

Loyola College (Autonomous) Chennai - 600034

Staff Assessment Report- November 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 November 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 07th October to 16th October, 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)

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

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

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,
November 2023**

Scores	Shift I	Shift I %	Shift II	Shift II %	Total	Overall %
90 and above	47	24.01	46	20.18	93	21.93
80-89	129	66.15	138	60.53	267	62.97
70-79	17	8.72	40	17.54	57	13.44
60-69	2	1.03	4	1.75	6	1.42
Below 60	0	0	0	0	0	0
Total	195	100%	229	100%	423	100.00

Out of a total of 423 staff members across both Shift I and Shift II, 360 staff members have been rated with scores exceeding 80%, accounting for 85.11% of the staff who have been highly recognized by students. An additional 13.44% of the staff have received scores ranging from 70% to 79%. Consequently, 98.55% of the Loyola staff have been acknowledged for their dedicated service with high scores. Staff members who received scores below 70% in the Staff Assessment are being personally addressed and followed up by Rev. Fr. Principal to enhance their teaching methodologies as needed. Overall, the response to the staff assessment has been positive.


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Staff Assessment Report- April 2024

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 2024. 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 March 27th to 14th April, 2024.

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 2024**

Scores	Shift I	Shift I %	Shift II	Shift II %	Total	Overall %
90 and above	62	31.96	44	19.47	106	25.24
80-89	118	60.82	144	63.72	262	62.38
70-79	14	7.22	29	12.83	43	10.24
60-69	0	0.00	9	3.98	9	2.14
Below 60	0	0	0	0.00	0	0.00
Total	194	100%	226	100%	420	100.00

Out of 420 staff of both Shift I and Shift II , 368 staff have been ranked with scores more than 80% which accounts to 87.62% of the staff who have been recognized by students with greater scores and another 10.24% of the staff are placed with scores 70 to 79%. Overall, 97.86% 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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