

# TEACHER'S FEEDBACK REPORT 2019



# DONYI POLO GOVERNMENT COLLEGE KAMKI DISTRICT WEST SIANG, AALO ARUNACHAL PRADESH. INDIA PIN 791001

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#### **INTRODUCTION**

Internal Quality Assurance Cell (IQAC) Donyi polo Government college kamki conducted a small survey to understand and facilitate teacher's satisfaction towards the curriculum, teaching, learning and evaluation in the institute. A questionnaire which comprises of 17(seventeen) different close ended questions were placed in front of the teacher's (mainly Assistant Professors and Associate professors) regarding teaching learning and other important aspects of the institute. The inputs provided by the respondents were kept confidential and analysed with the help of SPSS software in order to understand the deviation between the expected levels and the ground reality.

#### SAMPLE SIZE AND METHODOLOGY

The present study has been undertaken with a total of 24 sample size. As a result only 23 faculties participated in the teacher's feedback survey including both permanent as well as leave substitute faculties.

#### **GENERAL PROFILE OF THE RESPONDENTS**

| GENDER | PERMANENT | LEAVE SUBSTITUTE | TOTAL |
|--------|-----------|------------------|-------|
| MALE   | 14        | 00               | 14    |
| FEMALE | 06        | 03               | 09    |
| TOTAL  | 20        | 03               | 23    |

(Note: The inputs were thoroughly processed with the help of SPSS (Statistical Packages for social sciences) and were placed in the report for future references and recording.)

# 1. Syllabus is suitable to the course.

Syllabus is suitable to the course

|       |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly disagree          | 1         | 4.3     | 4.3           | 4.3                |
|       | Disagree                   | 5         | 21.7    | 21.7          | 26.1               |
|       | Neither agree nor disagree | 1         | 4.3     | 4.3           | 30.4               |
|       | Agree                      | 14        | 60.9    | 60.9          | 91.3               |
|       | Strongly agree             | 2         | 8.7     | 8.7           | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

# 2. Syllabus is need based.

Syllabus is need based

|       |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Disagree                   | 5         | 21.7    | 21.7          | 21.7               |
|       | Neither agree nor disagree | 6         | 26.1    | 26.1          | 47.8               |
|       | Agree                      | 9         | 39.1    | 39.1          | 87.0               |
|       | Strongly agree             | 3         | 13.0    | 13.0          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

3. Aims and objectives of the syllabi are well defined and clear to teachers and students.

Aims and objectives clear to teacher and students both

|       |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly disagree          | 1         | 4.3     | 4.3           | 4.3                |
|       | Disagree                   | 2         | 8.7     | 8.7           | 13.0               |
|       | Neither agree nor disagree | 4         | 17.4    | 17.4          | 30.4               |
|       | Agree                      | 12        | 52.2    | 52.2          | 82.6               |
|       | Strongly agree             | 4         | 17.4    | 17.4          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

4. Course content is followed by corresponding reference materials.

Course content followed by references

| _     |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly disagree          | 2         | 8.7     | 8.7           | 8.7                |
|       | Disagree                   | 5         | 21.7    | 21.7          | 30.4               |
|       | Neither agree nor disagree | 2         | 8.7     | 8.7           | 39.1               |
|       | Agree                      | 14        | 60.9    | 60.9          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

5. Sufficient numbers of prescribed books are available in the Library.

Sufficient no. of prescribed books in library

|       |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly disagree          | 3         | 13.0    | 13.0          | 13.0               |
|       | Disagree                   | 11        | 47.8    | 47.8          | 60.9               |
|       | Neither agree nor disagree | 4         | 17.4    | 17.4          | 78.3               |
|       | Agree                      | 5         | 21.7    | 21.7          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

6. The course/syllabus has good balance between theory and application.

Course a good balance of theory and application

|       |                            |           | · · · · · · |               |                    |
|-------|----------------------------|-----------|-------------|---------------|--------------------|
|       |                            | Frequency | Percent     | Valid Percent | Cumulative Percent |
| Valid | Disagree                   | 5         | 21.7        | 21.7          | 21.7               |
|       | Neither agree nor disagree | 6         | 26.1        | 26.1          | 47.8               |
|       | Agree                      | 10        | 43.5        | 43.5          | 91.3               |
|       | Strongly agree             | 2         | 8.7         | 8.7           | 100.0              |
|       | Total                      | 23        | 100.0       | 100.0         |                    |

7. The course/syllabus has made me interested in the subject area.

Course made me interested in subject area

| _     |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Disagree                   | 1         | 4.3     | 4.3           | 4.3                |
|       | Neither agree nor disagree | 7         | 30.4    | 30.4          | 34.8               |
|       | Agree                      | 11        | 47.8    | 47.8          | 82.6               |
|       | Strongly agree             | 4         | 17.4    | 17.4          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

8. The course/syllabus of this subject increased my knowledge and perspective in the subject area.

Syllabus increased my knowledge in the subject area

| _     |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly disagree          | 2         | 8.7     | 8.7           | 8.7                |
|       | Neither agree nor disagree | 2         | 8.7     | 8.7           | 17.4               |
|       | Agree                      | 15        | 65.2    | 65.2          | 82.6               |
|       | Strongly agree             | 4         | 17.4    | 17.4          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

9. The course/programme of studies carries sufficient number of optional papers.

Couse carries sufficient no. of optional papers

|       |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly disagree          | 1         | 4.3     | 4.3           | 4.3                |
|       | Disagree                   | 6         | 26.1    | 26.1          | 30.4               |
|       | Neither agree nor disagree | 8         | 34.8    | 34.8          | 65.2               |
|       | Agree                      | 8         | 34.8    | 34.8          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

10. The books prescribed/listed as reference materials are relevant, updated and appropriate.

Reference material are relevant updated and appropriate

| _     |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Disagree                   | 6         | 26.1    | 26.1          | 26.1               |
|       | Neither agree nor disagree | 7         | 30.4    | 30.4          | 56.5               |
|       | Agree                      | 10        | 43.5    | 43.5          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

11. Infrastructural facilities, such as teacher's rooms, class rooms, reading rooms and toilets are available in the institute.

Infrastructure facilities available for teachers in institute

|       |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly disagree          | 3         | 13.0    | 13.0          | 13.0               |
|       | Disagree                   | 7         | 30.4    | 30.4          | 43.5               |
|       | Neither agree nor disagree | 4         | 17.4    | 17.4          | 60.9               |
|       | Agree                      | 9         | 39.1    | 39.1          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

12. Tests and examinations are conducted well in time with proper coverage of all units in the syllabus.

Timing of tests and examination with proper coverage of syllabus

|       |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Neither agree nor disagree | 3         | 13.0    | 13.0          | 13.0               |
|       | Agree                      | 11        | 47.8    | 47.8          | 60.9               |
|       | Strongly agree             | 9         | 39.1    | 39.1          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

13. I have the freedom to adopt new techniques/strategies of teaching such as seminar presentations, group discussions and learners' participations.

Academic freedom(Freedom to adopt new techniques/strategies of teaching)

| _     |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Neither agree nor disagree | 2         | 8.7     | 8.7           | 8.7                |
|       | Agree                      | 12        | 52.2    | 52.2          | 60.9               |
|       | Strongly agree             | 9         | 39.1    | 39.1          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

14. I have the freedom to adopt/adapt new techniques/strategies of testing and assessment of students.

Academic Experimentation for adopting new methods and strategies

|       | <del>-</del>               |           |         |               |                    |
|-------|----------------------------|-----------|---------|---------------|--------------------|
|       |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Neither agree nor disagree | 1         | 4.3     | 4.3           | 4.3                |
|       | Agree                      | 13        | 56.5    | 56.5          | 60.9               |
|       | Strongly Agree             | 9         | 39.1    | 39.1          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

15. The environment in the department is conducive to teaching and research.

Environment of the department is conducive for teaching and research

|       |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Strongly disagree          | 1         | 4.3     | 4.3           | 4.3                |
|       | Disagree                   | 2         | 8.7     | 8.7           | 13.0               |
|       | Neither agree nor disagree | 3         | 13.0    | 13.0          | 26.1               |
|       | Agree                      | 13        | 56.5    | 56.5          | 82.6               |
|       | Strongly agree             | 4         | 17.4    | 17.4          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

# 16. The administration is teacher friendly.

#### Administration is teachers friendly

| _     |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Disagree                   | 1         | 4.3     | 4.3           | 4.3                |
|       | Neither agree nor disagree | 6         | 26.1    | 26.1          | 30.4               |
|       | Agree                      | 10        | 43.5    | 43.5          | 73.9               |
|       | Strongly agree             | 6         | 26.1    | 26.1          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

# 17. Provisions for professional development are non-discriminatory and fair.

#### Provisions for professional development are non-discriminatory and fair

|       |                            | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | Neither agree nor disagree | 8         | 34.8    | 34.8          | 34.8               |
|       | Agree                      | 8         | 34.8    | 34.8          | 69.6               |
|       | Strongly Agree             | 7         | 30.4    | 30.4          | 100.0              |
|       | Total                      | 23        | 100.0   | 100.0         |                    |

#### .ANNEXURES

### **TEACHERS' FEEDBACK QUESTIONNAIRE**

This questionnaire is intended to collect information relating to your satisfaction towards the curriculum, teaching, learning and evaluation. The information provided by you will be kept confidential and will be used as important feedback for quality improvement of the programme of studies/institution.

#### **Directions:**

For each item please indicate your level of satisfaction with the following statement by choosing  $\Box$  a score between 1 and 5.

(1 – strongly disagree, 2 - disagree, 3 – neither agree nor disagree, 4 – agree, 5 – strongly agree)

#### Name of teacher:

#### **Department:**

| Sl.no | Curriculum, Teaching, Learning      | Strongly | disagree | Neither   | agree | Strongly |
|-------|-------------------------------------|----------|----------|-----------|-------|----------|
|       | and Evaluation                      | disagree |          | agree nor |       | agree    |
|       |                                     |          |          | disagree  |       |          |
| 1     | Syllabus is suitable to the course. |          |          |           |       |          |
| 2     | Syllabus is need based.             |          |          |           |       |          |
| 3     | Aims and objectives of the          |          |          |           |       |          |
|       | syllabi are well defined and clear  |          |          |           |       |          |
|       | to teachers and students.           |          |          |           |       |          |
| 4     | Course content is followed by       |          |          |           |       |          |
|       | corresponding reference             |          |          |           |       |          |
|       | materials.                          |          |          |           |       |          |
| 5     | Sufficient numbers of prescribed    |          |          |           |       |          |
|       | books are available in the          |          |          |           |       |          |
|       | Library.                            |          |          |           |       |          |
| 6     | The course/syllabus has good        |          |          |           |       |          |
|       | balance between theory and          |          |          |           |       |          |
|       | application                         |          |          |           |       |          |
| 7     | The course/syllabus has made        |          |          |           |       |          |
|       | me interested in the subject area   |          |          |           |       |          |
| 8     | The course/syllabus of this         |          |          |           |       |          |
|       | subject increased my knowledge      |          |          |           |       |          |
|       | and perspective in the subject      |          |          |           |       |          |
|       | area.                               |          |          |           |       |          |
| 9     | The course/programme of             |          |          |           |       |          |
|       | studies carries sufficient number   |          |          |           |       |          |
|       | of optional papers                  |          |          |           |       |          |
| 10    | The books prescribed/listed as      |          |          |           |       |          |
|       | reference materials are relevant,   |          |          |           |       |          |
|       | updated and appropriate.            |          |          |           |       |          |

| Infrastructural facilities, such as |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| teacher's rooms, class rooms,       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| reading rooms and toilets are       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| available in the institute          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Tests and examinations are          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| conducted well in time with         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| proper coverage of all units in     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| the syllabus.                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| I have the freedom to adopt new     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| techniques/strategies of teaching   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| such as seminar presentations,      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| group discussions and learners'     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| participations                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| I have the freedom to               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| adopt/adapt new                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| techniques/strategies of testing    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| and assessment of students.         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| The environment in the              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| department is conducive to          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| teaching and research               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| The administration is teacher       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| friendly                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Provisions for professional         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| development are                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| non-discriminatory and fair         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                     | teacher's rooms, class rooms, reading rooms and toilets are available in the institute  Tests and examinations are conducted well in time with proper coverage of all units in the syllabus.  I have the freedom to adopt new techniques/strategies of teaching such as seminar presentations, group discussions and learners' participations  I have the freedom to adopt/adapt new techniques/strategies of testing and assessment of students.  The environment in the department is conducive to teaching and research  The administration is teacher friendly  Provisions for professional development are | teacher's rooms, class rooms, reading rooms and toilets are available in the institute  Tests and examinations are conducted well in time with proper coverage of all units in the syllabus.  I have the freedom to adopt new techniques/strategies of teaching such as seminar presentations, group discussions and learners' participations  I have the freedom to adopt/adapt new techniques/strategies of testing and assessment of students.  The environment in the department is conducive to teaching and research  The administration is teacher friendly  Provisions for professional development are | teacher's rooms, class rooms, reading rooms and toilets are available in the institute  Tests and examinations are conducted well in time with proper coverage of all units in the syllabus.  I have the freedom to adopt new techniques/strategies of teaching such as seminar presentations, group discussions and learners' participations  I have the freedom to adopt/adapt new techniques/strategies of testing and assessment of students.  The environment in the department is conducive to teaching and research  The administration is teacher friendly  Provisions for professional development are | teacher's rooms, class rooms, reading rooms and toilets are available in the institute  Tests and examinations are conducted well in time with proper coverage of all units in the syllabus.  I have the freedom to adopt new techniques/strategies of teaching such as seminar presentations, group discussions and learners' participations  I have the freedom to adopt/adapt new techniques/strategies of testing and assessment of students.  The environment in the department is conducive to teaching and research  The administration is teacher friendly  Provisions for professional development are | teacher's rooms, class rooms, reading rooms and toilets are available in the institute  Tests and examinations are conducted well in time with proper coverage of all units in the syllabus.  I have the freedom to adopt new techniques/strategies of teaching such as seminar presentations, group discussions and learners' participations  I have the freedom to adopt/adapt new techniques/strategies of testing and assessment of students.  The environment in the department is conducive to teaching and research  The administration is teacher friendly  Provisions for professional development are |

Any other comments: