and marketing management
 Classes handled : Business Statistics.

Rating Key: 4 Very good
 3 Good
 2 Average
 1 Below average
 0 Unsatisfactory

	Teacher's Skill / Attribute	Rating
1	Communication clarity	4
2	Motivating the student and conducting quizzes during the class	4
3	Chalkboard work	3
4	Teacher pupil interaction that makes the lesson concept interesting to children	4
5	Appropriate eliciting strategies (such as brainstorming, group discussion and pupil initiated questioning) based on pupils' experiences	4
6	Usage of whole class demos with teaching aids	3
7	Use of group activities (with clear expectations)	4
8	Explanation of lesson concepts by using contextually relevant and concrete teaching learning materials (If this is not possible, use of multimedia teaching aids)	4
9	Review of lesson concept using an effective Q A session (teacher initiated, pupil initiated or both)	4
10	Maintenance of Classroom discipline	4
11	Effective preparation and implementation of schemes Of Work *	3
12	Effective preparation and implementation of programme plan *	3
13	Marking of Class work (with teacher explanation)	4
14	Marking of Home work (with teacher explanation)	4
15	Remedial class	4
16	Maintaining wall display of pupils' work	4
17	Gender equity in all classroom processes	4
18	Being sensitive to pupils' cognitive and emotional needs	3
19	Maintenance of mark registers: Promptness, correctness and neatness	4
20	Time management (Segmentation)	4

Total score: 75

[* These can be filled in the light of both classroom processes and the respective documents].

Strong points about the teacher: He is a excellent sir ever I meet. He keeps his smile at every moment. The way he teach and he pick up the students is more effective and very motivating to us.

TEACHER PERFORMANCE APPRAISAL FORM (2022-2023)

Name of the Faculty : Dr. Antony Dominic Christopher

Department : Physics

Subject specialization : Quantum Mechanics

Classes handled : Spectroscopy, Quantum Mechanics

Rating Key: 4 Very good
3 Good
2 Average
1 Below average
0 Unsatisfactory

	Teacher's Skill / Attribute	Rating
1	Communication clarity	3
2	Motivating the student and conducting quizzes during the class	4
3	Chalkboard work	4
4	Teacher pupil interaction that makes the lesson concept interesting to children	4
5	Appropriate eliciting strategies (such as brainstorming, group discussion and pupil initiated questioning) based on pupils' experiences	4
6	Usage of whole class demos with teaching aids	3
7	Use of group activities (with clear expectations)	4
8	Explanation of lesson concepts by using contextually relevant and concrete teaching learning materials (If this is not possible, use of multimedia teaching aids)	4
9	Review of lesson concept using an effective Q A session (teacher initiated, pupil initiated or both)	4
10	Maintenance of Classroom discipline	3
11	Effective preparation and implementation of schemes Of Work *	4
12	Effective preparation and implementation of programme plan *	4
13	Marking of Class work (with teacher explanation)	4
14	Marking of Home work (with teacher explanation)	4
15	Remedial class	4
16	Maintaining wall display of pupils' work	4
17	Gender equity in all classroom processes	4
18	Being sensitive to pupils' cognitive and emotional needs	4
19	Maintenance of mark registers: Promptness, correctness and neatness	4
20	Time management (Segmentation)	4

Total score: 77

[* These can be filled in the light of both classroom processes and the respective documents].

Strong points about the teacher: He has the ability to make the concept to be learn, as well interesting by the friendly interaction with students. He use multiple reference books and coordinate the topics that can be easily

TEACHER PERFORMANCE APPRAISAL FORM (2022-2023)

Name of the Faculty : Mrs. Dhanya G. M

Department : Maths

Subject specialization : Topology

Classes handled : U.Gr. and P.Gr

- Rating Key:
- 4 Very good
 - 3 Good
 - 2 Average
 - 1 Below average
 - 0 Unsatisfactory

	Teacher's Skill / Attribute	Rating
1	Communication clarity	4
2	Motivating the student and conducting quizzes during the class	2
3	Chalkboard work	4
4	Teacher pupil interaction that makes the lesson concept interesting to children	4
5	Appropriate eliciting strategies (such as brainstorming, group discussion and pupil initiated questioning) based on pupils' experiences	4
6	Usage of whole class demos with teaching aids	4
7	Use of group activities (with clear expectations)	3
8	Explanation of lesson concepts by using contextually relevant and concrete teaching learning materials (If this is not possible, use of multimedia teaching aids)	4
9	Review of lesson concept using an effective Q A session (teacher initiated, pupil initiated or both)	4
10	Maintenance of Classroom discipline	4
11	Effective preparation and implementation of schemes Of Work *	4
12	Effective preparation and implementation of programme plan *	4
13	Marking of Class work (with teacher explanation)	4
14	Marking of Home work (with teacher explanation)	3
15	Remedial class	3
16	Maintaining wall display of pupils' work	2
17	Gender equity in all classroom processes	4
18	Being sensitive to pupils' cognitive and emotional needs	3
19	Maintenance of mark registers: Promptness, correctness and neatness	4
20	Time management (Segmentation)	4

Total score: 72

[* These can be filled in the light of both classroom processes and the respective documents].

Strong points about the teacher:

TEACHER PERFORMANCE APPRAISAL FORM (2022-2023)

Name of the Faculty : Mrs. M. Shirley Navis

Department : Chemistry

Subject specialization : Physical Chemistry

Classes handled : II. M.Sc. Chemistry

- Rating Key:
- 4 Very good
 - 3 Good
 - 2 Average
 - 1 Below average
 - 0 Unsatisfactory

	Teacher's Skill / Attribute	Rating
1	Communication clarity	4
2	Motivating the student and conducting quizzes during the class	4
3	Chalkboard work	4
4	Teacher pupil interaction that makes the lesson concept interesting to children	3
5	Appropriate eliciting strategies (such as brainstorming, group discussion and pupil initiated questioning) based on pupils' experiences	3
6	Usage of whole class demos with teaching aids	2
7	Use of group activities (with clear expectations)	2
8	Explanation of lesson concepts by using contextually relevant and concrete teaching learning materials (If this is not possible, use of multimedia teaching aids)	4
9	Review of lesson concept using an effective Q A session (teacher initiated, pupil initiated or both)	4
10	Maintenance of Classroom discipline	3
11	Effective preparation and implementation of schemes Of Work *	4
12	Effective preparation and implementation of programme plan *	3
13	Marking of Class work (with teacher explanation)	4
14	Marking of Home work (with teacher explanation)	4
15	Remedial class	4
16	Maintaining wall display of pupils' work	4
17	Gender equity in all classroom processes	4
18	Being sensitive to pupils' cognitive and emotional needs	3
19	Maintenance of mark registers: Promptness, correctness and neatness	4
20	Time management (Segmentation)	4

Total score: 71

[* These can be filled in the light of both classroom processes and the respective documents].

Strong points about the teacher:

Good teacher and Strong mentor

TEACHER PERFORMANCE APPRAISAL FORM (2022-2023)

Name of the Faculty : Dr. R. Jolly Rosalind Silva

Department : Commerce

Subject specialization : Logistic Management

Classes handled : III B.com (AI)

- Rating Key: 4 Very good
 3 Good
 2 Average
 1 Below average
 0 Unsatisfactory

	Teacher's Skill / Attribute	Rating
1	Communication clarity	4
2	Motivating the student and conducting quizzes during the class	4
3	Chalkboard work	3
4	Teacher pupil interaction that makes the lesson concept interesting to children	4
5	Appropriate eliciting strategies (such as brainstorming, group discussion and pupil initiated questioning) based on pupils' experiences	4
6	Usage of whole class demos with teaching aids	4
7	Use of group activities (with clear expectations)	4
8	Explanation of lesson concepts by using contextually relevant and concrete teaching learning materials (If this is not possible, use of multimedia teaching aids)	4
9	Review of lesson concept using an effective Q A session (teacher initiated, pupil initiated or both)	4
10	Maintenance of Classroom discipline	4
11	Effective preparation and implementation of schemes Of Work *	4
12	Effective preparation and implementation of programme plan *	4
13	Marking of Class work (with teacher explanation)	3
14	Marking of Home work (with teacher explanation)	2
15	Remedial class	3
16	Maintaining wall display of pupils' work	4
17	Gender equity in all classroom processes	4
18	Being sensitive to pupils' cognitive and emotional needs	4
19	Maintenance of mark registers: Promptness, correctness and neatness	4
20	Time management (Segmentation)	4

Total score: 75

[* These can be filled in the light of both classroom processes and the respective documents].

Strong points about the teacher:

TEACHER PERFORMANCE APPRAISAL FORM (2022-2023)

Name of the Faculty : Mrs. V. Suja Merlin.

Department : Computer Science

Subject specialization : ADBMS

Classes handled : I.M.Sc

- Rating Key:
- 4 Very good
 - 3 Good
 - 2 Average
 - 1 Below average
 - 0 Unsatisfactory

	Teacher's Skill / Attribute	Rating
1	Communication clarity	4
2	Motivating the student and conducting quizzes during the class	4
3	Chalkboard work	4
4	Teacher pupil interaction that makes the lesson concept interesting to children	4
5	Appropriate eliciting strategies (such as brainstorming, group discussion and pupil initiated questioning) based on pupils' experiences	4
6	Usage of whole class demos with teaching aids	4
7	Use of group activities (with clear expectations)	4
8	Explanation of lesson concepts by using contextually relevant and concrete teaching learning materials (If this is not possible, use of multimedia teaching aids)	4
9	Review of lesson concept using an effective Q A session (teacher initiated, pupil initiated or both)	4
10	Maintenance of Classroom discipline	4
11	Effective preparation and implementation of schemes Of Work *	4
12	Effective preparation and implementation of programme plan *	4
13	Marking of Class work (with teacher explanation)	4
14	Marking of Home work (with teacher explanation)	4
15	Remedial class	3
16	Maintaining wall display of pupils' work	4
17	Gender equity in all classroom processes	4
18	Being sensitive to pupils' cognitive and emotional needs	4
19	Maintenance of mark registers: Promptness, correctness and neatness	4
20	Time management (Segmentation)	4

Total score: 79

[* These can be filled in the light of both classroom processes and the respective documents].

Strong points about the teacher: •

To feel mom's care & friendly man.

TEACHER PERFORMANCE APPRAISAL FORM (2022-2023)

Name of the Faculty : Mr. Ajin. G. Fariase

Department : Bsc. Physical Education

Subject specialization : Adopted physical Education

Classes handled : 1st Bsc Physical Education

- Rating Key:
- 4 Very good
 - 3 Good
 - 2 Average
 - 1 Below average
 - 0 Unsatisfactory

	Teacher's Skill / Attribute	Rating
1	Communication clarity	3
2	Motivating the student and conducting quizzes during the class	4
3	Chalkboard work	3
4	Teacher pupil interaction that makes the lesson concept interesting to children	4
5	Appropriate eliciting strategies (such as brainstorming, group discussion and pupil initiated questioning) based on pupils' experiences	4
6	Usage of whole class demos with teaching aids	4
7	Use of group activities (with clear expectations)	4
8	Explanation of lesson concepts by using contextually relevant and concrete teaching learning materials (If this is not possible, use of multimedia teaching aids)	4
9	Review of lesson concept using an effective Q A session (teacher initiated, pupil initiated or both)	4
10	Maintenance of Classroom discipline	4
11	Effective preparation and implementation of schemes Of Work *	3
12	Effective preparation and implementation of programme plan *	4
13	Marking of Class work (with teacher explanation)	4
14	Marking of Home work (with teacher explanation)	4
15	Remedial class	4
16	Maintaining wall display of pupils' work	3
17	Gender equity in all classroom processes	4
18	Being sensitive to pupils' cognitive and emotional needs	3
19	Maintenance of mark registers: Promptness, correctness and neatness	4
20	Time management (Segmentation)	4

Total score: 75

[* These can be filled in the light of both classroom processes and the respective documents].

Strong points about the teacher: * To motivation in all the Students
* considering slow learners.