



## **FEEDBACK ANALYSIS**

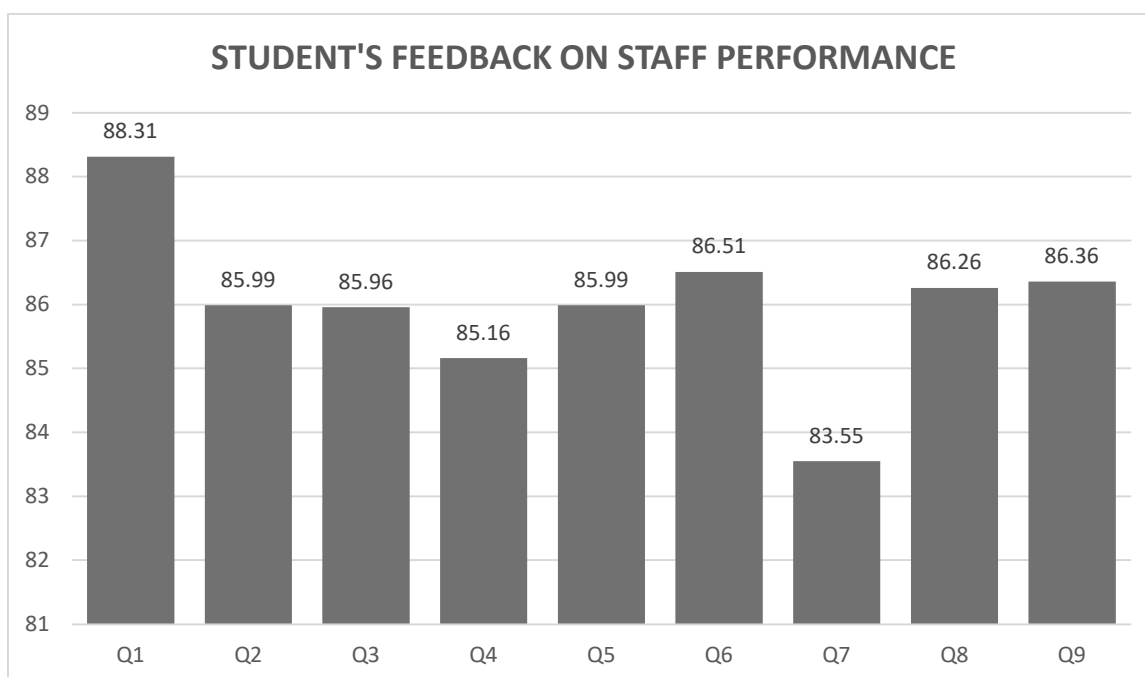
**ACADEMIC YEAR 2024-2025**

**ODD SEMESTER**

### **STUDENTS' FEEDBACK ON STAFF PERFORMANCE**

- The feedback was collected from a total of 438 students, each with an attendance percentage of 70% or above. This criterion ensures that the feedback represents the perspectives of students who were sufficiently engaged in their coursework during the semester.
- Students provided feedback for those faculty members who handled classes for them during the Odd Semester of the academic year 2024-2025. The feedback for each faculty member was collated and averaged to derive a common score for the analysis.
- The feedback encompasses the performance of 32 faculty members across the following departments: Tamil, English, Commerce (General), Commerce (Corporate Secretaryship), Computer Applications, Visual Communication and French.

<b>Qn. No.</b>	<b>Question</b>	<b>Average Score (100)</b>
1	The Teacher's knowledge of the subject / Expertise is good.	88.31
2	The Course outcomes of the class are clear to me.	85.99
3	The class time is fully utilized effectively and productively.	85.96
4	The Teacher used a wide variety of resources and materials such as PPT, Handouts, Video Lectures, virtual Labs and various other e-resources to make the class learning effectively.	85.16
5	The Teacher gives the right number of graded assignments, tests, and quizzes in order to fairly evaluate my performance.	85.99
6	The teacher is approachable, demonstrates interest and concern for the students.	86.51
7	The syllabus is covered in time as per the teaching plan shared with us.	83.55
8	The teacher is helpful to make my learning experience smooth and effective.	86.26
9	The Teacher is well prepared and organized the class session.	86.36



### Analysis

The feedback provided by students highlights the strengths and areas for improvement in the teaching-learning process. Below is a concise analysis of the feedback:

#### 1. Strengths:

- The teacher's expertise and knowledge of the subject are highly appreciated, with a score of 88.31.
- Students find the course outcomes clear and well-communicated (85.99).
- The teacher effectively utilizes class time (85.96) and employs a variety of resources such as PPTs, handouts, video lectures, and e-resources to enhance learning (85.16).
- The teacher is approachable, demonstrates concern for students (86.51), and helps create a smooth and effective learning experience (86.26).
- The teacher is well-prepared and organized (86.36), and provides an appropriate number of graded assignments, tests, and quizzes for fair evaluation (85.99).

#### 2. Areas for Improvement:

- While the syllabus is covered on time, the slightly lower score of 83.55 suggests room for improvement in pacing and adherence to the teaching plan.

#### 3. Recommendations:

- Conduct regular faculty development programs to update teachers on recent trends and innovative teaching methodologies.
- Encourage the use of a wider range of e-resources and tools to further enhance the learning experience. Foster a culture of continuous feedback and improvement to address any gaps in syllabus coverage or teaching methods.



**DON BOSCO ARTS & SCIENCE COLLEGE (Co-Education)**

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### **Action Taken**

Based on student feedback, several initiatives have been implemented to enhance the teaching-learning process. Faculty development programs and workshops were conducted to update teachers on innovative methodologies and improve syllabus pacing. A wider range of e-resources and interactive tools, were introduced to make learning more engaging. One-to-one mentoring sessions were initiated to provide personalized academic and career guidance. Additionally, students were given opportunities for experiential learning through industry visits, technical festivals, and cultural expos. These efforts have strengthened curriculum delivery and student engagement.

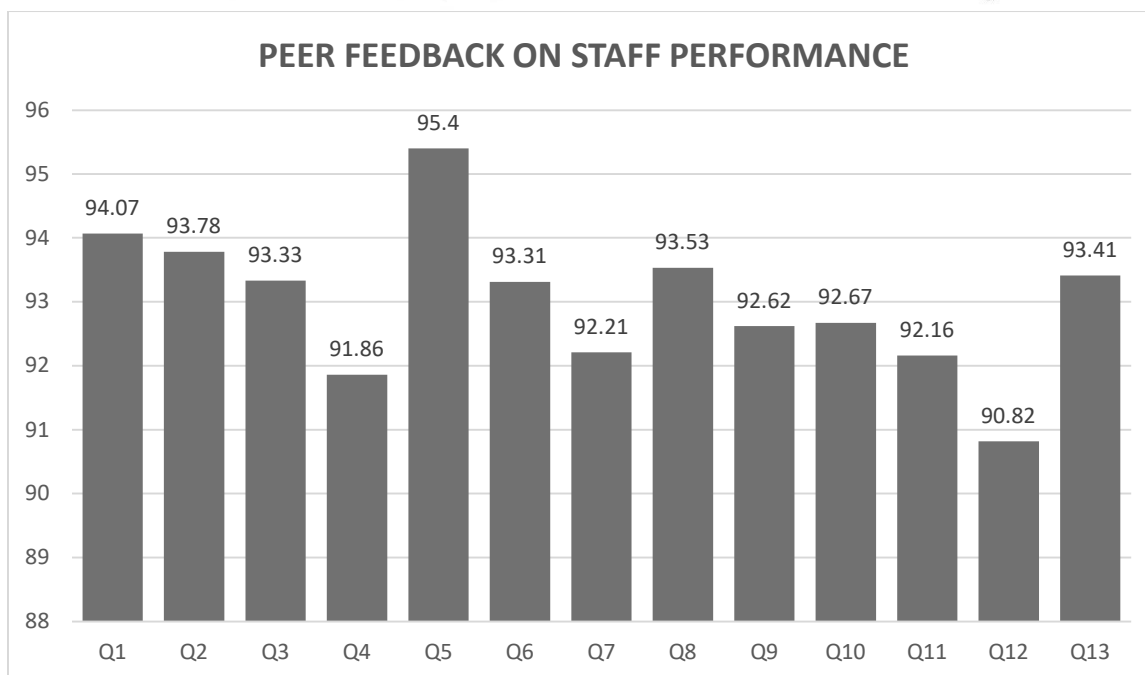
To promote holistic development, various cultural, sports, and wellness programs were organized, fostering teamwork and stress management. A structured feedback mechanism was established to address student concerns promptly, ensuring continuous improvement. Leadership and skill development programs were also launched to enhance students' soft skills and prepare them for real-world challenges. These actions have created a more supportive and dynamic learning environment, aligning with the institution's commitment to academic excellence and student success.



## PEER FEEDBACK ON STAFF PERFORMANCE

- Feedback about their peers was collected from faculty members within the same department. The responses were collated and averaged to derive a comprehensive score representing peer feedback for the college.
- A total of 33 faculty members were assessed, representing the following departments: Tamil, English, Commerce (General), Commerce (Corporate Secretaryship), Computer Applications, Visual Communication and Social Work.

Qn. No.	Question	Average Score (100)
1	Prioritizes their workload effectively and meets deadlines.	94.07
2	Communicates clearly and effectively with me and other colleagues.	93.78
3	Has strong interpersonal skills and helps everyone feel welcome on the team.	93.53
4	Is always open to receiving both negative and positive feedback.	91.86
5	Treats others with respect.	95.40
6	Inspires and supports others to do their best work.	93.31
7	Builds strong relationships with others and exhibits leadership skills.	92.21
8	Understands the needs and priorities of others and is proactive in communicating to others the information upon which they depend.	93.53
9	Is effective at coordinating their tasks with others to increase their effectiveness.	92.62
10	Maintains a positive attitude when dealing with unexpected challenges.	92.67
11	Knows how to navigate between personal and professional relationships.	92.16
12	Effectively handles stress and pressure and manages the workload.	90.82
13	Demonstrates ethical behavior and integrity.	93.41



### Analysis

The feedback provided by peers highlights the faculty members' strengths in teamwork, communication, and leadership, as well as areas for further improvement. Below is a concise analysis of the feedback:

#### 1. Strengths:

- Faculty members excel in prioritizing their workload effectively and meeting deadlines, as reflected in the high score of 94.07.
- Strong interpersonal skills and the ability to make everyone feel welcome on the team are highly appreciated (93.53).
- The faculty members treat others with respect, earning the highest score of 95.40, and inspires and supports colleagues to perform their best (93.31).
- Effective communication skills (93.78) and the ability to build strong relationships and exhibit leadership (92.21) are notable strengths.
- The faculty members maintain a positive attitude during challenges (92.67) and demonstrates ethical behaviour and integrity (93.41).

#### 2. Areas for Improvement:

- While the faculty members effectively handle stress and pressure, the slightly lower score of 90.82 suggests room for improvement in managing workload during high-pressure situations.

#### 3. Recommendations:

- Provide training or resources on stress management techniques to further enhance the faculty members' ability to handle pressure.
- Encourage the faculty members to continue fostering open communication and proactive information sharing to strengthen team coordination.
- Recognize and leverage their leadership and interpersonal skills to mentor others and contribute to team development.



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**INSTITUTION'S  
INNOVATION  
COUNCIL**  
(Ministry of HRD Initiative)

### **Action Taken**

Based on peer feedback, the faculty members have been provided with targeted support to further enhance their effectiveness. Stress management workshops and resources were introduced to help them better handle high-pressure situations, addressing the area for improvement. Additionally, they were encouraged to continue fostering open communication and proactive information sharing, which has strengthened team coordination and collaboration. Their leadership and interpersonal skills were leveraged through mentoring roles, enabling them to guide and inspire colleagues, further contributing to team development.

These initiatives have reinforced the individual's strengths in professionalism, teamwork, and leadership while addressing minor gaps. By building on their existing capabilities and providing the necessary support, the faculty members have become an even more valuable contributor to a collaborative and productive work environment. Regular feedback and skill-building opportunities will ensure sustained growth and effectiveness.

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