

“ज्ञान, विज्ञान आणि सुसंस्कार यांसाठी शिक्षण प्रसार” - शिक्षणमहर्षी डॉ. बापूजी साळुंखे

Shri Swami Vivekanand Shikshan Sanstha, Kolhapur's

Lal Bahadur Shastri College of Arts, Science & Commerce, SATARA

17, Malhar Peth, SATARA - 415 001 (Maharashtra) Phone - 02162/237986 Fax. 238050
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Affiliated to Shivaji University, Kolhapur

H.S.C.Board No. 21.10.005 ■ Junior College Index No.SC/1077/31029/XIIHSC/Dt. 4th May 1977 ■ Professional Tax R.C. No. 27245111910P

■ Founder - Shikshanmarshi Dr. Bapuji Salunkhe

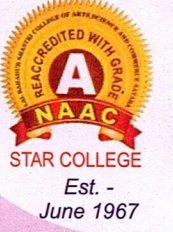
■ President - Hon. Chandrakant (Dada) Patil
Minister of Higher and Technical Education of Maharashtra

NAAC Reaccredited -
Grade 'A'
CGPA (3.15)

■ Chairperson- Hon. Prin. Abhaykumar Salunkhe

■ Secretary - Hon. Prin. Sou. Shubhangi M.Gawade

■ Principal - Dr. Rajendra V. Shejwal



Ref. No. LBSC/

Date :

LAL BAHDUR SHASTRI COLLEGE OF ARTS SCINECE AND COMMEREC SATARA

Financial support to teachers

Introduction : Policy is designed as per the decision taken in IQAC meeting dated 26th August 2023

Being one of the large and multidisciplinary college of parent institute Shri Swami Vivekanand Shikshan Sansnta College always acts as a guideline for others in making new reforms in education institutes, considering this the college plans provide teachers incentive to encourages the teachers and retain the prominent teachers. Policy designing for teacher incentives involves careful consideration of several key criteria to ensure its effectiveness; fairness and transparency here are some important factors considered by college:

Performance Metrics: it involves clear and measurable criteria for evaluating teachers' performance, such as student outcomes, teaching effectiveness, research contributions, and professional development of the teacher.

Equity: College will take efforts to ensure that the incentive process is equitable and unbiased, providing equal opportunities for all teachers to participate and benefit regardless of their background, subject area, or seniority.

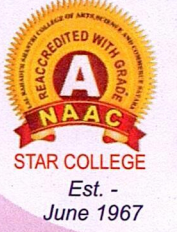


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Transparency: college will make the criteria and the process for awarding incentives transparent to all teachers. This helps build trust and understanding among the teaching staff.

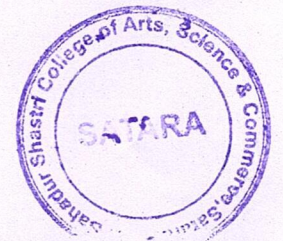
Goal Alignment: the process is aligned with college's overall goals and mission. The idea behind teacher's incentive is to encourage behaviors and outcomes from the teacher that contributes to the college's long-term success.

Flexibility: the goal of the process for incentive is to accommodate the diverse roles and responsibilities of teachers. Different teachers may excel in various areas, so consider a mix of performance categories.

Measurable Impact: College ensures that the incentive process is designed to have a measurable impact on teacher motivation, engagement, and overall performance improvement.

Regular Review: Establish a schedule for reviewing and updating the process to adapt to changing circumstances, educational trends, and the college's evolving needs.

Feedback Mechanisms: the college will incorporate feedback loops to gather input from teachers and relevant stakeholders when developing, implementing, and refining the incentive policy.

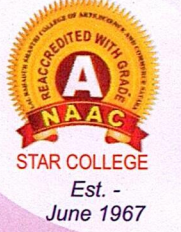


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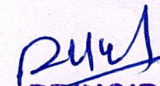
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Resources The process of providing teachers incentives is based on financial resources available for implementing the process, considering both short-term costs and long-term sustainability in upcoming time.

Recognition: In addition to monetary incentives, the college will consider non-monetary forms of recognition, such as awards, public acknowledgement, and opportunities for leadership roles.

Financial support for teachers: Apart from teachers incentive Mechanism College also provide financial support to the teachers' who are willing to attend conferences, seminar, workshops and symposium which improve professional qualities of the teacher. It includes the financial support for subscription to various professional bodies. This practice aims at developing professional skills which are essential for teaching learning process.


PRINCIPAL

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Satara.

