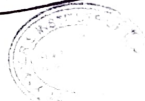


S.N.	Items	Summary of the feedback	Action Taken
1.	The College Vision, philosophy & objectives are referred to and reflected in college decisions	88.9 % of teachers strongly agree whereas 11.1 % agree that the college vision, philosophy & objectives are referred to and reflected in college decisions.	Teachers and students, every year are oriented and encouraged to incorporate College vision and mission on a regular basis. At present for any program the pre-meeting is arranged to see to it that all the events as well as college activities are in sync with the vision and mission of the institution.
2.	Students are disciplined and respect the Staff members	55.6% of the teachers strongly agree, 33.3% agree, that students are disciplined and respect the Staff members. Whereas, 11.1% are neutral about it.	Students Enrichment Programmes and image building Programmes are arranged for students periodically to improve their behavior and manners with teachers, school personnel and community at large.
3.	College provides opportunities for continuous development of Staff	66.7% of the teachers strongly agree, 22.8 % agree, whereas 11.1% have neutral feeling that college provides opportunities for continuous development of staff.	Recognizing the need of the staff institution makes arrangement various types of programmes(for eg. ICT based, philosophy of the institution, any skill/ competency required, trending subject) for teaching and administrative staff. Permission is granted to faculty members to attend faculty development programmes conducted by peer institutions, University /UGC etc..
4.	Equal opportunities for all staff is provided	33.3% of the teachers strongly agree whereas 44.4% of teachers agree and the rest 22.2% of the staff have mixed feeling that equal opportunities for all staff are provided.	All decisions related to staff involvement are decided in the staff meetings scheduled once a month. Principal takes care to see that interest of every member is protected and accordingly opportunities are provided.
5.	College has adequate medical facilities and is equipped to handle medical and other emergencies	11.1% of the teachers strongly agree whereas 33.3% agree that college has adequate medical facilities and is equipped to handle medical and other emergencies. The rest of the staff find the medical and emergency facilities available in the college not very adequate.	Since all sorts of medicines are not allowed in the college, first aid box is kept for emergency purpose. More precaution is taken to keep the first aid box prepared with generic and emergency based basic medicine and requirements. A Multi-specialty hospital is available in 1 km distance of the college and doctors are available on call to handle emergency situation
6.	Rest rooms, toilets, laboratory, playground, classrooms are clean and well maintained	44.4% of the teachers strongly agree, 44.4% agree, 11.1% of the staff are neutral that rest rooms, toilets, laboratory, playground, classrooms are clean and well maintained.	Physical facilities of the institution are looked after by attending staff. Better cleaning facilities and toiletries are arranged to maintain hygiene.
7.	Clean drinking water is available.	66.7% of the teachers strongly agree whereas 33.3 % agree, that clean drinking water is available.	Drinking water facility is arranged on all floors for teachers and students. The servicing of the Aqua Machine and cleaning of water supply tanks are mandatory done on regular basis by the management.
8.	Library is well equipped and is accessible	88.9% of the teachers strongly agree whereas 11.1% agree that library is well equipped and is accessible.	Library is well equipped with latest books and journals. New books and journals are purchased every year as per the UGC guidelines. To keep the teachers and students updated regarding the latest and new entries, book alert is done on regular basis by the librarian through the

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S.N.	Items	Summary of the feedback	Action Taken
9.	Laboratory requirements including Equipment, Teaching Aids, Models, Resource Material, chemicals, and specimens are regularly provided by the college.	66.7% of the teachers strongly agree , whereas 33.3% agree that Laboratory requirements including Equipment, Teaching Aids, Models, Resource Material, chemicals, and specimens are regularly provided by the college.	LMS and mail. The institution has well developed laboratories for teaching aids and other equipment required by various pedagogy papers. Teachers are asked to submit their requirements in their respective subjects on annual basis and the proposal is passed for the arrangements of aids
10.	Computer facilities are made available for ICT based teaching to the teachers.	77.8% of the teachers strongly agree, whereas 22.2% agree that Computer facilities are made available for ICT based teaching to the teachers.	_____
11.	Good facility and encouragement to the teachers for their research work.	55.6% of the teachers strongly agree, whereas 44.4% agree that good facility and encouragement to the teachers for their research work.	Library is fully furnished with sufficient books on research and related areas. Timetable is arranged as per the convenience of research scholars for data collection. Teachers are always motivated to take up research in college level or university / UGC level . Research Enrichment programme is conducted by the college for the appraisal of staff and students in research work.
12.	College pays attention to conservation of environment and has taken initiative on implementing waste management practices	77.8% of the teachers strongly agree whereas 22.2% agree that college pays attention to conservation of environment and has taken initiative on implementing waste management practices.	Management takes interest in keeping the environment neat and tidy.Institution has a waste management policy which checks the cleanliness and implementation of the policy and gives directions for conservation of environment. Waste management is one of the best practices of our institution which helps to pay more attention to this area.
13.	Principal/head is approachable and accessible and believes in building partnerships	100% of the teachers agree that principal/head is approachable and accessible and believes in building partnerships.	_____
14.	Staff is appropriately represented in the Governing Body	44.4% of the teachers strongly agree, whereas 44.4% agree that staff is appropriately represented in the governing body. 11.1% staff are not very sure regarding the staff representation in the governing body.	Principal of the college is the member of the governing body and represents the staff. Principal presents the planning of the activities at the beginning and an elaborate report at the end of the year with governing body. Governing body is updated on all important matters about faculty and institution as and when needed.
15.	Parents are satisfied with the College procedures and policies	55.6% of the teachers strongly agree, whereas 44.4% agree that parents are satisfied with the college procedures and policies	The institution conducts parent interact meeting twice a year to orient them with the mission, vision, and curriculum transaction . Currently parents are actively involved in certain activities of the institution

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2019-2020

REPORT FOR TEACHER FEEDBACK

ST. XAVIER'S INSTITUTE OF EDUCATION

S.N.	Items	Summary of the feedback	Action Taken
16.	There is a mechanism for feedback, review, and performance enhancement for the staff	88.9% of the teachers strongly agree, whereas 11.1% agree that there is a mechanism for feedback, review, and performance enhancement for the staff.	as per their talents and availability of the time. Student's feedback is collected on teaching as well as other events of the institution and analyzed by the principal and the concerned staff. This provides opportunity for review and improvement. Currently, open forum and personal meeting with the principal in the form of open door policy is also being practiced.
17.	Data, documents, records and evidence are well maintained	55.6% of the teachers strongly agree, whereas 44.4% agree that data, documents, records, and evidence are well maintained.	College office takes the responsibility to keep safe documents and records for future references. A teaching staff is also appointed to oversee the arrangements and filing of the records of the college events.
18.	Staff development needs are identified, and programs initiated for the same.	66.7% of the teachers strongly agree, whereas 33.3% agree that staff development needs are identified, and programs initiated for the same.	Teachers are sent for faculty development programmes to Academic staff college/ University/ UGC as and when necessary. Institution also arranges/ organizes programmes for the development of staff members in various areas of education. At present every staff meeting is also a hub for knowledge sharing and deliberation.
19.	Capabilities Potential of the staff are fully utilized.	66.7% of the teachers strongly agree, whereas 33.3% agree that capabilities/ Potential of the staff are fully utilized.	Staff members are given various portfolios for transaction as per their interest so that their capabilities can be optimum utilized by the institution. Occasional discussion with the principal is done in order to conduct smooth running of the activity.
20.	Recognition Incentive Appreciation of the individual work is given	77.8% of the teachers strongly agree, whereas 22.2% agree that recognition/ incentive/ appreciation of the individual work is given.	Principal takes care in announcing the achievements / meritorious work done by faculty in staff meetings, IQAC meetings and CDC meeting to boost the morale of staff for further growth and improvement in that area.
21.	Curricular Activities like Internship, Community Work, Cocurricular Activities, Campus Placement, Action Research, Council Activities, Course transaction are done keeping the quality parameters and requirements	77.8% of the teachers strongly agree, whereas 22.2% agree that Curricular Activities like Internship, Community Work, Cocurricular Activities, Campus Placement, Action Research, Council Activities, Course transaction are done keeping the quality parameters and requirements	Institution kept different committees to transact the curriculum. Every committee plans activities, implements, and takes feedback for further analysis and modification. The impression of the staff is shared with CDC/IQAC for expert suggestions for modification and implementation.


Dr. Sosamma Samuel
Principal

