

A STUDY ON ALL INDIA COUNCIL FOR TECHNICAL EDUCATION'S [AICTE] 360 DEGREE FEEDBACK SYSTEM IN SEVENTH PAY REGULATION- IN THE PERSPECTIVE OF A TEACHING FACULTY IN AICTE APPROVED DIPLOMA LEVEL INSTITUTIONS IN TAMIL NADU

K. Vinoth Kumar¹

¹Lecturer / Mechanical, 219 Valivalam Desikar Polytechnic College, Nagapattinam, TN India 611 003

Abstract – This paper is intended to investigate the new student/teacher reward program implemented by AICTE, New Delhi, in association with The Smart Cookie Rewards Pvt. Ltd (having MoU with AICTE) in its 7th pay regulations for technical institutions under its purview. This paper intends to study all aspects of the above student/teacher reward program in the perspective of a teaching faculty of a diploma level institution in Tamil Nadu in which, all data are captured in this portal.

Key Words: AICTE, 7th pay regulations, 360-degree feedback, smart cookies student/teacher reward program

1.INTRODUCTION

In a landmark development in higher education teaching process, students will have a say on the promotion and performance of teaching community. Under the system, students will grade teaching performance based on teaching objective and students' personal experience.

ON 19 Sept 2019, Union Human Resource Development Minister Shri Ramesh Pokhriyal launched this initiative of All India Council for Technical Education (AICTE) - 360-degree Feedback of Faculty.

Teachers play the key role of developing the most important national resource (human resource), the young talent of students that will define the future of our country. As per the recommendations of AICTE, Ministry of Human Resources Development gave the mandate to the 7th Pay Commission, of understanding certain key aspects of teacher's activities and its impact as perceived by other key stake holders of the college education process.

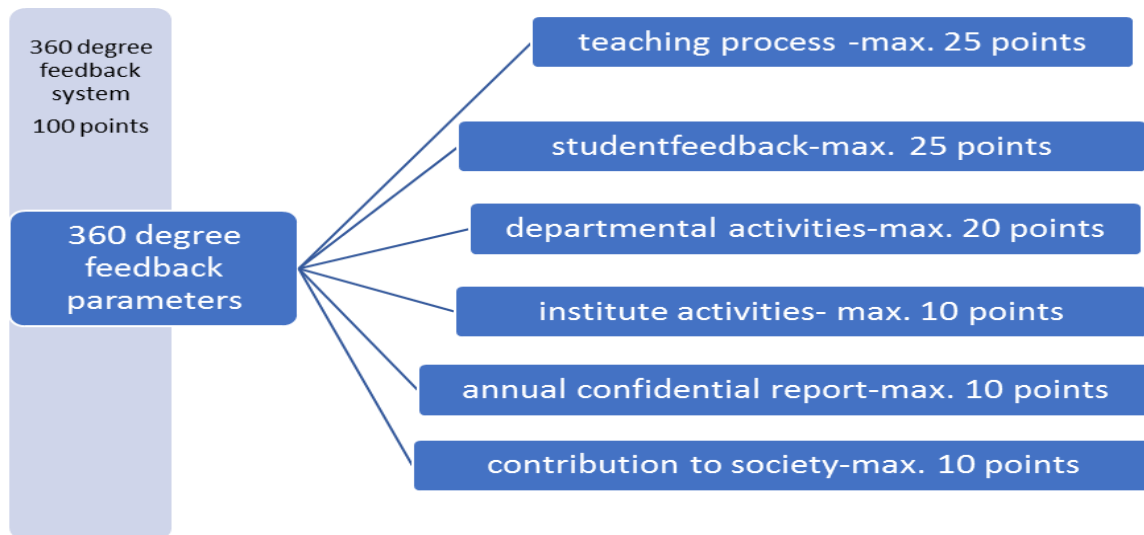
AICTE 7thPay Regulation defines the process of collecting the 360-degree Feedback Data that will be submitted by the education institutes. It starts by first establishing a data framework that maps Teachers, Students and Subjects/courses to capture the data at source through online mechanism.

The process begins by self-reporting of the Teaching Process and other Contributions to the Society by the teachers themselves. This will attract a value of 25 and 10 marks respectively. The head of the department where the teacher works would also report the Departmental Activities performed by the teacher that would attract 20 marks. The Principal of the institute would further add Institute Activities for 10 marks and the Annual Confidential Report (ACR) for 10 marks for every teacher. A very important part of the feedback is added by the students giving objective as well as personal experience by answering 14 questions to be graded on a scale of 1 to 5. This feedback will attract 25 points making complete 100 % feedback. (Total = 25 + 10 +20 +10 +10 +25 = 100%). In order to facilitate this process AICTE in association with Smart Cookie Rewards Pvt. Ltd (having MoU with AICTE) has developed an online Framework to collect the feedback data.

The system will further summarize & share the collected data for the Department/Institute/College management for giving increments and promotions for the teachers. Also, AICTE will provide regulatory compliance to ensure transparency and fairness of the process.

The various assessment criteria are given in the following figure-1

Figure -1 Block diagram



2. TEACHING PROCESS

This process starts from time table, which gives an overall picture of teaching load of faculties in a department. This provides data on

- Subject[s] allotted to individual teaching faculty
- Number of contact hours in theory and practical subjects for an individual teaching faculty per week/ semester
- As per 7th pay recommendations, the teaching load for faculties are as follows

Table-1 Teaching engagement of faculty members in Diploma level institutions

Designation	Teaching load per week
Lecturer	18 hours per week
HoD	16 hours per week
Principal	06 hours per week

- Faculty members working in technical educations under the purview of AICTE has the following activities, that are considered as teaching process

Sl. no	Activities
1	Lectures
2	Seminars/paper presentations
3	Tutorials
4	Practical
5	Teaching load in excess above table-1
6	Imparting knowledge/ instructions using prescribed materials
7	Use of participatory and innovating teaching methodologies
8	Updating subject content
9	Course improvement
10	Examination works- question paper setting, chief superintendent, additional chief superintendent, observer, external examiner, internal examiner, invigilation. Examiner, chief examiner [in central valuation], autonomous exam works, answer sheet audits.
11	Updating of course content
12	Design of curriculum, syllabus review committee

13	Preparation of study materials
14	Using ICT for teaching
15	Developing bridge course
16	Popularizing a course/ program
17	Flying squad
18	Exam coordinator
19	Publication of research papers
20	Publication of text books
21	Project Guidance
22	Tapping research grants
23	Modernization and removal of obsolescence- MoDROBS
24	Consultancy services
25	Accreditation works
26	Admission works
27	TNEA facilitation centre coordination works

Points distribution- Maximum points for this teaching process is 25 and this detail has to be keyed-in by individual staff in AICTE – SMART COOKIE portal. The format for calculating points is as follows

Sl. No	Semester	Course code	No. of scheduled classes	No. of actually held classes	Points obtained [MAX. 25]	Enclosure no.
			[A]	[B]	$[B]/[A]*25$	Time table and personal log book
Illustration purpose			164	157	$[157/164]*25=23.93$	

3. STUDENT FEEDBACK

In a landmark development in higher education teaching process, students will have a say on the promotion and performance of teaching community. Under the system, students will grade teaching performance based on teaching objective and students' personal experience. In this chapter every student will give feedback on every subject and every faculty as per the following parameters in a scale of 25 points. The average of total of such score shall be used. And the student has to fill his feedback in the AICTE-SMART COOKIE portal.

Table2 – student feedback parameters

Sl. No	Description	Very poor [1]	Poor [2]	Good [3]	Very good [4]	Excellent [5]
1	Has the teacher covered entire syllabus prescribed by university/ directorate of technical education/ college board?					5
2	Has the teacher covered relevant topics beyond syllabus?				4	
3	Effectiveness of teacher in terms of					5
	[i]Technical/ course content					5

	[ii]Communication skills					
	[iii]Use of teaching aids					
4	Pace at which the course content covered			3		
5	Motivation and inspiration for students to learn		2			
6	Support for the development of students skill					5
	[i]Practical demonstration					5
	[ii]Hands on training					
7	Clarity of expectations of students			3		
8	Willingness to offer advice and help to students	1				
	Total [11 parameters max 55 points]	Illustration purpose				43

Points calculation- based on illustration, if $A = [43/55] * 25 = 19.54$

If 24 students gave feedback, SUM of 24 students feedback points as per $[A] / 24 =$ is the average score. The points are summarized as follows

table 3 – student feed back

Sl. No	Semester	Course code/name	Average student feedback on the scale of 25	Enclosure number

4. DEPARTMENTAL ACTIVITIES

These are the activities assigned to each staff by the head of the department. This includes the following activities

Table-4 Departmental activities.

Sl. No	Activities
1	Time table in-charge
2	Tutors
3	Text book in-charge
4	Attendance in-charge
5	Lab in-charge
6	Seminar/symposium / paper presentation/quiz/competitions in-charge
7	Intellectual / innovations in-charge
8	Counsellor
9	Internal assessment in-charge
10	Department exam coordinator
11	Intern-ship training in-charge

12	Placement coordinator
13	Clean India coordinator
14	Maintenance in-charge
15	Budget in-charge
16	Consultancy services in-charge
17	Accreditation coordinator
18	Information provider
19	Special workshops/ trainings in-charge
20	Department records in-charge
21	Bio data in-charge
22	Purchase in-charge
23	Communication in-charge [parents]
24	MoU in-charge
25	Liaison in-charge

Points calculation- Each departmental activities given 3 points each per semester and maximum credit points is 20, which is given in following table

Sl. No	Semester	Activity	Credit point	Criteria	Enclosure number
			3		
			3		
			3		
For illustration, total			9		

5. INSTITUTE ACTIVITIES

These are the activities assigned by the principal to an individual faculty as a whole in-charge for institution, in total. The credit points for this is 10 and the following activities are considered as institutional activities.

Sl. no	Activities
1.	Design of curriculum, syllabus review committee
2.	Popularizing a course/ program
3.	Flying squad
4.	Exam coordinator
5.	Tapping research grants
6.	Modernization and removal of obsolescence- MoDROBS
7.	Consultancy services
8.	Accreditation works
9.	Admission works
10.	TNEA facilitation centre coordination works
11.	Swatch Bharath
12.	Internship training
13.	Placement
14.	NSS/NCC/RED RIBBON/OTHERS
15.	AICTE approval committee
16.	Purchase committee
17.	Discipline committee
18.	Anti-ragging committee
19.	VISHAKAA committee
20.	Conference / FDP committee
21.	Stores in-charge

22.	CIICP
23.	Election duty
24.	Stock verification officer

For swatch Bharath/ NSS/NCC – credit points is 4 per semester and others 2 per semester. The points are tabulated as follows,

Table- 5 institute activities

Sl.no	Semester	Activity	Credit point	Criteria	Enclosure number
1	4	NSS	4	4/SEM	
2	2	VISHAKAA COMMITTEE MEMBER	2	2/SEM	
3	4	PURCHASE COMMITTEE MEMBER	2	2/SEM	
4	2	FDP FOR A COURSE	2	2/SEM	
FOR illustration, total [max. 10 points]			10		

6.ACR- ACR is annual confidential report by the principal on every individual faculty, based on above activities. This is maintained at institutional level with maximum credit points of 10 and is tabulated as follows

Points	Level of performance
10	Extraordinary
9	Excellent
8	Very good
7	Good
5	satisfactory

Also, year wise summary is taken as follows

Sl. No	Year	Activity	Credit point	Criteria / level of performance	Enclosure number
1	2019-20	ACR	7	GOOD	
2	2020-21	ACR	10	EXTRAORDINARY	
FOR ILLUSTRATION, AVERAGE			17/2=8.5	VERY GOOD	

7. CONTRIBUTION TO SOCIETY- This is the data to be keyed -in AICTE-SMART COOKIES portal by every individual faculty, regarding his contribution to society. This is calculated in a scale of maximum 10 and has following contributions with each activity of 5 points each.

Table-6 contribution to society

Sl.no	Contribution activity to society
1	Blood donation
2	Cleaning / swatch Bharath
3	Yoga class
4	Fit-India camps
5	Induction programs
6	Unnat Bharath abhiyan
7	DDU YOJANA
8	NATURAL CALAMITIES FUNDING
9	MEMBERSHIP IN SOCIAL ORGANIZATIONS LIKE - LIONS/ROTARY/HOME GUARD
10	Awareness programmes

11	Awareness rally
12	PMKVY

The Points are tabulated as follows

Table-7 contribution to society max 10 points

Sl.no	Semester	activity	Credit points	Criteria	Enclosure number

8. FINAL REPORT

The system will further summarize & share the collected data for the Department/Institute/College management for giving increments and promotions for the teachers. Also, AICTE will provide regulatory compliance to ensure transparency and fairness of the process

TABLE-8 SUMMARY OF 360 DEGREE FEEDBACK

Summary	ACADEMIC YEAR 1	ACADEMIC YEAR 2	ACADEMIC YEAR 3
Teaching process [max. 25 points]			
Student's feedback [max 25 points]			
Departmental activities [max 20 points]			
Institute activities [max 10 points]			
Annual confidential report [max 10 points]			
Contribution to society [max 10 points]			
Total [max 100 points]			
Total on 10 point scale			

9. CONCLUSION

The process begins by self-reporting of the Teaching Process and other Contributions to the Society by the teachers themselves. The head of the department where the teacher works would also report the Departmental Activities performed by the teacher. The principal of the institute would further add Institute Activities and the Annual Confidential Report (ACR) for every teacher. A very important part of the feedback is added by the students giving objective as well as personal experience by answering 14 questions and the students will have a say on the promotion and performance of teaching community. Under the system, students will grade teaching performance based on teaching objective and students' personal experience. In order to facilitate this process AICTE in association with Smart Cookie Rewards Pvt. Ltd (having MoU with AICTE) has developed an online Framework to collect the feedback data. It is essential for every teaching faculty to have support documents for the data they are providing and principal/HoD must give office / departmental orders for the assigned duties/responsibilities.

REFERENCES

- [1] AICTE notification, New Delhi – 1st March 2019 F. No 61-1/RIFD/7th CPC/2016-17 for Diploma Regulations.
- [2] Implementation Manual for AICTE 360 Degree Feedback Capture and Reporting System – smart cookie student/teacher reward program.