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

- The Performance Appraisal Systems for teaching and non-teaching staff are as follows
- For Teaching Staff

The Institute follows the Performance Appraisal System laid down by the UGC and implemented by Dr. Babasaheb Ambedkar Marathwada University Chhatrapati Sambhajnagar in the form of Performance Based Appraisal System the minimum norms of selection committee, selection procedure as well as API Score requirements for the different cadres.

The institute has very systematic and effective Performance Appraisal System for all teaching and non-teaching staff members. Confidential Reports of each and every teaching and non-teaching staff is prepared by the Head of the Institute every year. Through these appraisals the institute encourages professional growth and development. The process is designed to explore the individual professional skills and progress of employees and their participation in Academic, Research, curriculum and co-curriculum activities. The Appraisal System for performance review is conducted under the guidance of Head of the Institute. The Vice –Principal reviews documents and academic achievements. Head of the Institute who adds his/her remarks on the document and forwards them to the Management. The Management adds their final remarks on the teachers' Appraisal form and recommends his or her for CAS.

- For Non-Teaching Staff

On the basis of roster verification, list of candidates who are due for promotion is prepared by the Institute on the basis of seniority, roster points, educational qualification etc. On the basis of interview, candidates are given promotion as per the rules of Dr. Babasaheb Ambedkar Marathwada University Chhatrapati Sambhajnagar and Government of Maharashtra. Management drafts a resolution for promotion given to the concerned staff and promotion letters are issued. Proposal for pay fixation is sent to the Joint Director, Chhatrapati Sambhajnagar region along with necessary documents.



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