

	<p>Shri. Balasaheb Mane Shikshan Prasarak Mandal's</p> <p>ASHOKRAO MANE POLYTECHNIC</p> <p>Approved By: AICTE, New Delhi No. F-22-2610/2007 and Higher & Technical Education, Maharashtra, Directorate of Technical Education, Mumbai.</p> <p>Affiliated To: Maharashtra State Board of Technical education, Mumbai.</p> <p>Address: Vathar Tarf Vadgaon, Tal. Hatkanangale, Dist. Kolhapur – 416 112 (Maharashtra)</p>
	<p><u>NOTICE</u></p>

Date: 20/06/2016

All Heads and staff members are hereby informed that, the changes in institute FPADS policy 2011 has been adopted as per the AICTE Notification 2012 for implementation of CAS. These changes have been approved in Governing Council meeting dated 13/06/2016 with resolution No 04 and with effect from academic year 2016-17. Details are enclosed herewith this notice. Kindly note the same.


PRINCIPAL
Ashokrao Mane Polytechnic
Vathar Tarf Vadgaon, Dist. Kolhapur

Encl:

1. FPADS & CAS Policy 2016.



**Faculty Performance Appraisal and
Development System (FPADS)**
&
Career Advancement Scheme (CAS)

(With effect from Academic Year 2016-17)

ASHOKRAO MANE POLYTECHNIC

An ISO 9001:2008 Certified Institute, An Excellent gradation by MSBTE

(Affiliated to MSBTE, Mumbai, approved by AICTE & DTE Mumbai, Govt Of Maharashtra)

Vathar Tarf Vadgaon, Tal Hatkanangale, Dist Kolhapur. Maharashtra State Pin 416 112 (India)

Phone No (0230) 2407740, 2407760 Fax (0230) 2407750. E-mail:-ampolytechnicvathar@gmail.com
Website www.amietv.org.



Institute Vision

Strive for excellence in quality technical education and social responsibilities to create competent technocrats for the betterment of society.

Institute Mission

- M1.** To provide a scholarly and vibrant learning environment that enables students to achieve professional growth.
- M2.** To provide programs focusing on the holistic development of the individual with the emphasis on personality grooming, physical fitness, strong sense of social and environmental responsibilities.
- M3.** To impart quality education through demanding academic programs to fulfill industrial requirements.
- M4.** To strengthen interaction with industries through partnerships and collaborative development for empowering the students to work in adverse conditions.

Quality Policy:

We at AMGOI are committed to impart quality technical education and managerial skills with active involvement of all stakeholders and strive hard for our students satisfaction by continual improvement and systematic approach.



FACULTY PERFORMANCE APPRAISAL AND DEVELOPMENT SYSTEM (FPADS)

Process:

- i. Faculty shall submit Performance based Appraisal System (PBAS) form as prescribed by AICTE for diploma staff and submit to concern head of department at the end of academic year.
- ii. Head of department shall collect and submit PBAS form of all faculties along with student feedback report and confidential report to Principal
- iii. Principal shall form a Screening Committee at institute level to evaluate the self evaluation report.
- iv. Overall appraisal of the faculty shall be done on the following basis
 - 50 % for Assessment of Self-Appraisal- (Minimum API Score as per AICTE norms should be required)
 - 30 % for the students' feedback- (Minimum 70% feedback should be required)
 - 20 % for Assessment by HOD-(Based on Confidential Report by HOD)
- v. Recommendations of committee shall be submitted to management and or Governing council for final approval.
- vi. The same PBAS proforma shall be considered to Career Advancement Scheme (CAS) also.



CAREER ADVANCEMENT SCHEME (CAS)

Eligibility criteria:


Rules & Regulation for career advancement scheme for teachers has followed as per AICTE gazette notification dated 5th March 2010 regarding pay scales, service condition and qualification for teachers and other academic staff in technical institutions (Diploma) regulation, 2010.

Process of Career Advancement Scheme

- i. A faculty who wishes to be considered for promotions under CAS shall submit in writing to the Principal.
- ii. The faculty shall submit PBAS proforma duly supported by all credentials as per API guidelines set out by AICTE.
- iii. Principal shall form Expert Assessment System as per the AICTE guidelines.

Post	AGP	Expert Assessment System
Lecturer (Stage 1 to Stage 2)	5000 to 6000	Screening Committee
Lecturer (Stage 2 to Stage 3)	6000 to 7000	Screening Committee
Lecturer (Stage 3 to Stage 4)	7000 to 8000	Selection Committee
Lecturer (Stage 4 to Stage 5)	8000 to 9000	Selection Committee

- iv. Recommendations given by committee shall be submitted to Management and or Governing Council for final approval.


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Vathar Tarf Vadgaon, Dist. Kolhapur



Shri Balasaheb Mane Shikshan Prasarak Mandal's,

ASHOKRAO MANE POLYTECHNIC

Vathar Tarf Vadgaon, Tal. Hatkanangle, Dist. Kolhapur-416 112(Maharashtra)

Phone: Principal (0230) 2407740, Office: (0230) 2407760 Fax: (0230) 2407750

Website: amietv.org Email: ampolytechnic@amietv.org, ampolytechnicvathar@gmail.com

Date:-27/06/2011

NOTICE

All Heads and staff members are hereby informed that, Faculty Performance Appraisal and Development System (FPADS) have been approved in Governing Council meeting dated 05/03/2011 with resolution No 07 and have to be implemented with effect from academic year 2011-12. FPADS is important in context of motivating and encouraging the faculty for personal and academic growth.

Details are enclosed herewith this notice. Kindly note the same.


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Encl:

1. FPADS Policy 2011.



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Faculty Performance Appraisal and Development System (FPADS)

Process of FPADS

- i. Faculty shall submit self evaluation report to head of department at the end of academic year.
- ii. Head of department shall collect and submit self evaluation reports of all faculties along with student feedback report and confidential report to Principal
- iii. Principal shall form a committee at institute level to evaluate the self evaluation report.
- iv. Overall appraisal of the faculty shall be done on the following basis
 - 50 % for Assessment of Self-Appraisal
 - 30 % for the students' feedback
 - 20 % for Assessment by HOD
- v. Recommendations of committee shall be submitted to management and or Governing council for final approval.
- vi. Following Incentives shall be offered for the Faculties after the appraisal report.
 - Salary increments or reward bonuses.
 - Flexible norms for attending national and international seminars /conferences., Training, workshops
 - Promotions in academic Administrative positions (Deanship, HOD, In-Charge Committee, Committee memberships, etc.)
 - Consultancy (Honorary or with Compensation)


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