



TEACHER'S FEEDBACK REPORT

2023-24



**INTERNAL QUALITY ASSURANCE CELL
KARIM CITY COLLEGE
JAMSHEDPUR-831001**

Teacher's Feedback Report for Session 2023-24

IQAC recorded feedback from teachers as part of feedback documentation of stakeholders from **51** teachers of **18** different departments for the session **2022-23**. The feedback was recorded online through Google Forms and included **10** questions. The scale used is - Below 1.5 = Unsatisfactory, 1.5 to 2.5 = Satisfactory, 2.5 & 3.5 = Good, 3.5 & 4.5 = Very Good, Above 4.5 = Excellent

- The teachers were asked to rate the level of satisfaction concerning their job. The average of the answers received is **4.4**. The average shows that the teachers have rated it as **very good**.
- The teachers were asked to answer whether they found a fine balance between theory and its application in the syllabi of the courses. The average of the answers received is **4.3**. It shows that teachers have rated the balance **very good**.
- The teachers were requested to rate the facilities available in the college. The average of the feedback received is **4.6**. It shows that the teachers have rated the facilities of the college as **Excellent**.
- The teachers were enquired whether the college provides adequate opportunities and support for upgrading qualifications and work skills. The average of the feedback received is **4.6**. The average shows that most of the teachers have rated the college as **excellent** in providing adequate opportunities and support for upgrading qualifications and work skills.
- The teachers were questioned whether the textbooks, reference books, and journals available in the library were relevant and constantly updated. The average of the feedback received is 4.7. The average shows that the teachers find it more than **Excellent** and leading towards excellence.
- The teachers were asked about the availability of ICT support and online facilities for teaching and learning that are conducive to their job. The average of the feedback received is **4.6**. The average shows that the teachers find the college **Excellent** regarding the availability of ICT support and online facilities for teaching and learning.
- The teachers were enquired about freedom of pedagogy and the adoption of new techniques in teaching-learning and assessment by the college authorities. The average of the feedback received is **4.6**. The average shows that the teachers have rated the college **Excellent** in freedom in pedagogy and adoption of new techniques in teaching-learning and assessment by the college authorities.
- The teachers were asked whether the authorities were sensitive, helpful and friendly. The average of the feedback received is **4.7**. The teachers have rated the authorities as sensitive, helpful and friendly as the average is more than **4.5**. It denoted that they find them **Excellent**.

- The teachers were asked whether the management and governance of the college are visionary and growth-oriented. The average of the answers received in the feedback is **4.6**. The average shows that the teachers have rated the college management as **Excellent** in being visionary and growth-oriented.

B. Suggestions Received on the curriculum and/or its implementation.

- Must be completed in time
- Need to complete in time and need to increase attendance.
- it should be relevant, and should not be change frequently.
- The curriculum should be for the holistic development of students
- Industry visits for students are required
- To implement different curriculum meetings among all heads and faculty members are organized from time to time.
- Some topics of the syllabus are very wide, and need to be specific.
- It should promote logical and critical thinking among students.
- The curriculum needs to be supported with curricular activities.
- Some practical parts which is included in the curriculum should be implemented compulsorily.
- Academic Calendar should strictly be implemented
- A minimum of 50 per cent of classes should be conducted with technology integration.
- Need to improve the curriculum and its implementation.
- The curriculum should contain different teaching styles or strategies and learning styles to address the students 'needs and interests.
- The curriculum should be assessed through measurable outcomes, including improved student achievement.
- Designing a curriculum for a mass communication program in the present scenario should take into
- account for the rapidly evolving media landscape and the skills needed to succeed in it.
- Need a more comprehensive and compact syllabus because few portions are very abrupt where students
- suffer lot of confusion.
- The curriculum is okay and its implementation should have a lesson plan.
- A balanced approach to theory & practical
- Examination Calendar must be provided so that the syllabus can be covered in stipulated time.

B. Suggestion Received for the improvement in infrastructure

- A few new classrooms are needed.
- Shifting our college to a new location as soon as possible
- Creating a Green Corner will create environmental consciousness in students. Sustainability and recycling initiatives should be undertaken.
- Lab. Should be spacious.
- Upgrade to new software, More computer system is required, System should be updated, The classrooms must be modernized with new furniture and ICT facilities. Many Smart board classes are required to increase.
- Introduce innovative infrastructure like smart boards, computers etc. Licensed software should be purchased.
- Ground and a student hostel are needed.
- Teachers are to be provided more space to sit in. There should be an exclusive reading space with technology facilities for faculties.
- Playground, Classrooms & Parking
- A more equipped library
- A playground is needed.
- Separate departments for each subject.
- Every classroom should be a smart classroom
- And the Baby care room
- The campus lacks essential wheelchair ramps making it unfriendly for handicapped individuals. There should be some facilities for the students with special abilities.
- Remote sensing and GIS labs need cartographic facilities also
- The dark room should be renovated in the Physics department
- College bus service should be provided to students.
- safety must be considered in the Roof Area
- New equipment for the labs

C. Suggestion Received for improvement in work Culture

- Optimum distribution of workload.
- Distribution of works in equal manner
- Clear departmental goals with increased transparency can lead to a better work culture.
- More interaction between departments of the college in different activities will create healthy growth for all.
- Less discussion in the teacher staff room. Teachers should maintain decorum.
- Inter and intra-departmental academic interaction
- Adapt accordingly with the time Proper Work Distribution

- Teaching and regularity of classes as well as student attendance need to be prioritized.
- There should be transparency.
- we need more devotion in our work.
- Students should be compelled to attend the classes.
- Faculties should practice innovative teaching methods.
- Students and Teachers relationships should be better
- Students and Teacher relationships should be enhanced
- A monthly meeting or interactive session of staff and management can be conducted where everyone can share their views.
- Recognise and reward employees for their contributions and achievements.
- Celebrate individual and team achievements to boost morale
- fostering a positive, productive, and satisfying work environment.
- Recognise and Reward Valuable contributions should be encouraged among Faculty members as well as students.

D. Suggestion Received for improvement in management and governance of the college.

- Should hold monthly meeting with faculty members
- Management and governance of the college are working for the betterment of the college but they have to have time-to-time meeting
- IT infrastructure still needs lots of improvement. MIS does not involve teachers much.
- The office of the Principal should not be looked as the place of common discussion.
- Recognition growth and development
- More coordination between teachers and management
- Additional responsibilities must be evenly distributed.
- More communication is required in between management and governance
- Each department should be called for a meeting with management once in a year and should get the freedom to express the needs and requirements.
- Attention should be paid to the increment of salary
- Yearly increment needed
- Some faculty development program
- Regularly assess the work culture through surveys and feedback mechanisms and make the adjustments accordingly.
- Management should vigilant regarding teaching and learning of the campus
- The management must to think about the future of the institution and their development
- Relocation should be done asap.

- Robust student feedback mechanisms for continuous improvement and Strong focus on ethical and sustainable practices
- Need frequent interaction with other College/University Staffs to update valuable information. In short, MOU with other institutions will give more beneficial in this regard.

Teacher's Suggestion for our Improvement

Serial Number	A. Any special remark on the curriculum and/or its Implementation.	B. Any suggestion for improvement in infrastructure	C. Any suggestion for improvement in work culture?	D. Any suggestion for improvement in the management and governance of the college?
1	Curriculum needs to be more practical.	The campus is Inaccessible for people with disabilities. I wish that it would become accessible to students with special needs.	Period to stay at college should be less than 7 hours.	The institution must make efforts to promote teachers promptly. Teachers working on college-sanctioned posts may get a better package
2	Curriculum implementation must be planned in a uniform and institutionalized manner.	Library and ICT facilities need expansion.	All posts, be it academic or administrative must be rotational.	
3	Delay in university examinations is a huge drawback disrupting the implementation of the curriculum	The scheduled shifting of the college must be done as soon as possible.	Must be more democratic and inclusive Communication between all verticals must be respectful	The decision on shifting must not be delayed
4	For NEP, the curriculum is error full.			
5	PG syllabus should be according to the syllabus of a reputed University so that students can easily score in national-level examinations.	Playground and a better canteen for students.	Opportunities for improvement (OFI) should be discussed at the department and college level after every event or programmes.	Management should consider providing Bus facilities for students.
6	Economics Minor Syllabus of Sem-2, Sem-3 needs to be rationalized	The number of classrooms should be increased	Students must be compelled to attend classes	Transportation facilities should be made available to students
7	Curriculum is lengthy	Infrastructure can be made livelier by using cultural symbols with bright colours in blank areas.	The work culture is good.	It should opt for more vocational courses.
8	Curriculum implementation needs to be a little improved.	More air-conditioned rooms are required.	Work on student attendance.	Transport facility for the students is the need of the hour.
9	The curriculum under NEP2020 needs to be prepared again with proper planning.	I think there should be a projector and PC in all the classrooms.	It should be ensured that all the staff perform their duties honestly.	

10	Curriculum must be implemented to achieve its goals and impact students.	A few new classrooms are needed.	Recognize and reward achievements	To establish Alumni network for their contribution to the college.
11	Implementation of Artificial intelligence technology	Improving campus safety. Leveraging technology for campus efficiency. Creating collaborative spaces.	Create a collaborative space: Encourage collaboration and interaction between students and Teachers.	Shared governance: The complexity of higher education tasks requires the governing boards, administration, and faculty to work together.
12	encourage experiential learning activities like internships.	A facility for faculty parking may be provided.	flexible work hours	Time to time inter-department meetings.
13	New topics and new issues should be added.	create more green area and sustainable practices like solar power, rain water harvesting.	Academic curricular activities should be expanded and inter departmental/faculty coordination should be strengthened	Data-driven decision-making: Use data to support proposed changes or improvements.
14	The curriculum, as approved by the university, is implemented.	Embracing diversity and inclusion	Work culture is too good so it's essential to keep at ease.	Transparency: Use a digital student and employee database to store information.
15	Should work on emotional and values development	Playground is needed.	Reward and recognition will boost Academic productivity.	Stress-free student environment: Develop a stress-free culture by incorporating interactive activities.
16	Botanical garden development	Supporting faculty development. Prioritizing health and wellness programs.	Embrace diversity and inclusion: Create an environment that welcomes diversity.	Faculty management system: Create profiles for staff and teachers, and provide a platform for them to apply for leaves and get approval.
17		Improve campus cleanliness. Keep the campus clean and well-maintained.	Improve work-life balance: Advocate for policies that help reduce conflict between work and other responsibilities.	

18	University should design a more applied curriculum	The canteen should be improved	It should be from the university level other college has a good organizational culture	It should be an autonomous college
19	Educational technology should be included in the curriculum	There should be a proper canteen with separate sections for faculty and students..	Hardworking teachers Should be given rewards.	Everything is satisfactory
20	Health education should be included in the curriculum.	The library should have a 'general reading section' of fiction, poetry, and non-fiction both classic and contemporary, for all kinds of readers.	Inter-department teacher-oriented activities would offer a greater scope of collaboration and learning.	Quarterly meetings between management and teacher and student representatives would be a good idea to facilitate communication and resolve grievances
21	Learner-centric classroom activities can be used to complement classroom teaching.	More classrooms needed	Duty hours should be reduced	Strategies should be developed to mitigate identified risks.
22	Slight modifications are needed.	Proper Playground.	Teachers and staff Achievements should be acknowledged	Need for more infrastructure facilities
23	NEP Syllabus needs revision	Provide comfortable and supportive seating desks	Focus on Academic affairs rather than Extracurricular activities	
24	Short-time courses should be implemented	Need expansion of Land Areas		
25	The curriculum should be more practical			
	Need a coherent syllabus because new syllabus has a lot of divergence			

Action Taken Report 2023-24

Based on the suggestions received by teachers' feedback, the college has taken the following steps:

A. Any special remark on the curriculum and/or its

Implementation

- Many teachers have shown concerns over the syllabus, pattern, assessment methods and implementation of NEP2020. The college management has forwarded their objections & suggestions to the university Officials as it falls under their jurisdiction.

B. Any suggestion for improvement in infrastructure

- The college has increased green spaces.
- It has improved the ICT infrastructure of the college.
- The college website has been redesigned.
- The college has organized many health camps and wellness programmes for the students and faculty members.
- The shifting of the college for more space, classrooms, and playground has been expedited.

C. Any suggestion for improvement in work culture?

- The discussion on the working hours as per UGC guidelines has been initiated.
- The mechanism to reward teachers for their research work and other creative activities is being explored

D. Any suggestion for improvement in the management and governance of the college?

- The meetings between management and teachers have been increased
- The decision to create the Alumni Association has been taken.
- The File of the eligible teachers have been sent to the university for promotion