



# HAZI A.K.KHAN COLLEGE

*ESTD : 2008*

P.O + P.S.- Hariharpara . Dist.-Murshidabad Pin-742166

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## BEST PRACTICE - 2

**Title:** "360-Degree Appraisal: Enhancing Teacher Performance"

### Objectives of the Practice:

The primary objective of implementing a comprehensive 360-degree feedback system is to conduct a thorough evaluation of teacher performance from various perspectives. This includes gathering feedback anonymously from multiple sources to assess teachers' strengths and weaknesses. Through this process, the college aims to drive qualitative development in teaching, ultimately enhancing the overall quality of education provided.

### The Context:

Traditional performance evaluations often lack depth and fail to provide a holistic view of teacher effectiveness. By adopting a 360-degree feedback approach, raters gain deeper insights into teachers' performance, enabling them to set clearer expectations and strive for continuous improvement. This context underscores the importance of leveraging diverse perspectives to inform professional development and enhance teaching effectiveness.

### The Practice:

The 360-degree appraisal system consists of several integral components:

- 1.Self-Appraisal:** Teachers assess their own performance, reflecting on their strengths, areas for improvement, and professional goals.
- 2.Principal's Evaluation:** The principal evaluates teachers' performance based on observations, interactions, and overall contributions to the college community.
- 3.Student Feedback on Teachers:** Students provide feedback on their teachers' effectiveness, teaching methods, communication skills, and overall impact on their learning experiences.
- 4.Peer Assessment:** Colleagues and fellow teachers assess each other's performance, offering valuable insights and constructive feedback from a professional standpoint.

The report is **auto-generated** and considers the responses from all the four quarters. On the basis of the report, the Principal discusses with the respective teachers on necessary actions for improving their performance.

  
Principal  
Hazi A.K Khan College  
Hariharpara, Murshidabad



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## Evidence of Success:

Successful implementation of the 360-degree feedback system is evidenced by several key indicators:

- Overall improvements in teacher performance, as evidenced by enhanced teaching practices, increased student engagement, and improved learning outcomes.
- Enhanced work relations among teachers, administrators, and students.
- Increased productivity and efficiency among faculty members.
- A conducive environment for teaching, research, and efficiency enhancement, characterized by open communication, collaboration, and a culture of continuous improvement.
- Improved communication with students, leading to better problem-solving, resolution of conflicts, and a more positive and inclusive learning environment.

## Problems Encountered and Resources Required:

While implementing the 360-degree feedback system, Institutional authority may face challenges such as resistance to change, logistical issues, and the need for adequate resources and support. Overcoming these challenges requires strong leadership, effective communication, and a commitment to ongoing professional development. Providing resources such as training, technology infrastructure, and dedicated time for feedback and reflection is essential to the success of this practice. Additionally, developing clear action plans based on feedback and ensuring follow-through are critical for realizing meaningful improvements in teacher performance and student outcomes.

**360 Degree Teachers Appraisal Portal Link:** [https://haziakkhancollege.com/faculty\\_appraisal\\_system](https://haziakkhancollege.com/faculty_appraisal_system)

  
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