

Title (1)- 360-degree Appraisal of Teachers (E-Bijoy)

Objective for the Practice: A multi-rater feedback, or 360-degree feedback, is a procedure by which the employer assesses the performance of the worker from as many angles as feasible. The anonymous "360-degree" employee performance review process was created by the college to track the extent, capabilities, and shortcomings of the educators for qualitative growth.

The Context: Completing a 360-degree feedback form gives the college more understanding and comprehension to create their own expectations and succeed in the end.

Four essential elements make up The Practice's 360-degree evaluation.

- Evaluation of oneself
- The principal's evaluation
- Students Evaluation on Teachers
- Peer Evaluation

Proof of Success: The evaluation eventually affected the teachers' overall performance. When 360-degree feedback is used effectively, it starts and promotes a significant improvement in the teachers. Improvements in work relations result in higher faculty output. It creates an atmosphere conducive to learning, research, and productivity growth. By creating a channel of communication with the students, it expands the work's scope and makes it possible to discuss and resolve issues.

Problems Found and Resources Needed: The institutional head first had trouble setting up the system, and it was tough for HOI to follow through on an action plan made based on the feedback.

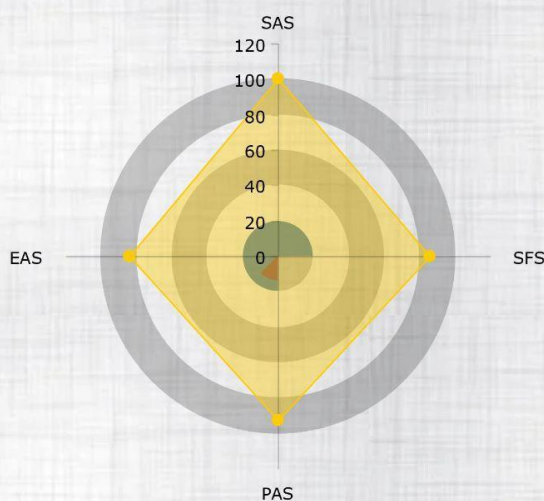
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Dinabandhu Mahavidyalaya
Name	: Zenith Roy
Department	: English
Date Of Joining	: 04-04-2001
Designation	: Associate Professor
Qualification	: PhD
Papers Presented in Conference / Seminars	: 2
Refresher and Orientation Course Training program completed	: 0
International Paper Presentation	: 1
Research Paper Publications	: 4
Chapters in Books Published	: 0
Research Publication Books	: 2
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



Prepared by: Coordinator, IQAC , Dinabandhu Mahavidyalaya

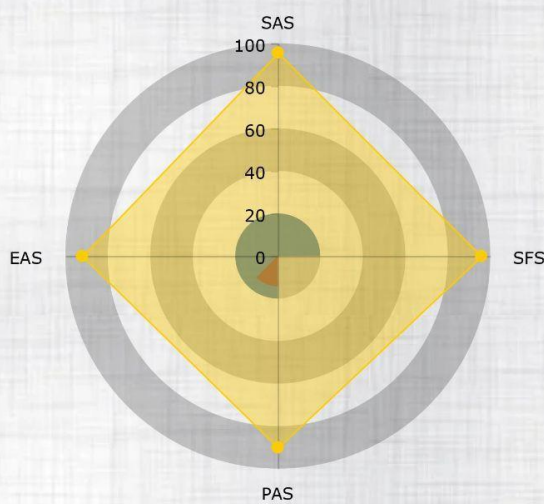
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Dinabandhu Mahavidyalaya
Name	: Sujit Kumar Kar
Department	: Mathematics
Date Of Joining	: 05-11-1997
Designation	: Associate Professor
Qualification	: PhD
Papers Presented in Conference / Seminars	: 0
Refresher and Orientation Course Training program completed	: 0
International Paper Presentation	: 0
Research Paper Publications	: 0
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



Prepared by: Coordinator, IQAC , Dinabandhu Mahavidyalaya

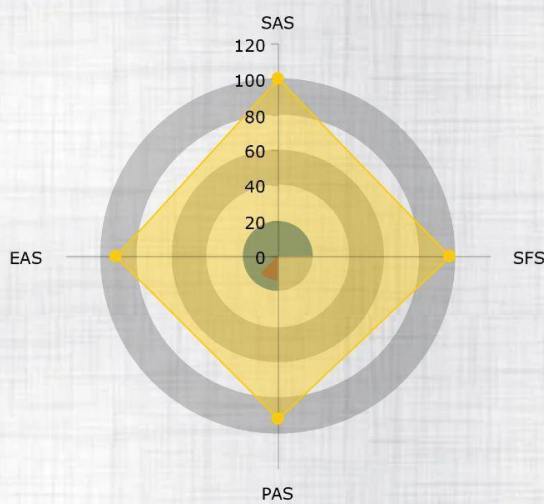
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Dinabandhu Mahavidyalaya
Name	: Sudipan De
Department	: Physics
Date Of Joining	: 16-12-2019
Designation	: Assistant Professor
Qualification	: PhD, Postdoc
Papers Presented in Conference / Seminars	: 3
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 3
Research Paper Publications	: 4
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 1
Minor Research Project	: 0

360° Teachers' Appraisal Map :



Prepared by: Coordinator, IQAC , Dinabandhu Mahavidyalaya

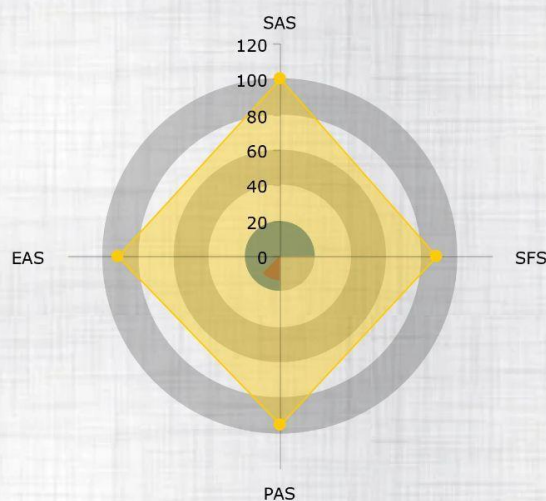
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Dinabandhu Mahavidyalaya
Name	: Sudip Mukherjee
Department	: Economics
Date Of Joining	: 10-04-2014
Designation	: Assistant Professor
Qualification	: PhD
Papers Presented in Conference / Seminars	: 5
Refresher and Orientation Course Training program completed	: 1
International Paper Presentation	: 3
Research Paper Publications	: 11
Chapters in Books Published	: 6
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

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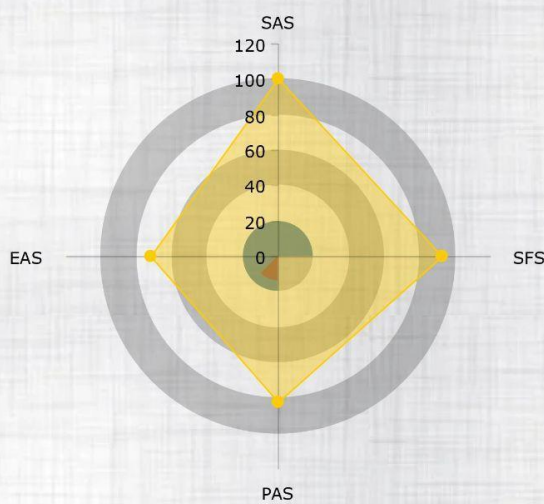
360° Teachers' Appraisal System

Personal Details :

Session : 2022-23

College Name	: Dinabandhu Mahavidyalaya
Name	: Samiran Pramanik
Department	: Physics
Date Of Joining	: 05-05-2017
Designation	: Assistant Professor
Qualification	: PhD
Papers Presented in Conference / Seminars	: 0
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 0
Research Paper Publications	: 3
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

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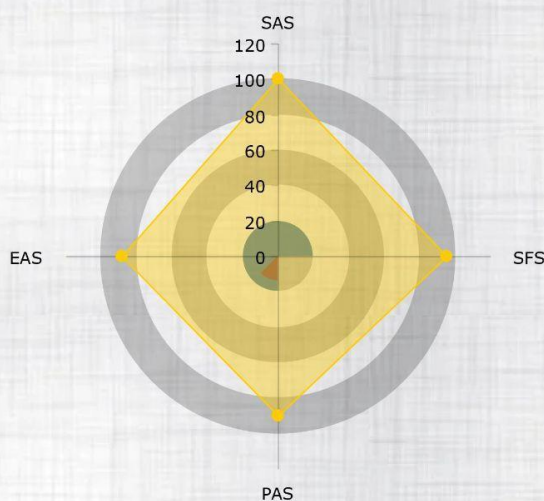
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Personal Details :

Session : 2022-23

College Name	: Dinabandhu Mahavidyalaya
Name	: Rinki Chakraborty
Department	: Bengali
Date Of Joining	: 18-02-2020
Designation	: Assistant Professor
Qualification	: PhD
Papers Presented in Conference / Seminars	: 2
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 1
Research Paper Publications	: 1
Chapters in Books Published	: 1
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

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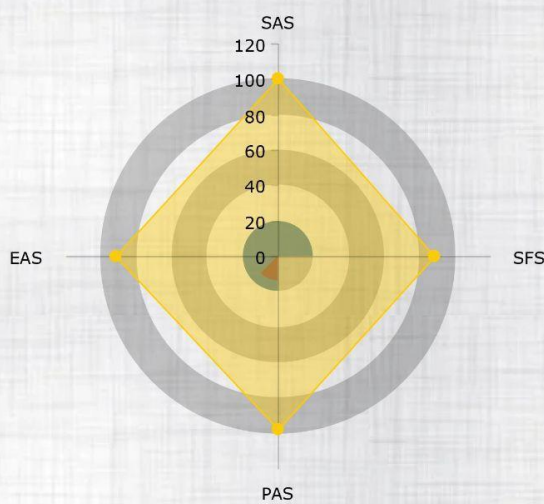
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Personal Details :

Session : 2022-23

College Name	: Dinabandhu Mahavidyalaya
Name	: Puja Paul
Department	: Chemistry
Date Of Joining	: 03-07-2017
Designation	: Assistant Professor
Qualification	: PhD, Postdoc
Papers Presented in Conference / Seminars	: 3
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 3
Research Paper Publications	: 3
Chapters in Books Published	: 2
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



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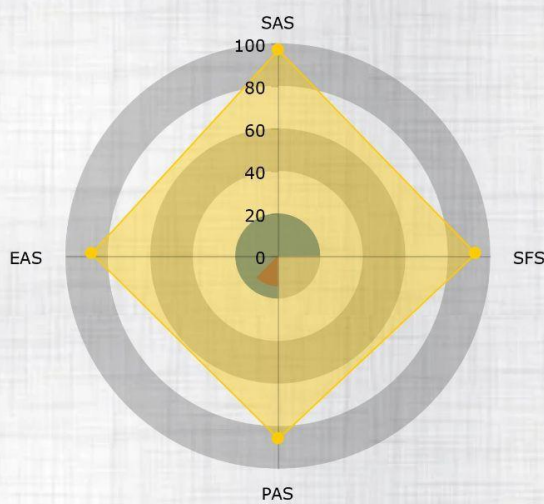
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Personal Details :

Session : 2022-23

College Name	: Dinabandhu Mahavidyalaya
Name	: Piyali Das
Department	: Anthropology
Date Of Joining	: 27-09-2016
Designation	: Assistant Professor
Qualification	: Ph. D
Papers Presented in Conference / Seminars	: 2
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 2
Research Paper Publications	: 6
Chapters in Books Published	: 2
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



Prepared by: Coordinator, IQAC , Dinabandhu Mahavidyalaya

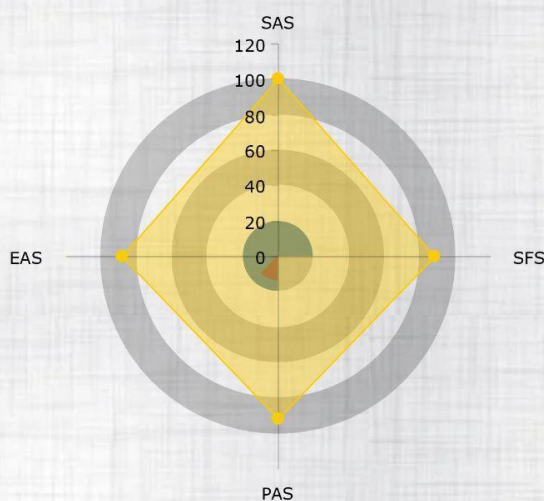
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Personal Details :

Session : 2022-23

College Name	: Dinabandhu Mahavidyalaya
Name	: Partha Sarathi Dey
Department	: Political Science
Date Of Joining	: 04-07-2008
Designation	: Assistant Professor
Qualification	: PhD
Papers Presented in Conference / Seminars	: 20
Refresher and Orientation Course Training program completed	: 0
International Paper Presentation	: 10
Research Paper Publications	: 4
Chapters in Books Published	: 2
Research Publication Books	: 1
Major Research Project	: 0
Minor Research Project	: 0

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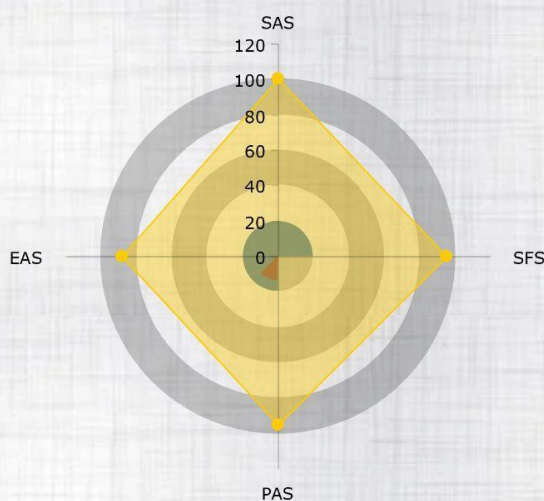
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Personal Details :

Session : 2022-23

College Name	: Dinabandhu Mahavidyalaya
Name	: Mitali Bachher
Department	: Mathematics
Date Of Joining	: 07-11-2019
Designation	: Assistant Professor
Qualification	: PhD
Papers Presented in Conference / Seminars	: 0
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 0
Research Paper Publications	: 12
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

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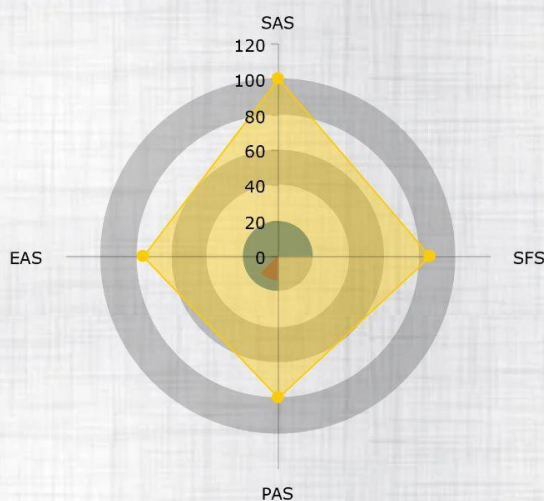
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Personal Details :

Session : 2022-23

College Name	: Dinabandhu Mahavidyalaya
Name	: Debadrito Das
Department	: Botany
Date Of Joining	: 06-09-2019
Designation	: Assistant Professor
Qualification	: PhD
Papers Presented in Conference / Seminars	: 8
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 2
Research Paper Publications	: 2
Chapters in Books Published	: 1
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

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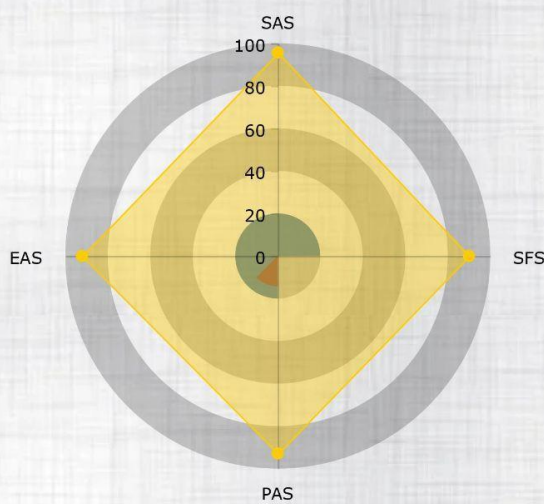
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Personal Details :

Session : 2022-23

College Name	: Dinabandhu Mahavidyalaya
Name	: Bittoo Rani
Department	: Political Science
Date Of Joining	: 12-07-2006
Designation	: Assistant Professor
Qualification	: PhD
Papers Presented in Conference / Seminars	: 0
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 0
Research Paper Publications	: 6
Chapters in Books Published	: 2
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



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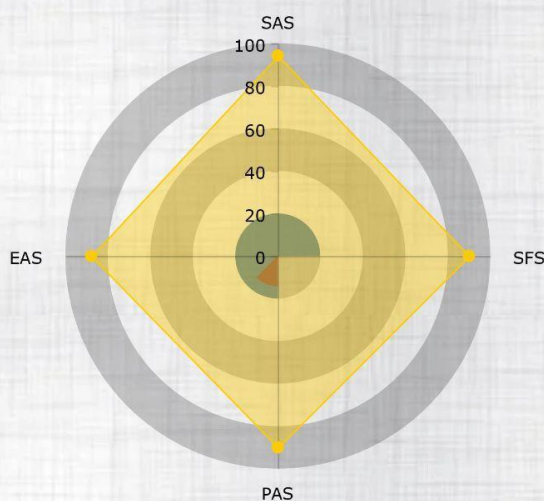
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Personal Details :

Session : 2022-23

College Name	: Dinabandhu Mahavidyalaya
Name	: Ajimul Hoque
Department	: Bengali
Date Of Joining	: 15-12-2014
Designation	: Assistant Professor
Qualification	: Ph. D
Papers Presented in Conference / Seminars	: 5
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 4
Research Paper Publications	: 6
Chapters in Books Published	: 6
Research Publication Books	: 1
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :



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Title (2a) - সকলের তরে সকলে আমরা, 'We are all Together'

Four Objectives of our outreach program- designed to shape our students and society

- 1. Skill Building**
- 2. Community Engagement and Social Responsibility**
- 3. Personal Growth and Development to develop soft skills such as communication, teamwork, and time management.**
- 4. Diversity and Inclusion.**

The Context- The Outreach programs often focus on promoting diversity and inclusion within the student body. They aim to create a more inclusive environment by engaging with students from varied backgrounds, addressing issues of equity, and fostering a culture of mutual respect and understanding.

The Key idea behind the outreach programme is to collectively help in shaping well-rounded, informed, and responsible college graduates.

- **Donation of food and other essential items to neighbourhood areas during in Paikpara and Dinabandhu Nagar area**
- **Nutritional checkup**
- **Spreading Awareness about Female Hygiene Matters: Building Healthcare Habbits Together.**
- **Our students teaching in nearby schools**
- **Spreading Awareness on Dengue and Corona Virus**
- **Visiting Old Age Home**
- **Blood Donation**
- **Formation of Covid-19 Relief Fund to help our students cover admission Fees.**
- **Spreading Awareness on Menstruation and female health in nearby School titled 'No-Shame Periods' and distribution of menstrual Pads**

The Practice- All through the year, the college hosts Practice-Outreach events. It is expected of the students to complete them during the designated college hours. Many initiatives are carried out to raise social consciousness in Dinabandhu Nagar and adjoining places and Schools.

Problems Found and Resources Needed: Problems that the college faced ranged from initial low participation rate, limited resources, communication barriers and diverse needs of the local population.

- **Low Participation Rates:** Students and parents often show limited interest or fail to engage in outreach events.

- **Limited Resources:** Outreach programs may struggle with insufficient funding and staff, impacting their effectiveness.
- **Communication Barriers:** Ineffective messaging or lack of awareness can prevent target audiences from receiving crucial information.
- **Diverse Needs:** Addressing the varied needs of different communities and educational backgrounds can be challenging.

We overcame the problem by arranging materials from various NGO's. Approaching the teachers and staff of our college and by building up our reputation. Lifting the communication barriers by talking to people, local leaders and clubs. Continuous effort led us to identify the root causes of problems and the utmost need.

Evidence of Success- The success of the college's outreach programs is evident in the increasing student participation, which reflects a growing engagement with the community. Enhanced student involvement has, in turn, contributed to the college's positive reputation, as evidenced by rising recognition. This strengthened public perception helps the outreach programs' effectiveness in both student growth and institutional prestige.

Best Practices (2b) - খোলো খোলো দ্বার 'Open the Gates'

Objectives-

- **Break the isolation of the college and Strengthen Institutional Connections and Support**
- **Foster Academic Curiosity and Exploration**
- **Enhance Research and Technical Skills**
- **Promote Early College Readiness**

The Context- To give school students opportunities to access higher educational institutions and enhance their learning by 'opening the gates' of the college, and making it part of the larger society. Provide school students with access to higher education resources, such as specialised libraries and laboratories, to ignite their interest in advanced subjects and research areas. This

exposure helps cultivate a deeper curiosity and encourages them to explore academic disciplines beyond their current curriculum.

The Practice- Three schools have been chosen whose students will be able to access the library, lab and will participate in various knowledge sharing practices. The respective schools are: 1. Bongaon High School, 2. Chhaigharia Thakur Haridas Balika Vidyalaya, 3. New Bongaon Girls High School. Library visit has been a continuous process from 2020, on every alternate week.

Problems Found and Resources Needed: The problems faced by our college initially was managing the resources to be made available to students, scheduling visit time, and staff allocation.

- **Resource Allocation:** Colleges may face difficulties managing and allocating resources like library materials and lab equipment for external use.
- **Scheduling Time:** Coordinating times for school students to access college facilities can disrupt regular college operations and classes.
- **Staffing Issues:** Colleges might lack sufficient staff to supervise and assist school students effectively in libraries and labs.

We overcame the problem by looking into the school programme and the areas they needed help, creating a timetable and allocating sufficient staff to the students.

Evidence of Success- Students are very interested and enthusiastic about the visit to our college. They eagerly look forward in learning new techniques and theories. Students have created a collaborative network, where they benefit from guidance and resources that support their educational aspirations and career goals.