



YASHODA SHIKSHAN PRASARAK MANDAL, SATARA

Regi. No. - Maharashtra/13056/Satara

Office-'Yashobal', Yashodanagar, Godoli, Near NH-4, Satara: - 415004.

Phone No: - 02162-237121, 271238/39/40, Fax : 02162-271239

E-mail id: - admin@yspmsatara.co.in, Website: www.yspmsatara.co.in

Prof. Dasharath Sagare
Founder President

Prof. Ajinkya Sagare
Vice-President

Mrs. Sadhana Sagare
Secretary

Ref. No.: - YSPM/YCA/ADMIN/ 212 /2024-25

Date - 08/05/2024

नोटीस

यशोदा टेक्निकल कॅम्पस, यशोदा कॉलेज ऑफ आर्किटेक्चर आणि यशोदा कॉलेज ऑफ फार्मसी मधील सर्व शिक्षक सेवकांना सूचित करण्यात येते की, शिक्षकांचे शैक्षणिक व शैक्षणिकपुरक कामकाजाचे मूल्यमापन करणेसाठी सोबत जोडल्याप्रमाणे Performance Based Appraisal Form तयार करण्यात आले आहेत. त्यानुसार सर्व शिक्षक सेवकांनी सदरचे Performance Based Appraisal Form स्वच्छ, सुस्पष्ट शब्दात भरून आवश्यक त्या कागदपत्रासह संबंधित विभागप्रमुख यांचेकडे दि. ३०/०५/२०२५ पर्यंत जमा करावेत.

संबंधित विभागप्रमुख यांनी त्यांचेकडे प्राप्त झालेले Performance Based Appraisal Form तपासून विभागप्रमुखांच्या अभिप्रायासह संबंधित प्राचार्य यांचेकडे दिनांक ०५/०६/२०२५ पर्यंत बिनचुक जमा करावेत.

उपरोक्तप्रमाणे दिलेल्या मुदतीमध्ये अर्ज प्राप्त न झाल्यास त्यास संबंधित सेवक / विभागप्रमुख जबाबदार राहतील, याची नोंद घ्यावी.




कूलसचिव
यशोदा शिक्षण प्रसारक मंडळ, सातारा

सोबत:- Performance Based Appraisal Form



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E-mail id: - yspmadmin@yes.edu.in, Website: www.yes.edu.in

Performance Based Appraisal System (PBAS) Proforma

PERIOD OF APPRAISAL: ACADEMIC YEAR 2024-2025

PART - A: (GENERAL INFORMATION AND ACADEMIC BACKGROUND)

(to be filled by Faculty)

Name (in Block Letters) :

Department:

Designation (Joining):

Current Pay Scale : 6th Pay / 7th Pay

Date of Joining Institution:

Current Institute Name :

Academic Qualifications :

Examination	Name of Degree	Name of the University	Year of Passing/Award	Percentage of marks obtained	Division / Class/Grade	Specialization
Graduation						
Post-graduation						
Ph.D.						
Others If any						

Experience (Yrs.): Teaching: _____ Industrial: _____ Research: _____

Total Experience (Teaching + Industrial) =

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PART – B: PERFORMANCE PARAMETER INDICATORS

1. ACADEMIC PERFORMANCE & EVALUATION FOR TWO SEMESTERS

(THEORY / PRACTICAL COURSES)

i. DIRECT TEACHING OF THEORY/ PRACTICAL COURSES TAUGHT:

Sr. No.	Semester	Theory / Practical Course taught	Total lectures in semester as per plan	Actual no. of lectures conducted in semester	% Syllabus covered	Course File Submitted (To be verified by HOD)
1						
2						
3						
4						
5						
6						
7						
8						

ii. RESULTS OF THEORY/ PRACTICAL COURSES TAUGHT:

Sr. No.	Semester	Theory / Practical Course taught	Total Students Appeared for Exam	All Clear Pass Students	% of Result	% Previous Year result of the course
1						
2						
3						
4						
5						
6						
7						
8						

REASONS FOR SHORTFALL (IF ANY), IN RESULTS OF THEORY/PRACTICAL COURSES:

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iii. CONTRIBUTION IN EXAMINATION:

Semester	No. of Examination Duties	Nature of Examination Duties	Total No. of In-Semester Paper Assessed	Total No. of End Semester Paper Assessed	Remark by HOD

iv. CONTRIBUTION IN LEARNING MATERIAL DEVELOPED:

Sr. No.	Semester	Theory / Practical	Teaching- Learning Material Developed	Remark by HOD
1				
2				
3				
4				

v. DETAILS OF INNOVATIVE TEACHING- LEARNING METHODS IMPLEMENTED (CA TOOLS)

Sr. No.	Semester	Theory / Practical	INNOVATIVE TOOLS IMPLEMENTED	Remark by HOD
1				
2				
3				
4				

vi. ADD ON COURSE DELIVERY FOR STUDENT DEVELOPMENT/ EMPLOYABILITY/ENTREPRENEURSHIP

Sr. No.	Semester	Theory / Practical	Details of ADD ON Course	Remark by HOD
1				
2				
3				
4				

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vii. STUDENTS' FEEDBACK:

(to be filled by Head of Department only)

Sr. No.	Name of Theory/ Practical Course Taught	Semester	Feedback Index

viii. PERFORMANCE AS GUARDIAN FACULTY MEMBER (GFM) / CLASS TEACHER:

No. of Students Allocated :
 No. of Meeting Conducted with Students :
 No. of Students Clearing All Subjects :
 No. of Students Failing in One Subject :
 No. of Students Failing in Two Subjects :
 No. of students participation /achievement in any activity :

2. PROFESSIONAL DEVELOPMENT/ CO-CURRICULAR / EXTRA-CURRICULAR / EXTENSION ACTIVITIES:

ix. FDP/SHORT TERM COURSE/ONLINE COURSES ATTENDED / ORGANIZED:

Semester	Name of Activity (FDP/STTP/On-Line Course attended/Organized)	Duration (IN DAYS)	Title	Remark by HOD

(Attach certificates for the courses attended)

x. CONTRIBUTION IN CO-CURRICULAR (REMEDIATION CLASSES, STUDY VISIT, STUDENT SEMINAR, STUDENTS ASSOCIATION/CHAPTER ACTIVITY, etc)

Sr. No.	Name of Activity	Semester/ Class	Remark by HOD

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(Please attach separate sheet if required)

xi. CONTRIBUTION IN EXTRA-CURRICULAR (ALUMNI ASSOCIATION, ENTERPRENEIRSHIP DEVELOPMENT CELL (EDC), CULTURAL, SPORTS, NSS, etc.) / EXTENSION ACTIVITIES (PUBLIC / POPULAR LECTURES / TALK / SEMINAR ON CAREER COUNSELLING, etc):

Sr. No.	Name of Activity	Semester/ Class	Remark by HOD

xii. CONTRIBUTION TO INTERACTION WITH OUTSIDE WORLD /OUTREACH ACTIVITY FOR SOCIETY / INDUSTRY (THROUGH THIS DELIVERED EXPERT or GUSET or VISITING LECTURES / INDUSTRIAL VISIT/ IN-PLANT TRAINING/ INTERNSHIP), etc:

Sr. No.	Name of Activity	Name of Organization	Semester/ Class	Remark by HOD

(Please attach separate sheet if required)

xiii. CONTRIBUTION TO CONSULTANCY

Sr. No.	Name of Activity	Name of Organization	Amount	Remark by HOD

xiv MEMBERSHIP OF PROFESSIONAL SOCIETY / BODIES:

Sr. No.	Name of Professional Society / Body/ Association, etc.	Type of Membership	Membership NO.	Remark

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(Please attach documents/proof)

xv ADDITIONAL PORTFOLIOS HANDLED:

a) Department Level:

b) Institute Level:

3. RESEARCH AND ACADEMIC CONTRIBUTION:

xvi. CONTRIBUTION AS A GUIDE FOR ACADEMIC, INDUSTRY SPONSORED & RESEARCH-BASED PROJECTS AT UG or PG LEVEL:

(Attach proofs and submit brief synopsis rate sheet if required)

No. of UG Project guided	Achievements	No. of PG Project guided	Achievements

xvii. RESEARCH PROJECTS/ MODROB/DST/AICTE/UGS/DBATU PROPOSALS:

(Attach proofs and submit brief synopsis rate sheet if required)

Title of Project / Proposal	Details of Funding Agency & Fund Sanctioned	Date & Duration of Project	Status

xviii. PUBLICATIONS / PATENT / COPYRIGHT / TRADEMARK:

(mention title of paper, details of journal/conference, books, books chapters, attach separate sheet if required. Also attach first page of the publications/proofs.)

Sr. No.	Title of Publication / Patent / Copyright/ Trademark (Registered or Published)	Details of Journal/Conference/Authority	ISBN/ISSN/CBR No. (Details if any)

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xix STUDENTS ACHIEVEMENT THROUGH CONTRIBUTION BY FACULTY NOT COVERED ABOVE:

-
-
-

xx ANY OTHER RELEVANT CONTRIBUTION NOT COVERED ABOVE:

-
-
-

Name & Signature of Faculty

(Note to Faculty: Submit the appraisal form duly filled to the Head of your Department)

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PART - C

(to be filled by Head of Department)

Name of Faculty :

Name of Head of Department :

Length of service of Assesse under Head of Department:

(kindly, assess performance of Faculty on five-point scale shown here with the help of information provided in **Part-I. 5-Outstanding, 4-Very good, 3-Good, 2-Satisfactory, 1-Unsatisfactory.** In case of Unsatisfactory rating, it is necessary to mention reasons thereof on a separate sheet of paper.)

Sr. No.	Parameter	Self-Assessment on 5-point scale by Faculty (A)	Assessment by HOD on 5-point scale (B)	Multiplying factor (C)	Total points = (B) * (C)
1. ACADEMIC PERFORMANCE & EVALUATION FOR TWO SEMESTERS					
1	Direct teaching of Theory/ Practical Courses with Course File			10	
2	Results of Theory/ Practical Courses Taught			05	
3	Performance in Examination related Activities			05	
4	Contribution In Learning Material Developed			05	
5	Details Of Innovative Teaching- Learning Methods Implemented (CA Tools)			05	
6	Add on Course Delivery For Student Development/ Employability/Entrepreneurship			05	
7	Student feedback	*To be filled by HOD		05	
8	Performance as GFM / Class teacher			05	
2. PROFESSIONAL DEVELOPEMENT / CO-CURRICULAR / EXTRA-CURRICULAR / EXTENSION ACTIVITIES					
9	FDP / STTP Course / Online Courses Attended / Organized			05	
10	Contribution in Co-Curricular Activity			05	
11	Contribution in Extra-Curricular Activity			05	
12	Contribution to Interaction with Outside World/Outreach Activity			05	
13	Contribution To Consultancy / Sponsored Projects			05	
14	Membership of Professional Society/ Bodies			01	
15	Additional Portfolio Handled - Department Level			02	

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	Additional Portfolio Handled - Institute Level			02	
3. RESEARCH AND ACADEMIC CONTRIBUTION					
16	Contribution as a Guide for Academic, Industry Sponsored & Research-Based Projects At UG/PG Level			05	
17	RESEARCH PROJECTS/ MODROB/DST/AICTE/UGS/DBATU PROPOSALS			05	
18	Publications / Patent / Copyright / Trademark			05	
19	Students Achievement Through Contribution By Faculty Not Covered Above			01	
19	Any Other Relevant Contribution Not Covered Above			01	
20	Willingness to take responsibilities in new area of work & complete within time schedule	*To be filled by HOD		02	
21	Ability to inspire and motivate	*To be filled by HOD		02	
22	Supervisory ability	*To be filled by HOD		02	
23	Integrity and Trustworthiness	*To be filled by HOD		02	
TOTAL POINTS OBTAINED (out of 500)					
Performance Grade					
Excellent ("O")	Very Good ("A")	Good ("B")	Satisfactory ("C")	Not Satisfactory ("D")	
<400	350 - 399	300 - 349	250 - 299	> 250	

Date:

Signature & Seal of Head of Department

Recommendations/ Any Other Remarks By HOD

- Note to HOD: 1. Minimum score of 250 out of 500 makes a faculty eligible for recommendation of his/her annual increment/promotion to higher position.
 2. Submit appraisal forms of all faculty of your Department to Principal
 3. Flexibility is given in marks by giving optional preference of 10% marks of parameter indicator like for junior faculty research contribution and for senior faculty in examination & extension duties out of total marks.

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PART - D

(to be filled by Reviewing officers)

I agree with the assessment of the Head of Department

I differ with the assessment of the faculty member by Head of Department
for the following reasons.

Reasons :

Faculty Attendance Record:

Total Working Days (22-23)	Leave Details							Total Leave Days	Total Present Days	% of Attendance
	CL	EL	ML	SL	LWP	Vacation	C.Off			

Final Remarks

TOTAL POINTS REVIEWED BY PRINCIPAL (out of 500)					
Performance Grade Reviewed by Principal					
Excellent ("O")	Very Good ("A")	Good ("B")	Satisfactory ("C")	Not Satisfactory ("D")	
<400	350 - 399	300 - 349	250 - 299	> 250	

Final Recommendation

Sr. No.	Particulars	Recommendation
1	Recommended for annual increment / promotion for the next grade.	
2	Not Recommended for annual increment / promotion for the next grade.	
3	Eligible for extra-ordinarily increments for outstanding contribution	

(Institute Seal)

PRINCIPAL