



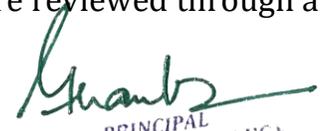
# GSL DENTAL COLLEGE & HOSPITAL

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## PERFORMANCE APPRAISAL SYSTEM FOR TEACHING & NON TEACHING STAFF

The vision and mission statement clearly demonstrate the institute's pursuit of excellence in dental education and health care. All strategies and policies are designed to improve quality assurance; to set new standards for achievement, achieve goals on time and strive to consolidate the high standards the institute has established over the years.

Introducing innovative teaching and learning methods, maintaining high standards of professional competence and scientific knowledge while providing the best possible treatment are areas that have always been given the utmost importance, and the institute strives to contribute to national growth and progress. The institution has an internal audit policy developed with the department heads of each department reporting regularly to the Dean on the performance of the department. Dean holds regular meetings with HODs to evaluate the department's health services and teach the learning process, and provide direction for improvement where needed. A performance and evaluation system has been prepared by the management for employees. Faculty is judged on performance virtues, quality of teaching, number of lectures attended, research and publications, clinical skills, UG and PG research guidance, student feedback received, and punctuality. In addition to academic performance, participation in extracurricular, sports and all-round activities of the faculty is taken into consideration. For non-teaching staff, the assessment is carried out by the department head based on the performance, work efficiency, communication skills, behavior and general usefulness of the department. Any deviations or gaps are discussed in departmental meetings and a fruitful solution is worked on. After experiencing unsatisfactory performance by a faculty or staff, a re-evaluation can be performed after a period of three to six months, after improvement and resolution of outstanding issues. In the event of unsatisfactory reviews, issues are reviewed through a system that ensures minimum bias and maximum transparency.

  
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