

Loyola College (Autonomous) Chennai - 600034

Staff Assessment Report- November 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 November 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 14th October to 24th October, 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,
 November 2024

Scores	Shift I	Shift I %	Shift II	Shift II %	Total	Overall %
90 and above	48	24.12	42	17.87	90	20.74
80-89	134	67.34	158	67.23	292	67.28
70-79	17	8.54	32	13.62	49	11.29
60-69	0	0	2	0.85	2	0.46
Below 60	0	0	1	0.43	1	0.23
Total	199	100%	235	100%	434	100.00

Out of a total of 434 staff members across both Shift I and Shift II, 382 staff members have been rated with scores exceeding 80%, accounting for 88.02% of the staff who have been highly recognized by students. An additional 11.29% of the staff have received scores ranging from 70% to 79%. Consequently, 99.31% 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 2025

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 2025. 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 10th to 20th March, 2025.

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 2025

Scores	Shift I	Shift I %	Shift II	Shift II %	Total	Overall %
90 and above	34	17.09	48	20.87	82	19.11
80-89	150	75.38	157	68.26	307	71.56
70-79	12	6.03	23	10.00	35	8.16
60-69	3	1.51	2	0.87	5	1.17
Below 60	0	0	0	0.00	0	0.00
Total	199	100%	230	100%	429	100.00

Out of 422 staff of both Shift I and Shift II ,389 staff have been ranked with scores more than 80% which accounts to 90.68% of the staff who have been recognized by students with greater scores and another 8.16% of the staff are placed with scores 70 to 79%. Overall, 98.84% 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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