

Loyola College (Autonomous) Chennai - 600034

Staff Assessment Report- November 2022

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 November 2022. 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 05th November to 15th November, 2022.

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)

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

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

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

$$\underline{4 \times 0.7 + 3 \times 1 + 1 \times 0.4 + 2 \times 0.6}$$
$$4 \{0.7 + 1 + 0.4 + 0.6\}$$

The following table consolidates the overall scores of the staff of both Shift-I and Shift-II,
November 2022

Scores	Shift I	Shift I %	Shift II	Shift II %	Total	Overall %
90 and above	42	21.03	38	16.45	79	18.54
80-89	141	72.82	152	65.8	294	69.01
70-79	12	6.15	38	16.45	50	11.74
60-69	0	0.00	3	1.3	3	0.70
Below 60	0	0	0	0.00	0	0.00
Total	195	100%	231	100%	426	100.00

Out of 402 staff of both Shift I and Shift II , 372 staff have been ranked with scores more than 80% which accounts to 92.54% of the staff who have been recognized by students with greater scores and another 6.96% of the staff are placed with scores 70 to 80%. Overall, 99.25% of the staff of Loyola has been recognized for their committed service with greater scores. The staff who have got less than 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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Staff Assessment Report- April 2023

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 April 2023. 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 03rd April to 10th April, 2023.

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)

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

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

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,
April 2023

Scores	Shift I	Shift I %	Shift II	Shift II %	Total	Overall %
90 and above	42	21.54	61	26.64	103	24.29
80-89	138	70.77	136	59.39	274	64.62
70-79	15	7.69	28	12.23	43	10.14
60-69	0	0.00	4	1.75	4	0.94
Below 60	0	0	0	0.00	0	0.00
Total	195	100%	229	100%	424	100.00

Out of 424 staff of both Shift I and Shift II, 377 staff have been ranked with scores more than 80% which accounts to 88.92% of the staff who have been recognized by students with greater scores and another 10.14% of the staff are placed with scores 70 to 79%. Overall, 99.06% of the staff of Loyola has been recognized for their committed service with greater scores. The staff who have got less than 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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