

CONFIDENTIAL TEACHING STAFF PERFORMANCE EVALUATION PROFORMA

Employee Name:		Date:	
Department:		Period of Review	
Initiating Officer:		Initiating Officer (With Designation)	

Performance Evaluation	Excellent 4	Good 3	Fair 2	Poor 1	Comments
1. Subject Knowledge*					
2. Work Quality & Productivity					
3. Work Consistency & Goal Achievement					
4. Work Relations					
5. Cooperation / Team Work *					
6. Personality					
7. Initiative					
8. Enthusiasm					
9. Creativity					
10. Punctuality*					
11. Attendance					
12. Dependability					
13. Teaching Skills*					
14. Communication Skills*					
15. Management Ability					

Overall Performance in %	
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(Signature of Principal)

ACADEMIC PERFORMANCE OF THE SUBJECT TEACHER

Name of the Teacher: _____

Session	Semester	Course Code	Title of the Paper	Total Students	Students appeared for exams	Reappear Cases	%

Responsibilities Assigned to the Teacher

Type of Committee	Convener	Member

% of Attendance

Tr/Stu	Month						
Teacher							
Student							

Special Achievement / Contribution during Assessment Period (if any).

Adverse Report (if any).

Pen Picture by Principal (Initiating Officer).

Reviewing Officer (Director, Admin&CD)

Senior Reviewing Officer (Secretary, DET)

DCE (2019-Sep20)
ANNUAL SELF PERFORMANCE APPRAISAL (Teaching)

Dear Staff Members, As a part of ACAR (Annual and appraisal review), kindly fill in the following questionnaire based on the scales given. A score of 00 is low and a score of 100 is high. Use 'Not Applicable'.

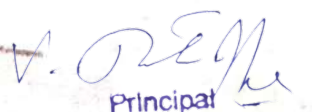
- 1) Name: Ramnik Ball
- 2) Department: Dogra Law College
- 3) Designation: Lecturer In Law
- 4) Qualification (with specialization if any): Master of Law (LLM)
- 5) If Ph.D mention the topic: Penning
- 6) If M.Phil mention the topic: - NA -
- 7) Teaching experience at College Level: 4 Years, 6 Months

8) Research Projects :-

- 1. Dissertation on the Topic "Child Abuse and Child delinquency"
- 2. Recently working on Topic "Infringement of Trademark in India."

9) Workshops/Seminars/Conferences Attended:

1. Webinar on online Teaching	organised by Zoom	-	
2. Webinar on services of Law firm Company Secretary	ICSI, New Delhi	-	
3. 25th July Webinar	Chandigarh	Assessing Human Rights Protection amid COVID	
4. 18th July Webinar	JCAI	International Human Rights in light with COVID	
5. 14 August Webinar		Fundamental Objects under Indian Constitution.	
6. 2nd Nov, 2020	Conference between	and "Law of Arbitration and Dispute Resolution"	observed on Arbitration India.
10) Teacher award if any:		- NA -	


 Principal
 Dogra Law College
 Bari Brehmana, Samba

CONFIDENTIAL

ACADEMIC PERFORMANCE OF THE SUBJECT TEACHER (A.Y. 2020-2021)

RAMNIK BALI

Employee name:

Designation:

Session

Department:

Session	Semester	Course Code	Title of the Paper	Total Students	Students appeared for exams	Reappear Cases	% Pass
2019-2020	B.A. IIIA						
	Sem VI	703	Co. P. C.	84	82		80.52%
	Sem VII	802	Co. P. C.	78	72		72.22%
	Sem I	103	T.P.C.	73	23		87%
	Sem III	202	C.P.C.	51	30		66.67%

Responsibilities Assigned to the Teacher

Type of Committee	Convener	Member	Remarks
N.S.S & Sports Discipline	✓	✗	
Physical Education	✓		
Legal Aid Academic	✓	✓	

Special Achievement / Contribution during Assessment Period (if any).

NIL

Adverse Report (if any).

NIL

HR Comments :

HR Sign:

If * parameter has less than 3 score then person would not be retained and qualify for yearly hike.

V. O. R. E. M.
Principal
Dogra Law College
Bari Brahmana, Samba

CONFIDENTIAL

11) Academic Publications:-

- N/A -

12) Participation in college activities:-

Activity/Committee	Participation or Achievement
Academic Discipline - NSS & Spop	Duty (Preparation of Time-table [substitution] Daily Content) Convener (-) SOPs Issued)
Library -	Member
Legal Aid -	Member
Practical Verifier	Convener
Hostel Count	Member

13) Pre-Appointment Attainments and Achievement:-

Attainment	Achievement
100%	Stand 3rd Position in LLB and (7.45 cpa)
	1st Position in Master of Laws (LLM). (7.7 cpa)
	1st in entrance test for P.H.D. by Jammu University

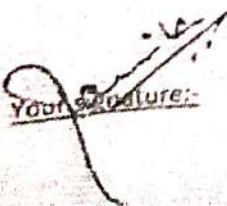
14) Any other achievement or any hurdles faced in achieving your goal that you would like to bring to the management's notice:-

15) Rate yourself on a scale of 10:

10

1=poor	2	3	4	5	6	7	8	9	10=Excellent
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Your Signature:-



19-02-2021.
Dated:-

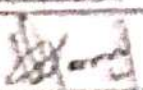

V. P. Singh
Principal
Dogra Law College
Bari Brahmana, Samba


Performance appraisal sheet (Dogra group of colleges) Asst. Yr: 2020-2021

Employee Name:	Ramnikh Kishore	Dept:	Law
Designation:		Date:	22 nd Jan 2021
Reviewer:		Reviewers	
		Remark:	

Performance Evaluation	Excellent	Good	Fair	Peer	Comments
	4	3	2	1	
1. Subject Knowledge*	✓	✓			
2. Work Quality & Productivity	✓	✓			
3. Work Consistency & Goal Achievement		✓			
4. Work Relations		✓			
5. Cooperation / Team Work *	✓				
6. Personality		✓			
7. Initiative		✓			
8. Enthusiasm	✓				
9. Creativity		✓			
10. Punctuality*		✓			
11. Attendance		✓			
12. Dependability		✓			
13. Teaching Skills*		✓			
14. Communication Skills*		✓			
15. Management Ability		✓			
Overall Performance in %		✓			86%

Areas in which improvement required as per the Principal:

Reviewers feedback:	He is very excellent in doing all aspects of his job but regarding punctuality he needs improvement
Reviewers sign: 	
HR sign: 	


Principal
Dogra Law College
Bari Brahmana, Saran

DET (2019-Sep 20)

ANNUAL SELF PERFORMANCE APPRAISAL(-Support staff)

Dear Staff Members, As a part of ASAR (Annual self appraisal review), Supervisor need to fill for support staff.

1) Name:- _____

2) Designation & Dept:- Transport

3) Qualification :- _____

4) Do you wear id cards and uniform while on duty?

b) Yes

b) No

5) Do you speak to supervisor on daily basis and take instructions?

b) Yes

b) Not required

6) Do you keep your bus maintained, Vehicle clean all the time/Log books signed & wear uniform?

b) Yes

b) No

6) Have you taken your observation to your supervisor for pick-up or drops & remain punctual?

b) Yes

b) No

7) Have you got noticed for performing real well & managing proxy?

b) Yes _____

b) No

9) Have you reported your leaves always in advance and delegated your duty to someone else?

a) Yes

b) No

10) Any other task that should be added to your responsibility or been added and delivered?

Signature :

Dated :

Performance appraisal sheet (Dogra group of colleges)

Asst.Yr:2020-2021

Employee Name:		Dept:			
Designation :		Date:			
Reviewer:		Reviewers Remark:			
Performance Evaluation	Excellent 4	Good 3	Fair 2	Poor 1	Comments
1. Work Knowledge*					
2. Work Quality & Productivity					
3. Work Consistency & Goal Achievement					
4. Work Relations					
5. Cooperation / Team Work *					
6. Punctuality*					
7. Attendance					
8. Dependability					
Overall Performance in %					
Areas in which improvement required as per the Principal:					
Reviewers feedback:					
Reviewers sign:					
HR sign:					

If * parameter has less than 3 score then person would not be retained and qualify for yearly hike.

DET (2019-Sep 20)

ANNUAL SELF PERFORMANCE APPRAISAL(-Support staff)

Dear Staff Members, As a part of ASAR (Annual self appraisal review), Supervisor need to fill for support staff.

1) Name:- Ganesh Dutt

2) Designation & Dept:- Support staff- Other

3) Qualification :- 8th

4) Do you wear id cards and uniform while on duty?

a) Yes b) No

5) Do you speak to supervisor on daily basis and take instructions?

a) Yes b) Not required

6) Do you keep records up to date of things handed over?

a) Yes b) No

6) Have you taken your observation to your supervisor for improvement of system?

a) Yes b) No

7) Have you got noticed for performing real well & managing proxy?

a) Yes b) No

9) Have you reported your leaves always in advance and delegated your duty to someone else?

a) Yes b) No

10) Any other task that should be added to your responsibility or been added and delivered?

Handling of law library is very smooth
order

Ganesh Dutt
Signature

Dated 19/09/21

V. O. D. M.
Principal
Dogra Law College
Bari Brahmana, Samba

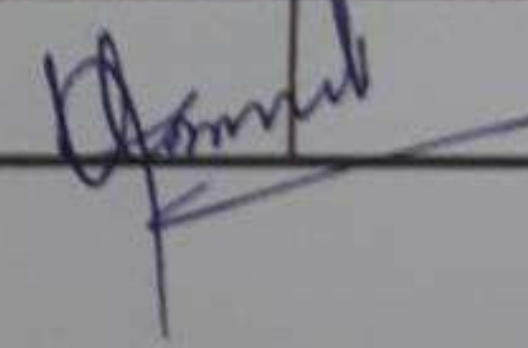
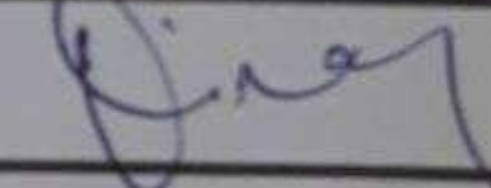
Performance appraisal sheet (Dogra group of colleges) Asst.Yr:2020-2021

Employee Name:	Ganesh	Dept:	Law
Designation :	Poer	Date:	29 Jan 2021
Reviewer:		Reviewers Remark:	

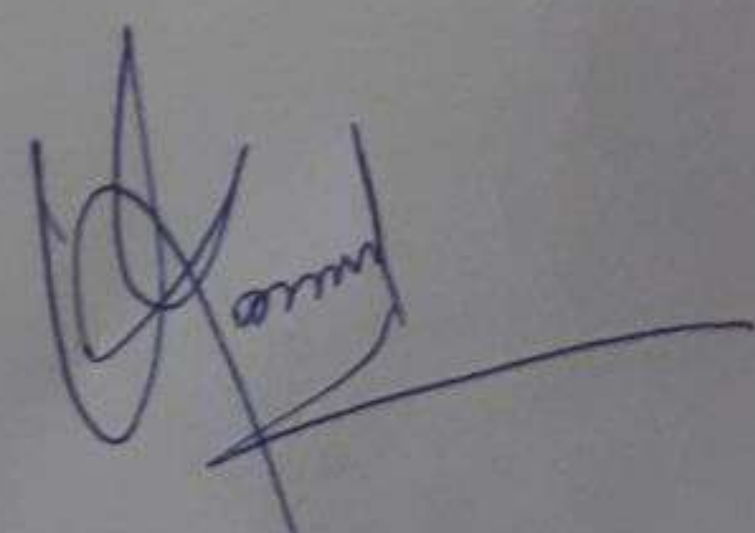
Performance Evaluation	Excellent 4	Good 3	Fair 2	Poor 1	Comments
1. Work Knowledge*		✓			
2. Work Quality & Productivity		✓			
3. Work Consistency & Goal Achievement		✓			
4. Work Relations		✓			
5. Cooperation / Team Work *	✓	.			
6. Punctuality*	✓				
7. Attendance	✓				
8. Dependability		✓			
Overall Performance in %					84.6%

Areas in which improvement required as per the Principal:

Reviewers feedback: He is good but needs to establish work relations.

Reviewers sign:  HR sign: 

* parameter has less than 3 score then person would not be retained and qualify for yearly hike.


Principal
Dogra Law College
Bari Brahmana, Samba

DOGRA LAW COLLEGE
BASSI KALAN, BARI BRAHMANA
SAMBA

Feedback Analysis Report
Month May

The college gathered feedback from its students using a feedback form. The method of collecting feedback form is to take responses from regular students of the class.

Analysis Report

The feedback form consists of certain question related to Quality of teaching in the college, the method of delivery of lectures , support services provided by the institution , overall academic Delivery system to analysis the satisfaction of our stakeholders .Students were asked to rate their satisfaction with various aspects of Institution Educational programs and teaching pedagogy. The feedback form consists of


1. Faculty & Student Interaction
2. Course Coverage
3. Academic Delivery Management
4. Class Discipline and Management
5. Overall Academic Delivery System

As per the feedback given by the students it indicates that the students are satisfied by the teaching -learning method adopted by the college. The students are satisfied with the timely course coverage and academic delivery management. The students are overall impressed with the way teacher hold the attention and discipline in the class.

- There more emphasis should be given on research based learning.

Action Taken Report

- The above issues were discussed with the Principal in Charge Dr. Komila Aggarwal .
- As Principal in Charge Mr. Ramnik Bali was directed to emphasis more on case analysis and research learning in classroom .


Principal
Dogra Law College
Bari Brahmna, Samba


DOGRA LAW COLLEGE

Bari Brahmana, Samba (J&K)

SUBJECT WISE FEEDBACK ANALYSIS

Date - 30/5/2022		Session - 2021-22	
Section - 3 year 1st		Title - Contract	
Teacher Incharge - Aashi Mam		Course Code -	
S. No.	PARAMETERS	PERCENTAGE%	REMARKS BY THE PRINCIPAL
1.	Faculty & Student Interaction	5	
a.	Interaction between faculty & You	$5+5+5+5+5 = 25$	$= \frac{25}{25} = 100\%$
b.	Faculty Communication Skills of faculty to make you understand about what is taught	$5+5+5+5+4 = 24$	$= \frac{24}{25} = 96\%$
c.	Rate faculty behaviour to ensure academic delivery.	$5+5+5+5+5 = 25$	$= \frac{25}{25} = 100\%$
2.	Course Coverage		
a.	Is faculty able to cover the course in time	$5+4+5+5+5 = 23$	$= \frac{23}{25} = 92\%$
b.	Course in syllabus is taught with completeness	$5+4+5+5+5 = 24$	$= \frac{24}{25} = 96\%$
c.	How do you rate faculty in term of ensuring module design before delivery	$5+5+5+5+5 = 25$	$= \frac{25}{25} = 100\%$
3.	Academic Delivery Management		
a.	How do you rate delivery methods	$5+5+5+5+4 = 24$	$= \frac{24}{25} = 96\%$
b.	How do you rate delivery infrastructure	$5+5+5+5+5 = 25$	$= \frac{25}{25} = 100\%$
c.	Does faculty use in innovative academic delivery methods & pedagogy	$5+5+4+5+5 = 24$	$= \frac{24}{25} = 96\%$
4.	Class discipline & Management		
a.	How do you rate class discipline	$5+4+5+5+5 = 24$	$= \frac{24}{25} = 96\%$
b.	Is faculty able to hold attention of student during session	$5+4+5+5+5 = 24$	$= \frac{24}{25} = 96\%$
c.	Does faculty take Commensurate action top indiscipline in the class	$5+5+5+5+5 = 25$	$= \frac{25}{25} = 100\%$
5.	Overall Academic Delivery System		
a.	Overall Academic Impression	$5+5+4+5+5 = 24$	$= \frac{24}{25} = 96\%$
b.	Student percentile & Seriousness created by faculty in the class	$5+4+5+5+5 = 24$	$= \frac{24}{25} = 96\%$
c.	Academic delivery improvements.	$5+5+5+5+5 = 25$	$= \frac{25}{25} = 100\%$
OVERALL PERCENTAGE%			

$\frac{1460}{15}$


 Principal
 Dogra Law College
 Bari Brahmana, Samba

nature



STUDENT FEED BACK FORM

Institute : Dogra Law College

Date of Feedback : 30-5-2024

3 year 1st

Teaching Faculty Name :

Ms. Anshu Maam

Contract-I

S.NO	Student Feedback	Scale					Remarks
		0	1	2	3	4	
1.	Faculty & Student Interaction						
a.	Interaction between faculty & You?						5
b.	Faculty Communication Skill of faculty to make you understand about what is taught?						5
c.	Rate faculty behaviour to ensure academic delivery						5
2.	Course Coverage						
a.	Is faculty able to cover the course in time?						5
b.	Course in syllabus is taught with completeness?						5
c.	How do you rate faculty in term of ensuring module design before delivery?						5
3.	Academic Delivery Management						
a.	How do you rate delivery methods?						5
b.	How do you rate delivery infrastructure?						5
c.	Does faculty use innovative academic delivery methods & pedagogy?						5
4.	Class Discipline & Management						
a.	How do you rate class discipline?						5
b.	Is faculty able to hold attention of student during session?						5
c.	Does faculty take commensurate action top indiscipline in the class?						5
5.	Overall Academic Delivery System						
a.	Overall Academic Impression?						5
b.	Student percentile & Seriousness created by faculty in the class						5
c.	Academic delivery improvements?						5

Note :

- a. Scale '0' denotes poor rating & '05' denotes best rating
- b. Each student must write scale against each criteria

GROSS RATING = $\frac{\text{SCORE ACHIEVED}}{\text{TOTAL SCI}}$

[Signature]
Principal
Dogra Law College
Jalandhar, Punjab



STUDENT FEED BACK FORM

Institute : Doga Law College

Date of Feedback : 30/5/22

3 year Ist

Contract I

Teaching Faculty Name :
Ms. Anushi Mam

S.NO	Student Feedback	Scale					Remarks	
		0	1	2	3	4		5
1.	Faculty & Student Interaction							
a.	Interaction between faculty & You?							✓
b.	Faculty Communication Skill of faculty to make you understand about what is taught?							✓
c.	Rate faculty behaviour to ensure academic delivery							✓
2.	Course Coverage							
a.	Is faculty able to cover the course in time?							✓
b.	Course in syllabus is taught with completeness?							✓
c.	How do you rate faculty in term of ensuring module design before delivery?							✓
3.	Academic Delivery Management							
a.	How do you rate delivery methods?							✓
b.	How do you rate delivery Infrastructure?							✓
c.	Does faculty use innovative academic delivery methods & pedagogy?							✓
4.	Class Discipline & Management							
a.	How do you rate class discipline?							✓
b.	Is faculty able to hold attention of student during session?							✓
c.	Does faculty take commensurate action top indiscipline in the class?							✓
5.	Overall Academic Delivery System							
a.	Overall Academic Impression?							✓
b.	Student percentile & Seriousness created by faculty in the class							✓
c.	Academic delivery improvements?							✓

Note :

- a. Scale '0' denotes poor rating & '05' denotes best rating
b. Each student must write scale against each criteria

SCORE ACHIEVED
GROSS RATING = TOTAL SCORE X 100 :

Anushi Mam
Principal
Doga Law College
Bhatnagar, Doga



STUDENT FEED BACK FORM

Institute : Dogra Law College

Date of Feedback : 30-5-2022 3year 1st

Contract - I

Teaching Faculty Name :

Ms. Azushi MAM

S.NO	Student Feedback	Scale					Remarks	
		0	1	2	3	4		5
1.	Faculty & Student Interaction							
a.	Interaction between faculty & You?							✓
b.	Faculty Communication Skill of faculty to make you understand about what is taught?							✓
c.	Rate faculty behaviour to ensure academic delivery							✓
2.	Course Coverage							
a.	Is faculty able to cover the course in time?					✓		
b.	Course in syllabus is taught with completeness?							✓
c.	How do you rate faculty in term of ensuring module design before delivery?							✓
3.	Academic Delivery Management							
a.	How do you rate delivery methods?							✓
b.	How do you rate delivery Infrastructure?							✓
c.	Does faculty use innovative academic delivery methods & pedagogy?							✓
4.	Class Discipline & Management							
a.	How do you rate class discipline?							✓
b.	Is faculty able to hold attention of student during session?							✓
c.	Does faculty take commensurate action top indiscipline in the class?							✓
5.	Overall Academic Delivery System							
a.	Overall Academic Impression?							✓
b.	Student percentile & Seriousness created by faculty in the class							✓
c.	Academic delivery improvements?							✓

Note :

- Scale '0' denotes poor rating & '05' denotes best rating
- Each student must write scale against each criteria

GROSS RATING = $\frac{\text{SCORE A}}{\text{TOTAL SCOP}}$

[Signature]
Principal
Dogra Law College
Jalandhar, Punjab



STUDENT FEED BACK FORM

Institute : Dogra Law College

Date of Feedback : 30-5-2022

3 year Ist

Contract-I

Teaching Faculty Name :

Ms. Anshu Mann

S.NO	Student Feedback	Scale					Remarks	
		0	1	2	3	4		5
1.	Faculty & Student Interaction							
a.	Interaction between faculty & You?							✓
b.	Faculty Communication Skill of faculty to make you understand about what is taught?							✓
c.	Rate faculty behaviour to ensure academic delivery							✓
2.	Course Coverage							
a.	Is faculty able to cover the course in time?							✓
b.	Course in syllabus is taught with completeness?							✓
c.	How do you rate faculty in term of ensuring module design before delivery?							✓
3.	Academic Delivery Management							
a.	How do you rate delivery methods?							✓
b.	How do you rate delivery Infrastructure?							✓
c.	Does faculty use innovative academic delivery methods & pedagogy?							✓
4.	Class Discipline & Management							
a.	How do you rate class discipline?							✓
b.	Is faculty able to hold attention of student during session?							✓
c.	Does faculty take commensurate action top indiscipline in the class?							✓
5.	Overall Academic Delivery System							
a.	Overall Academic Impression?							✓
b.	Student percentile & Seriousness created by faculty in the class							✓
c.	Academic delivery improvements?							✓

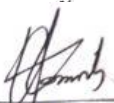
Note :

a. Scale '0' denotes poor rating & '05' denotes best rating

b. Each student must write scale against each criteria

SCORE ACHIEVED

GROSS RATING = TOTAL SCORE X 10


Principal
Dogra Law College
Jalandhar

DOGRA LAW COLLEGE

Bassi Kalan, Bari Brahmana, Samba

Result Analysis Record

Course and Session: BA LL.B 5 year course 2021-'22

Semester: 3rd semester

Date of Declaration Result: 1.7.22

No. of Students Appeared: 112 Result Declared = 112.

No. of Students Passed: 106

Passing Percentage: 94.6%

Meritorious Students, if any: Manya Mahajan - 1st position

(Overall rank at University): Vanshika Balgotra - 3rd position.

Level & Percentage: Himanshee Sharma - 5th position

Signature of Teacher Incharge

[Signature]
Principal
Dogra Law College
Bari Brahmana, Samba

OFFICE OF THE PRINCIPAL DOGRA LAW COLLEGE

BASSI KALAN, BARI BRAHMANA, SAMBA

Date of Declaration of Result: 01.07.2022

Result analysis of B.A LL.B 5 Years Course 3rd Semester Session 2021-22

Total Students = 112

*No. of Students whose result is declared (R.D) = 112 RLO = Nil D.E = Nil

Pass = 106

Reappear = 06

Pass %age = 94.6%

S.No	S. code	Lecturer	Subject	Appeared	R.D *	Pass	Re-appear	Pass %age
1.	601	Ms. Divya Kataria	Legal Language and Legal Writing	112	112	111	01	98.2%
2.	602	Ms. Neha Wadhwa	Pol. Science – III	112	112	111	01	98.2%
3.	603	Ms. Ritvinder Kour	Sociology – III	103	103	103	0	100%
4.	604	Dr. Ashima Chargoitra	History – III	87	87	87	0	100%
5.	605	Ms. Arushi Khajuria	Contract	112	112	112	0	100%
6.	606	Mr. Bhanu Sambyal	Legal Method – I	112	112	106	6	94.6%

Comparative statement of Result Analysis :

Law Department, University of Jammu

Total = 76

R.D = 76

Pass = 76

R.E = 0

Pass %age = 100%

K.C Law College

Total = 114

R.D = 114

Pass = 106

R.E = 08

Pass %age = 92.9%

Ashoka Law College

Total = 04

R.D = 01

Pass = 03

Pass %age = 75%

Position secured at University Level

S.No	Name of the students	Marks	Department	Position
1.	Manya Mahajan	483	Dogra Law College	1 st
2.	Ayushi Bral	480	Law School	2 nd
3.	Ayushi Vema	477	Law School	3 rd
4.	Vanshika Balgotra	477	Dogra Law College	3 rd
5.	Khushpreet Kour	475	Law School	4 th
6.	Himanshu Shama	472	Dogra Law College	5 th
7.	Jhanvi Sharma	470	Law School	6 th
8.	Arzoo Javaid	469	K.C Law College	7 th
9.	Anchal Kumari	468	K.C Law College	8 th
10.	Shruti Choudhary	467	Law School	9 th
11.	Ujjayini Razdan	465	K.C College	10 th

Position secured at College Level

S.No	Name of the Students	Marks	Position
1	Manya Mahajan	483	1 st
2	Vanshika Balgotra	477	2 nd
3.	Himanshu Sharma	472	3 rd

Examination Committee

Principal
 Dogra Law College
 Bari Brahmara, Samba