Maharani Lakshmi Ammanni College for Women **Autonomous**

Affiliated to Bengaluru City University
Re-accredited by NAAC with "A" grade, Recognised by UGC
under Section 2(f) and 12(b) of the UGC Act 1956
Conferred the Status of 'College with Potential for Excellence' by UGC

mLAC
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Excellence in Education
Since 1972

FACULTY DEVELOPMENT PROGRAMS ORGANIZED BY IQAC

FEEDBACK FROM TEACHING FACULTY ON OUTCOME ATTAINMENT

REPORT ON FEEDBACK

Objectives:

1. To assess the impact of faculty development programs on holistic growth
2. To understand the extent of attainment of expected outcomes.

Methodology:

Step 1: Framing of a structured questionnaire on a 5-point scale

Step 2: Collection of data from teaching faculty

Step 3: Analysis of data - Calculation of Weighted Average Rating indicating the impact of faculty development programs on a scale of 1 to 5 (5 – indicating impact to a very large extent and 1 – indicating no impact at all)

Faculty Development Programmes (FDPs) during the academic year 2020-21. The following is a list of FDPs attended by you, classified on the basis of expected outcomes:
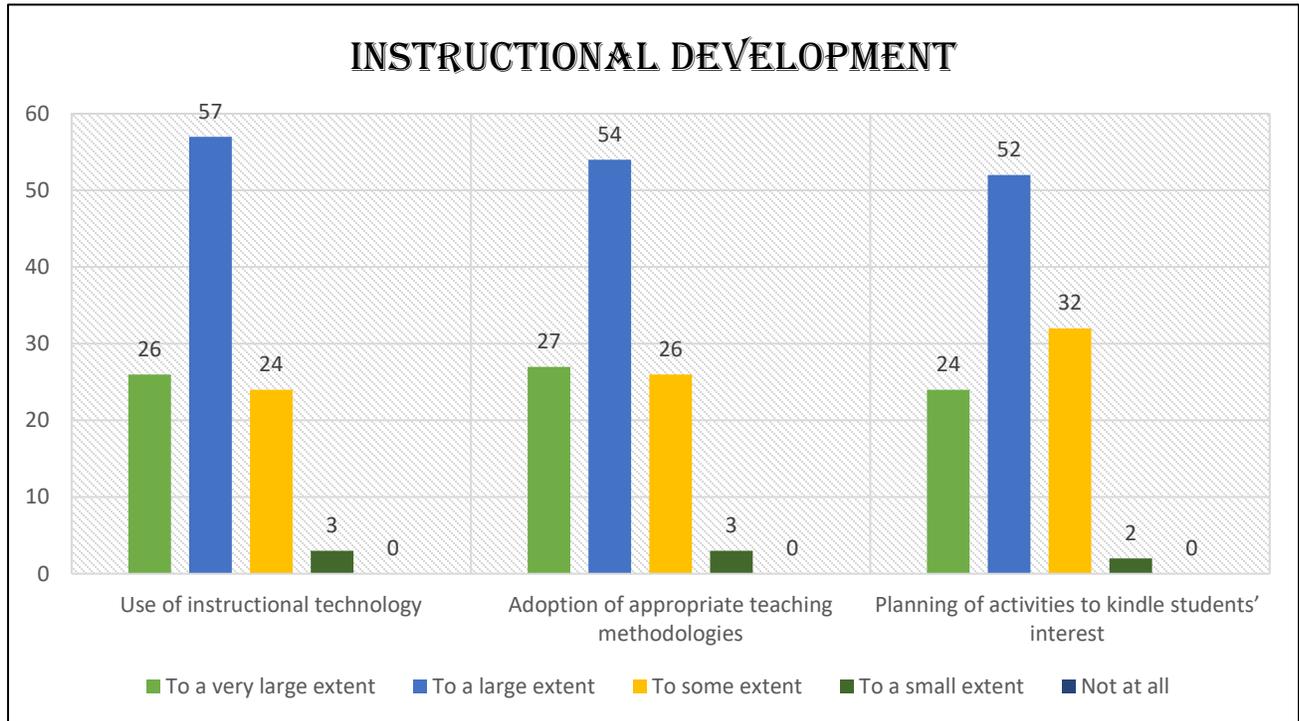
Instructional Development	**Professional Development**	**Organisational Development**
• Effective online teaching learning strategies (NIT Trichy) • Electives- A Learner Centric Approach Towards Curriculum Development in Autonomous Institution of Higher Learning • Flipped Learning strategies	• Use of digital resources in library • Quality initiative in research- Creating Vidwan ID • Steps to effective mentoring	• Paradigms of Interdependence towards Effective Leadership (Pegasus) • Management To Leadership - Paradigm, Shift Towards Enhancing Quality in Higher Learning (Azim Premji University)

THE QUESTIONNAIRE FRAMED IS AS FOLLOWS AND THE TOTAL NUMBER OF FACULTY RESPONDENTS WAS 110.

FDP OUTCOMES		1	2	3	4	5
A	**INSTRUCTIONAL DEVELOPMENT**					
	Use of instructional technology					
	Adoption of appropriate teaching methodologies					
	Planning of activities to kindle students' interest					
B	**PROFESSIONAL DEVELOPMENT**					
	Developing instructional materials for use as an educator					
	Identifying areas for research and innovation					
	Understanding individual's role in enabling students' development					
C	**ORGANIZATIONAL DEVELOPMENT**					
	Participating in decision making as member of various committees					
	Addressing issues relevant to college development					
	Promoting brand image of the college					
D	**PERSONAL DEVELOPMENT**					
	Leadership					
	Human relations/ Inter-Personal					
	Communication					
E	**CAREER DEVELOPMENT**					
	Acquiring new knowledge					
	Applying knowledge gained towards professional growth					
	Engaging in life long education					

Total Responses: 110

A. INSTRUCTIONAL DEVELOPMENT

INSTRUCTIONAL DEVELOPMENT

Bar chart: INSTRUCTIONAL DEVELOPMENT

Use of instructional technology: To a very large extent 26, To a large extent 57, To some extent 24, To a small extent 3, Not at all 0

Adoption of appropriate teaching methodologies: To a very large extent 27, To a large extent 54, To some extent 26, To a small extent 3, Not at all 0

Planning of activities to kindle students' interest: To a very large extent 24, To a large extent 52, To some extent 32, To a small extent 2, Not at all 0

Legend: ■ To a very large extent ■ To a large extent ■ To some extent ■ To a small extent ■ Not at all

a) Use of Instructional Technology:

	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	26	57	24	3	0
WX	130	228	72	6	0

Weighted Mean = 3.96

b) Adoption of appropriate teaching methodologies:

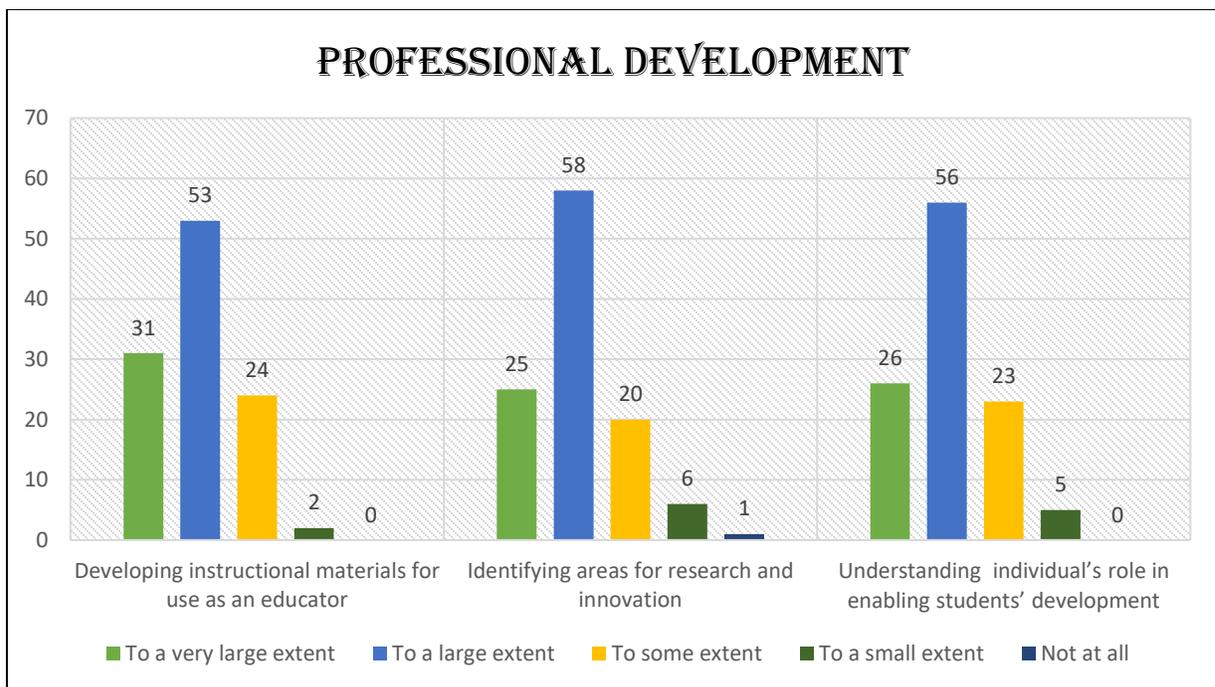|	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (%) (W)	27	54	26	3	0
WX	135	216	78	6	0

Weighted Mean = 3.95

c) **Planning of activities to kindle student interest:**

	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	24	52	32	2	0
WX	120	208	96	4	0

Weighted Mean = 3.89

B. PROFESSIONAL DEVELOPMENT

a) **Developing instructional materials to use as an educator**

	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	31	53	24	2	0
WX	155	212	72	4	0

Weighted Average = 4.03

b) Identifying areas for research and innovation:

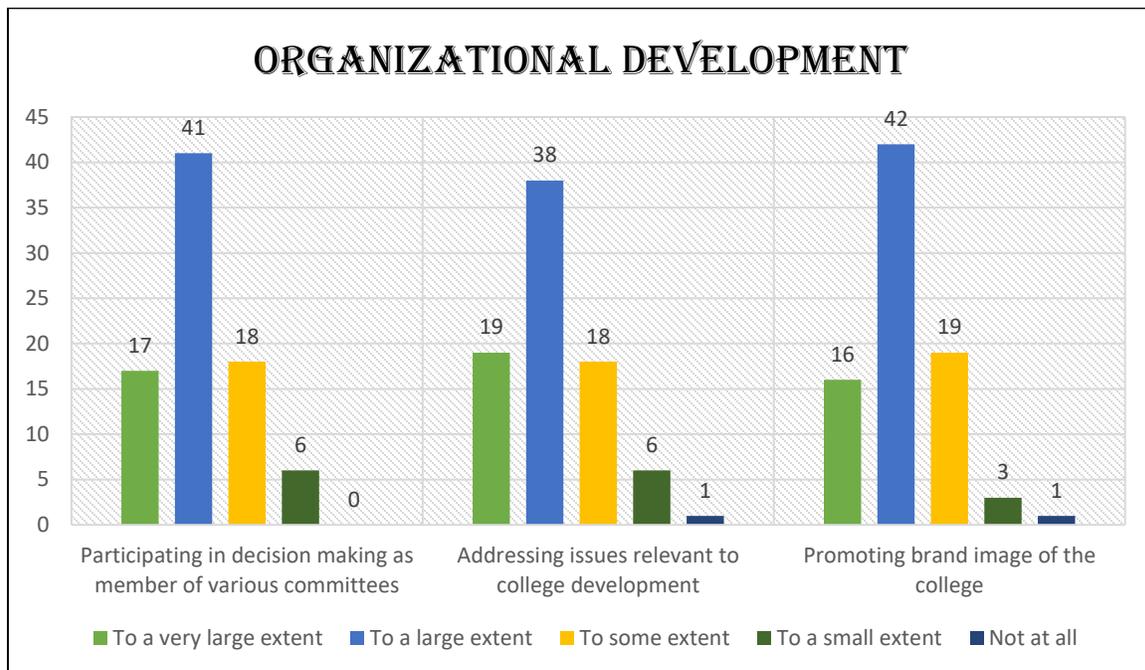|	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	25	58	20	6	1
WX	125	232	60	12	1

Weighted Average = 3.91

c) Understanding individual's role in student development:

	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	26	56	23	5	0
WX	130	224	69	10	1

Weighted Mean = 3.95

C. ORGANIZATIONAL DEVELOPMENT

ORGANIZATIONAL DEVELOPMENT

Bar chart legend: To a very large extent ▪ To a large extent ▪ To some extent ▪ To a small extent ▪ Not at all

Participating in decision making as member of various committees: 17, 41, 18, 6, 0

Addressing issues relevant to college development: 19, 38, 18, 6, 1

Promoting brand image of the college: 16, 42, 19, 3, 1

a) Participating in decision making as member of various committees

	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	17	41	18	6	0
WX	85	164	54	12	0

Weighted Mean = 3.84

b) Addressing issues relevant to college development

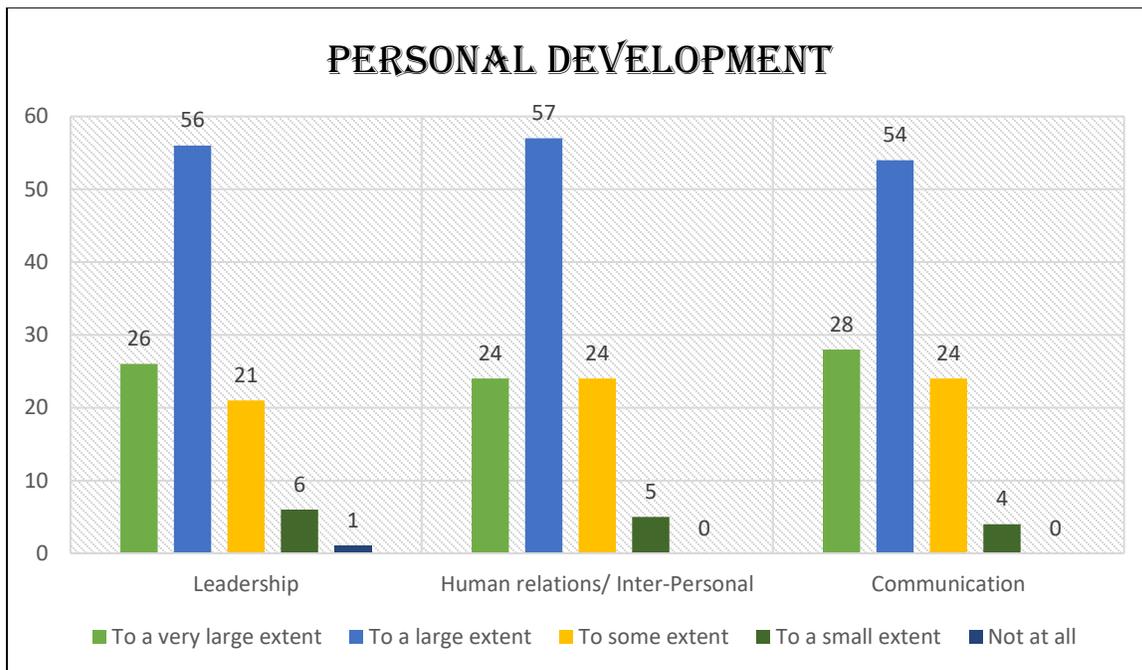|	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	19	38	18	6	1
WX	95	152	54	12	1

Weighted Mean = 3.83

c) Promoting brand image of the college

	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	16	42	19	3	1
WX	80	168	57	6	1

Weighted Average = 3.85

D. PERSONAL DEVELOPMENT

a) Leadership

	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	26	56	21	6	1
WX	130	224	63	12	1

Weighted Average: 3.91

b) Human Relations / Inter-personal

	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	24	57	24	5	0
WX	120	228	120	10	0

Weighted Mean = 4.35

c) Communication

	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	28	54	24	4	0
WX	140	216	72	8	0

Weighted Average = 3.96

E. CAREER DEVELOPMENT
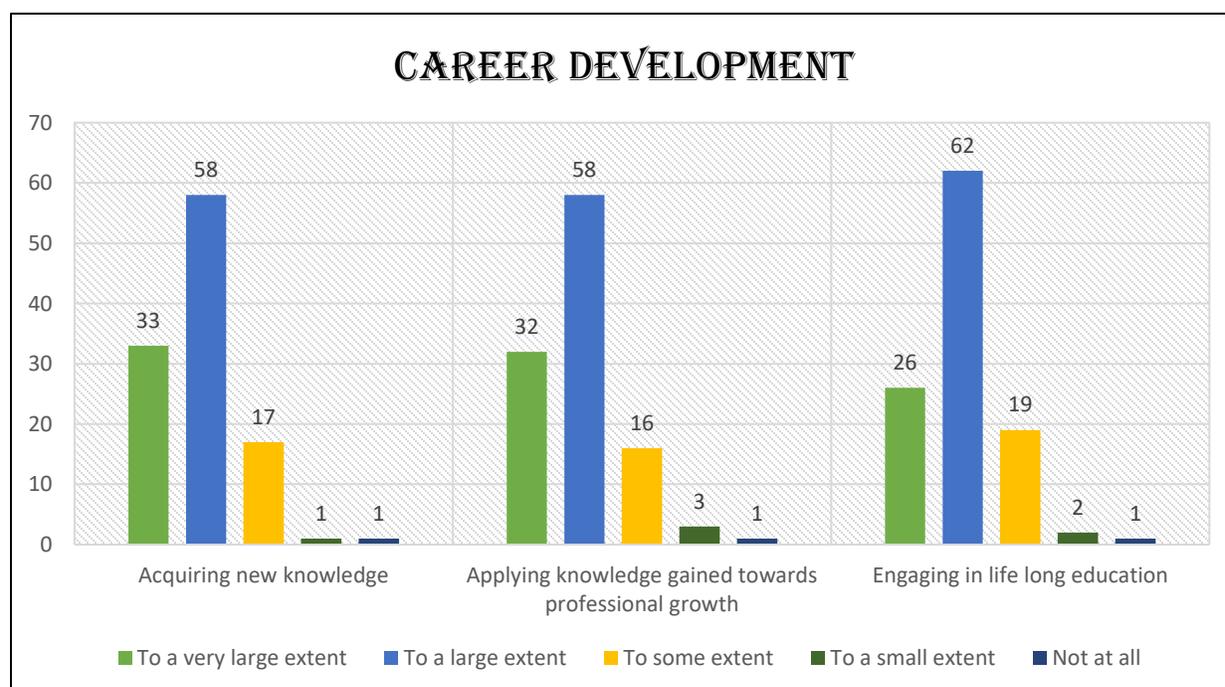
a) Acquiring new knowledge

	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	33	58	17	1	1
WX	165	232	51	2	1

Weighted Mean = 4.10

b) Applying knowledge gained towards professional growth:

	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	32	58	16	3	1
WX	160	232	48	6	1

Weighted Mean = 4.06

c) Engaging in life-long education:

	To a very large extent	To a large extent	To some extent	To a small extent	Not at all
Rating (X)	5	4	3	2	1
Responses (W)	26	62	19	2	1
WX	130	248	57	4	1

Weighted Mean: 4.00

FDP OUTCOMES		Rating	Average Rating
A	**INSTRUCTIONAL DEVELOPMENT**		
	Use of instructional technology	**3.96**	**3.93**
	Adoption of appropriate teaching methodologies	**3.95**	
	Planning of activities to kindle students' interest	**3.89**	
B	**PROFESSIONAL DEVELOPMENT**		
	Developing instructional materials for use as an educator	**4.03**	**3.96**
	Identifying areas for research and innovation	**3.91**	
	Understanding individual's role in enabling students' development	**3.95**	
C	**ORGANIZATIONAL DEVELOPMENT**		
	Participating in decision making as member of various committees	**3.84**	**3.84**
	Addressing issues relevant to college development	**3.83**	
	Promoting brand image of the college	**3.85**	
D	**PERSONAL DEVELOPMENT**		
	Leadership	**3.91**	**4.07**
	Human relations/ Inter-Personal	**4.35**	
	Communication	**3.96**	
E	**CAREER DEVELOPMENT**		
	Acquiring new knowledge	**4.10**	**4.05**
	Applying knowledge gained towards professional growth	**4.06**	
	Engaging in lifelong education	**4.00**	

Overall Rating = 3.97

It is observed that the impact of FDPs for all parameters has been rated in the range of 3.84 to 4.07, indicating that the expected outcomes have been attained 'to a very large extent'. It may be noted that the rating for Personal Development and Career Development has exceeded '4' indicating that the teaching faculty have been provided opportunities for their progression