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DHUPGURI GIRLS' COLLEGE

DHUPGURI * JALPAIGURI * PIN-735210

E-mail : dhupgurirlscollege1@gmail.com * Website : www.dhupgurirlscollege.ac.in

Ref. No.....

Date.....

Action Taken Report Based on Employee Feedback (2023)

Dhupguri Girls' College

Based on the detailed feedback provided by the employees from 2018-19 to 2022-23, Dhupguri Girls' College has implemented several measures to address the concerns and suggestions raised by the faculty and staff. The key actions taken are as follows:

Satisfaction with Teaching Resources:

Feedback: The satisfaction level has gradually increased, with a majority being very satisfied in recent years.

Action: The college has continuously upgraded teaching resources, ensuring the availability of the latest teaching aids, digital tools, and updated materials to enhance the teaching experience.

Support for Professional Development:

Feedback: There has been a significant improvement in professional development support.

Action: More workshops, training sessions, and opportunities for attending conferences and seminars have been provided. The college has also facilitated access to online courses and certifications.

Communication Effectiveness:

Feedback: Communication effectiveness has seen improvement, with a substantial number of employees rating it as very effective.

Action: The college has implemented regular communication channels, including weekly meetings, newsletters, and feedback loops to ensure clear and effective communication across all levels.


Principal
Dhupguri Girls' College
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Manageability of Workload:

Feedback: Employees generally find their workload manageable, with a notable increase in those who always find it manageable.

Action: Workload distribution has been optimized, with additional support provided during peak times. The college has also encouraged work-life balance through flexible working hours and support programs.

Handling of Teacher Concerns and Suggestions:

Feedback: There has been an improvement in how teacher concerns and suggestions are handled, with more employees rating the process as excellent.

Action: A formal feedback and grievance redressal system has been established, ensuring timely and fair handling of concerns and suggestions. Regular feedback sessions are conducted to address issues promptly.

Promotion of a Positive Learning Environment:

Feedback: There has been consistent feedback on the positive learning environment.

Action: The college has promoted a collaborative and inclusive culture, with initiatives aimed at fostering a supportive and positive atmosphere for both teaching and learning.

Opportunities for Decision-Making:

Feedback: Employees have appreciated the opportunities for decision-making.

Action: Faculty and staff have been actively involved in decision-making processes, with representation on various committees and boards to ensure their voices are heard.

Effectiveness of Current Curriculum:

Feedback: The curriculum has been rated as effective to very effective.



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Action: Regular curriculum reviews and updates have been conducted, incorporating feedback from both faculty and students to keep the curriculum relevant and comprehensive.

Support in Managing Student Behavior and Discipline:

Feedback: There has been positive feedback regarding support in managing student behavior and discipline.

Action: The college has implemented clear policies and provided training for faculty on effective classroom management and disciplinary practices.

Satisfaction with Leadership:

Feedback: Satisfaction with leadership has shown an upward trend.

Action: Leadership development programs and transparent governance practices have been put in place to build trust and satisfaction among employees.

Approachability of Principal:


Feedback: The principal has been rated as highly approachable.

Action: Open-door policies and regular interaction sessions with the principal have been maintained to ensure accessibility and approachability.

Effectiveness of Principal's Leadership:

Feedback: The effectiveness of the principal's leadership has been consistently high.

Action: Continuous leadership development and a focus on strategic vision and collaborative governance have been emphasized to maintain and enhance leadership effectiveness.


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