



# Sree Chaitanya Mahavidyalaya

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## Best Practice : 2

### **Title of the Practice – 360 Degree Appraisal of Teachers (Quadrilateral Assessment of Teachers)**

A 360-degree feedback also known as multi rater feedback is an **online** process through which employer evaluates employee's performance from as many sources as possible. The College has developed this anonymous teachers' performance review process known as "360-degree appraisal system" to monitor the scope, strength and weakness of the teachers for qualitative development.

#### **The Context**

The process of completing 360-degree feedback provides assessor with greater insight and understanding to formulate their own expectation and achieve the ultimate success.

#### **The Practice**

360-degree appraisal has four integral components

- Students' appraisal on teachers
- Self-appraisal
- Principal's appraisal
- Peer appraisal

#### **Evidence of Success**

The appraisal ultimately led to an overall assessment of performance of the teachers. When successfully implemented 360-degree feedback initiates and facilitates a vast positive change among the teachers. Work relations improve which leads to increase in productivity among the faculty. It opens an environment rich in teaching, research work and efficiency enhancement. It opens the channels of communication with the learners which ultimately widens the scope of work and allows problems to be addressed and resolved.

#### **Problems Encountered and Resources Required**

Initially setting up of the system was a challenge for the college authority following through with an action plan created by the IQAC; this was finally implemented by the institution.