



# DHUPGURI GIRLS' COLLEGE

### DHUPGURI \* JALPAIGURI \* PIN-735210

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.

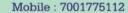
**Action:** More workshops, training sessions, and opportunities for attending conferences and seminars have been provided. The college has also facilitated access to online courses and certifications.

#### **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.







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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.

Principal
Dhupguri Girls\* College
Dhupguri Jalpaiguri