



PERFORMANCE INDICATORS FOR TEACHER AND TEACHER EDUCATION INSTITUTIONS

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Abstract

Change is rule of nature. Change is the only one phenomenon that never Change, So we have to accept Changes, Challenges, & Enjoy it. Some changes are also occurring in teaching field. In which performance of teachers will be assessed on the basis of a performance based. Assessment system (PBAS) in which scores have been assigned to each sub-dimension or academic performance indicator (API). There are three categories on which academic performance will be rated first is teaching, learning and evaluation- related activities , second is Co-curricular –extension and professional development related activities and third is research and academic contribution under each category there are certain per-decided activities which are assigned certain points. Teachers will have to perform these activities to earn marks or credits. This research paper throws light on the meaning of and concept of API & there is probable structure of performance indicator for teachers & teacher educational institutes.

Introduction

Now days world is on LPG (Liberalization, Privation, Globalization) competition , change is rule of nature. Change is the only one phenomenon that never Change , So we have to accept Changes , Challenges, & Enjoy it. In the teaching field some Changes are occurring according to Teachers Performance & Teacher Education Institutes.

Definitions of Performance Indicator

Performance indicators are one of many tools to help answer the question: How do you know what you are achieving?

One definition of a performance indicator from an NCOSS publication is : A numerical measure of the degree to which the objective is being achieved.

Performance indicators are usually seen as numerical measures of achievement that are easy to collect and use. In theory they can only be derived for things over which you have control, however in practice people don't have absolute control is really a matter of whether there is enough control for your purpose.

A more sophisticated definition from the office of public Management is:

A performance indicator defines the measurement of piece of important and useful information about the performance of a program expressed as a percentage, index, rate or other comparison which is monitored at regular intervals and is compared to one or more criterion .



Performance indicators are one way of reinforcing a legitimate emphasis on performance however their implementation in Government departments and the welfare sector leaves much to be desired.

University Grants Commission (UGC) notifying that “Regulations on Minimum Qualifications for Appointment of teachers and Academic staff in Universities and Colleges and Measures for the Maintenance of standards in Higher Education.” Performance of teacher will be assessed on the basis of a Performance Based Assessment System (PBAS) in which scores have been assigned to each sub- dimension or Academic Performance Indicator (API).

As per APIs identified by the UGC and approved by the Human Resource Development (HRD) ministry, 75 per cent weight age will be given to “Teaching, Learning and Evaluation” activities which will include lectures , practical and tutorials taken , teaching duties in excess of UGC norms, use of innovative teaching tools and examination duties. It means there are three categories on which academic performance will be rated: first is teaching, learning and evaluation-related activities, second is co-curricular, extension and professional development related activities and third is research and academic contribution. Under each category there are certain pre-decided activities which have been assigned certain points. Teachers will have to perform these activities to earn marks or credits.

Academic Performance

Academic Performance is term related with achieving excellence in the field of learning or any discipline which one intends to acquire Knowledge. Academic performance is attaining the point of realization of knowledge. It is a journey of upward movement from information to knowledge.

Academic Performance is indicated by

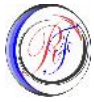
1. Realization
2. continuous learning
3. Upward movement towards excellence
4. Contribution to the field of knowledge
5. Learning finer point of any particular field of Knowledge

Philosophy of academic performance

1. The foundation of academic performance is based on a triad
2. Academic excellence
3. Different facets of learning
4. Continuous learning
5. Strive for Knowledge

Foundations of academic performance

- 1) Strive for knowledge :- Knowing more and knowing new things
- 2) Continuous learning:- Not a onetime activity
- 3) Different facts of learning:- It is not-dimensional
Knowledge come from all source and all means



Concept of academic performance

Academic performance is indicated by achievement and contribution of person in the field of learning or academic which he belongs. It may even be extended to other areas of learning, if a person has contributed in other field by exhibiting special interest, skills and research contribution.

Academic performance is the contribution of person, scholar, teacher or researcher in the following areas.

- Field of learning
- Areas of research
- Area of teaching
- Area of academic interest
- Ways means that contributed to academic excellence
- Contribution to institutional development
- Curricular activities
- Extracurricular activities
- field of personality development of student

Nature of academic performance

Academic performance is related with contribution of a teacher/scholar/ researcher in a particular field in discipline of learning. It is indicated by a variety of indicators.

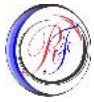
The nature of Academic Performance is exhibited by following simple indices:-

- Progressive :- Upward development of performance
- Continuous:- Regular and recurring in occurrence
- Dynamic :-There is a consistency and regularity in improvement
- Pro-active :- Accepts future changes before they occur
- Exhibition of talents and skills:- Indicates how a teacher has improved or developed
- Multifarious :- It is not one –dimensional
- Willingness to accept challenge :- New trends, areas of learning
- Excellence:- It is a journey towards the Zenith performance.

Importance of Academic Performance

1. It enhances the image of teacher.
2. It is the Motivation to Excel in our field of learning.
3. It improves the Journal prospective of a teacher towards academics.
4. It provides an opportunity to experiment with new ideas and concept.
5. It adds to Institutional image and glory.
6. It is effective way to employ your capacity and competition to advance in the field of learning.
7. It transmits new knowledge and idea to learn to acquire new knowledge.
8. It broadens the view and prospective of a teacher towards academics.
9. It change the outlook view of the society towards academics.
10. It can improve qualitative standards of academics.

It is expected that Teachers & Teacher Education Institutions should improve their performance and attain the academic standards .For that API concept include in PBAS



Part –B

Concept & Mining of API

It is a conceptual and most challenging model. It is a balanced model based on simplicity and generality. It is easy to learn and easy to code by future UGC service developers. It satisfies the need of any future UGC service. The first version of this model was developed in June 2011. The new API scoring prescribed in the UGC regulation helps the universities in making proper assessment of teachers. That's why it is challenging for teacher educators to assess our self capacities and to know where we stand.

Academic Performance index is a broad indicator of total contribution of a teacher to academic and professional field of the teachers. It is a general representation of his total contribution to the personal, professional, academic, institutional and social development. "API is a board indicator of total or overall contribution of a teacher to academic and professional field of the teachers."

Utility of API

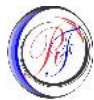
1. It shall improve the existing system academic performance.
2. Add Knowledge, ideas and performance
3. Help in building, sound academic culture
4. Will enhance the participants and contribution of academic to nation building.
5. Shall help improving acceptance, recognition and image of Indian Education at global level.

Challenging Task for Teacher Educators

1. His academic record should be honourable
2. He should be a devoted person.
3. He must attend conferences and seminars.
4. He should publish books.
5. He could have knowledge of new technologies and innovations.
6. He must have communication skills
7. He must be all-rounder in each and every field
8. His personality should be multidimensional
9. He must have academic intelligence along with emotional intelligence.
10. Teacher educator must be ready for professional development.

Future Implication of API

1. API will be linked with –Promotion.
2. API will be linked – Monetary and academic benefits.
3. It may bring in a new incentive and reward system
4. It will affect our upward mobility.
5. Accord of research projects and prestigious assignment may be linked with API
6. Rating of the institution / Individuals will depend on API.
7. NAAC-may link its grades with API of the teachers.
8. Image and social recognition shall have bearing on API-of the teachers.
9. Grants and benefits from U.G.C/ Grants may have an association with API.



Probable Structure of Performance Indicator for Teachers & Teacher Educational Institutes

1) Lectures /Practical/ Tutorials

I) A

Lecturers

No. of Lectures as per assigned workload in the core papers.

- 100% of all =10
- 90% of all = 9
- 80% of all =8

Below 80% no score should be given

Seminars

Classroom seminars in Core Paper / method

- i. Conducted / Organized with the help of students
- ii. Conducted / Organized / initiated by teacher herself

Assigned 2 points for each seminar

Tutorials

- 100% of Tutorials conducted = 10
- 90% of Tutorials conducted = 9
- 80% of Tutorials conducted = 8

Below 80% no score should be given

Practical

Practical activities conducted in the class could be in from of

- Project
- Poster making
- Experiment
- Open Book Assignment
- Preparation of slides for OHP? LCD? Slide projector /CAI/CAS

Assign two points per practical activity.

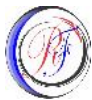
II) B Other Teaching Duties

- Lesson Guidance
- Feedback (Individual /Group)
- Lesson Observation
- Pre Instruction for Micro/ Lessons
- Pedagogical Analysis
- 100% of all =10
- 90% of all = 9
- 80% of all =8

Below 80% no score should be given

III) C Preparation for Lecture

- Reading Extra Reference Books



- Making Handouts/ Plan
- Making Transparencies and Slides for PPT
- Surfing Websites
- Stating Objectives

Assign two points per activity.

Imparting of Knowledge

- To the Point
- Logical Sequence
- Three Language mode
- Continuity
- Evaluator questions
- Exam. Oriented questions

Assign one point each

Syllabus Enrichment

To provide additional resources may be in the form of

- Day to day examples
- Through personal experience
- Providing references
- Correlation with other courses

Assign one point each.

IV) D Use of Participatory & Innovative Teaching Learning Methodology

- Use of ICT in Teaching and Learning process with Computer aided methods like PPT/Multimedia/ Simulation.
- Developing & imparting Remedial Course.
- Organizing & conducting training course for students
- Developing participatory learning module.
- Use of any innovative method

Assign 4 points each.

Examination Duties

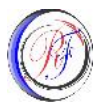
- Evaluation of answer- scripts.
- Moderation of answer scripts.
- Setting of Question papers.
- Worked as a translator
- Responsibility as a co-ordinator / Internal Assessment responsibility/ flying squad member

Assign 5 points each.

2) Co –Curricular, Extension and Profession Development Related Activities

2(A) Student Related to Co-curricular Activities

- In-charge of Cultural Activity / Students' Council
- In-charge of Extension Activity
- In-charge of Community work



- In-charge of Placement Activity
- In-charge of Sports programmes Assign 4points each.

2(B) Contribution To Corporate Life And Management Of The Institution

I) Institutional Governance Committees

- a. NAAC Co-ordinator
- b. Member of College Committee
- c. Member of LIC Committee
- d. Member of Governing Body Committee

Any one responsibility 10 points

II) Institutional Management Committee

- a. Member of Admission Committee
- b. Member of Library Committee
- c. Member of Student-welfare Committee
- d. Member of Grievance Committee
- e. Member of any other Institutional Management committee other than above.

Any one responsibility 10 points.

III) Organizing Conference in the College

- a. International Level -10 points
- b. National Level/ State Level-5 points
- c. Member of Organizing Committee –One each

Professional Development Related

I) Participation in

- a. International Level Seminar -4 points – one in a year
- b. National Level Seminar -3 points –two in a year
- c. State Level Seminar -2 points - two in a year

II) One Orientation Programme – 2points

Refresher Course – 2 points

III) Worked as resource person/ Judge/ Expert talk -2 points

- Member of Association-2 points
- Member of selection Committee – 2 points
- Member of BOS -2 points
- Member of Syllabus Committee -2 points

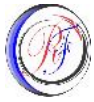
IV) Publication of Article in Newspaper -2 points

- Publication of Article in Journal -2 points
- Publication of Book -4 points
- Editor of a Journal or Editorial Member 2 points

V) Undertaken U.G.C. Minor Project -5 points

Undertaken U.G.C. Major Project -5 points

One the basis of API; there are three main challenges before teacher Educators performances, qualification and contributions. Teaching, Learning and Evaluation are the main tasks of teacher. The success of API depends on the collective efforts and joint action of the teacher. The true spirit of API is gradual and systematic improvement in the total process of Educational system. For this cultivation of



team spirit and total development in healthy work culture is required. The attitude should be “we approach than I approach”. A great institution is not known by one man, but all the players and participants contribute in the creation of a great institution. So we can rightly say that.

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