

**STANDARD NO: 4 (Academic Faculty and Non-Academic Staff:10%)**

<b>Standard 4: Academic faculty and Non-Academic Staff</b>		<b>Weight=%</b>	<b>Score Obtained</b>
<b>1</b>	<b>Faculty members and other professionals of the college are appropriately qualified-trained and prepared to assume the assigned roles and they are adequate in numbers (student-teacher ratio) (0.5 mark for each indicator)</b>	<b>2.0</b>	
<b>2</b>	<b>Well-articulated and implemented criteria for performance evaluation of academic and non-academic staff</b>	<b>01</b>	
<b>3</b>	<b>Percentage of sanctioned posts are filled.*</b>	<b>02</b>	
K.1	100 % of the sanctioned posts are filled	02 (maximum)	
	> 80% -100% of the sanctioned posts are filled	1.5	
	> 50% - 80% of the sanctioned posts are filled	01	
	> 40-50% of the sanctioned posts are filled	0.5	
	<40% of the sanctioned posts are filled	00	
<b>02.</b>	<b>There is strict monitoring adherence to attendance rules as laid down by the Government, regular class teaching and absenteeism.</b>	<b>02</b>	
K.1	The college has a strong monitoring system to check attendance/absenteeism	01	
K.2	The percentage of the faculty remaining present in college whole time? > 50%= 1 < 50% = 0	01	
<b>03.</b>	<b>The college has a formal program of professional development for its faculty in terms of short courses, participation in capacity building workshops, seminars and conferences.</b>	<b>02</b>	
K.1	The college has a documented professional development programme for its faculty; Yes = 1 No. = 0	01	
K.2	The PDP is being followed as planned. Followed 100% = 01 Followed 50% = 0.5 Followed < 50% = 00	01	
<b>04</b>	<b>Each year at least 10% of the college faculty is exposed in training activities for a total of 40 hours (annually) and involve all teachers, not only new teachers.</b>	<b>01</b>	
K.1	If 10% faculty participates, If 8% faculty participates If 5% faculty participates	01 0.5 00	
<b>Total Score</b>		<b>10</b>	