



DEAN – TEACHING, LEARNING STRATEGY & ACADEMIC EXCELLENCE (TILE)
PERFORMANCE EVALUATION SHEET
Maximum Attainable Score: 300 Marks

S. No.	Key Result Area (KRA)	Key Performance Indicators	Attainable Goal	Weightage	Max. Marks	List of Proofs Enclosed
1	Teaching– Learning Strategy, Academic Planning & Excellence	<ul style="list-style-type: none"> Formulation and implementation of the Institute’s annual teaching–learning strategy and academic action plan. Promotion of student-centric, experiential, outcome-based and project-based learning practices. Institutionalisation of academic excellence, continuous improvement and ethical teaching practices aligned with institutional objectives. 	Annual institutional strategy approved and implementation reviewed; initiatives implemented across all departments; student-centric practices adopted in at least 90% of applicable courses; improvement initiatives monitored for measurable outcomes.	25%	75	Approved institutional teaching–learning strategy and action plan; pedagogical innovation and best-practice reports; experiential and project-based learning implementation reports; innovative teaching practice documentation; institutional academic improvement reports; outcome and impact assessment reports; evidence of ethical teaching initiatives.
2	Outcome-Based Education (OBE), Assessment & Learning Outcomes	<ul style="list-style-type: none"> Review Wks, ECs, and SDG’s COs, POs, PSOs and PEOs, and ensure CO–PO/PSO mapping and assessment alignment. Monitor assessment processes and outcome attainment. 	100% applicable courses/programmes reviewed and mapped; outcome attainment analysed; significant learning gaps addressed; $\geq 90\%$ corrective actions completed on time; at least 2 effectiveness reviews per academic year.	25%	75	Outcome statements and approval records; mapping matrices; course and assessment files; attainment reports; gap analysis; remedial plans; action-taken reports; OBE compliance matrix; review and improvement reports.

		<ul style="list-style-type: none"> Identify learning gaps and implement corrective measures. Verify OBE compliance and review its effectiveness. 				
3	Pedagogical Innovation & Educational Technology	<ul style="list-style-type: none"> Promote innovative and student-centred pedagogies through LMS, MOOCs, NPTEL/SWAYAM, virtual labs and AI-enabled educational tools. Coordinate the development, deployment and evaluation of digital learning resources and technology-enabled teaching facilities. 	<p>At least 80% of faculty members adopt innovative, student-centred teaching practices using relevant digital platforms and educational technologies.</p> <p>Each faculty member develops and uploads at least one complete course-wise video lecture series annually, with digital learning resources and technology-enabled facilities reviewed for effective implementation.</p>	20%	60	LMS and platform analytics; faculty implementation reports; course links; e-content and digital modules; virtual lab records; AI-enabled teaching examples; resource-development records; facility/software needs assessment and approvals; student/faculty feedback; semester-wise evaluation reports.
4	Faculty Development, Mentoring & Teaching Excellence	<ul style="list-style-type: none"> Plan and conduct FDPs, workshops and teaching-learning Programmes. Coordinate induction and orientation for new faculty. Facilitate faculty mentoring and professional development. Identify training needs and evaluate the impact of development programmes on teaching. 	At least 2 relevant Programmes per semester; 100% newly inducted faculty covered; all identified faculty supported through mentoring; $\geq 90\%$ priority training needs addressed; major FDPs evaluated for impact.	15%	45	FDP calendar and notices; attendance and programme reports; induction materials and feedback; mentoring plans and meeting records; training needs analysis; capacity-building records; classroom observations; impact and feedback reports.
5	Academic Quality, Compliance, Continuous Improvement & Knowledge Sharing	<ul style="list-style-type: none"> Maintain teaching-learning and accreditation documentation. Monitor PAQIC resolutions and corrective actions. Submit consolidated academic performance reports and recommendations. 	100% assigned records completed by deadlines; $\geq 90\%$ actions closed on time; one semester report and one annual review submitted; one annual report and at least 2 knowledge-sharing interactions completed; assigned	15%	45	Compliance checklists and evidence repository; PAQIC minutes and action tracker; Action Taken Reports (ATRs); academic dashboards and performance reports; submission records; annual report and evidence index;

		<ul style="list-style-type: none"> Complete annual documentation and knowledge sharing with Dean-IQAC. Discharge additional academic responsibilities assigned by the Principal/Director. 	tasks completed within agreed timelines.			knowledge-sharing meeting minutes; assignment and completion records.
--	--	---	--	--	--	---

FINAL EVALUATION SUMMARY

Key Result Area (KRA)	Overall Weightage	Maximum Marks
Teaching–Learning Strategy, Academic Planning & Excellence	25%	75
Outcome-Based Education (OBE), Assessment & Learning Outcomes	25%	75
Pedagogical Innovation & Educational Technology	20%	60
Faculty Development, Mentoring & Teaching Excellence	15%	45
Academic Quality, Compliance, Continuous Improvement & Knowledge Sharing	15%	45
TOTAL	100%	300

Note: All achievements shall be supported by verifiable documentary evidence. Evaluation shall be based on achievement against the stated goals and approved institutional requirements.

Presentation shall be given along with proposed to increase certain metrics for the next assessment period