

# Loyola College (Autonomous) Chennai - 600034

## Staff Assessment Report- March 2020

The Internal Quality Assurance Cell is one of the systems to assure quality sustenance and enhancement in the college. IQAC organizes feedback mechanisms to provide feedback to the management to take appropriate action as indicated by students and parents. Every semester the students give their feedback of the staff. This helps the staff and the management to constantly improve their methodology of imparting the knowledge to the students. Staff Assessment was done online by students through their student's portal of ERP for this semester March 2020. It is approved in the HODs/Coordinators/Officials meetings that all students irrespective of their attendance percentage in the semester are eligible to assess their staff and the score is to be linked with their percentage of attendance to calculate the feedback score of the course teacher. The Staff Assessment was conducted from 06<sup>th</sup> March to 14<sup>th</sup> March 2020.

The weighted average score was calculated by applying the following logic:

- i) Link student ID, Attendance and Feedback
- ii) Consider the Score for the answer as Excellent (4), Good (3), Average (2), Poor (1).
- iii) Calculate score:  
Question wise student feedback score

Score for best option (Max score)

$$\frac{\sum \text{all students for a staff Score X Round}}{\left\{ \frac{\text{Attendance}}{100} \right\}}$$

$$\text{Best Score X} \left( \sum \text{all students for a staff Round} \right) \left\{ \frac{\text{Attendance}}{100} \right\}$$

**Round:** Rounds to one decimal point

**Example:**

Student ID	Score Chosen	Attendance
1	4	70
2	3	100
3	2	40
4	1	60

Then the calculation will be  
$$\frac{4 \times 0.7 + 3 \times 1 + 1 \times 0.4 + 2 \times 0.6}{4 \{0.7 + 1 + 0.4 + 0.6\}}$$

**The following table consolidates the overall scores of the staff of both Shift-I and Shift-II,  
March 2020**

<b>Scores</b>	<b>Shift I</b>	<b>Shift I %</b>	<b>Shift II</b>	<b>Shift II %</b>	<b>Total</b>	<b>Overall %</b>
<b>90 and above</b>	69	36.70	54	26.00	123	31.14
<b>80-89</b>	92	48.94	104	50.24	196	49.62
<b>70-79</b>	27	14.36	39	18.84	66	16.70
<b>60-69</b>	0	0	9	4.35	9	2.29
<b>Below 60</b>	0	0	1	0.48	1	0.25
<b>Total</b>	188	100%	207	100%	395	<b>100</b>

Out of 395 staff of both Shift I and Shift II , 319 staff have been ranked with scores more than 80% which accounts to 80.75% of the staff who have been recognized by students with greater scores and another 16.70% of the staff are placed with scores 70 to 80%. Overall, 99% of the staff of Loyola has been recognized for their committed service with greater scores. The staff who have got less that 70% of scores in Staff Assessment are specially asked and followed up by Rev.Fr.Principal to improve upon their methodology appropriately. The Overall Response to the staff assessment was good.

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