

PERFORMANCE BASED APPRAISAL SYSTEM(PBAS)
for Professors
(2025-26)

Department :

Faculty Name :

Designation :



LAIREDDY BALI REDDY COLLEGE OF ENGINEERING(AUTONOMOUS)
L.B.Reddy Nagar, Mylavaram-521230

Performance Based Appraisal System (PBAS)

Academic Year: 2025-26

Summary Sheet

S.No.	Evaluation parameter	Max API Score	Self-Assessment Score	DEC score
1.	TEACHING- LEARNING & EVALUATION-RELATED ASPECTS	500		
2.	CO-CURRICULAR, EXTRA-CURRICULAR, CULTURAL, EXTENSION AND PROFESSIONAL DEVELOPMENT	200		
3.	RESEARCH AND DEVELOPMENT ACTIVITIES	300		
Total		1000		

S.NO	Name of the DEC Member	Signature of the Member

Signature of Faculty

Signature of HoD

IQAC - Coordinator

Signature of Principal

1. API score is the Appraisal Performance Indicator score obtained from the information pertained in Part-A , Part – B and Part – C of the PBAS.
2. **Minimum API Score:** Every Professor should score minimum 600 API score in an Academic Year
3. **Minimum T&L criterion:** Every Professor should score minimum 125 points out of 150 in **Student Feedback on Teacher Performance** under Teaching- Learning & Evaluation category
4. **Minimum R&D criterion:**
 - I. Every Professor should have to publish minimum one paper in SCI/SCIE/ESCI journal and one paper in SCOPUS indexed journals (Preferably Q1 and Q2 Journals)
 - II. Professors are required to complete one NPTEL course and one Patent published/granted.
5. **Every Professor should have to meet Minimum API Score, Minimum T&L criterion and Minimum R&D criterion to be eligible for annual increment and /or promotion.**
6. DEC report along with Summary Sheet should be signed by all the members and forwarded to the **IQAC**.
7. The PBAS formats are forwarded by the DEC to the Central Assessment Committee (CAC) along with summary sheets and are scrutinized meticulously by the CAC comprising of three senior faculty members (IQAC Coordinator, Dean (Academics) & Dean(R&D)) and submitted to the Principal.

PART - A

General Information

1.0 Personal Details:

1.	Name of the Faculty	
2.	Teaching ID	
3.	Name of the Department	
4.	Designation	
5.	D.O.B	
6.	Date of Joining	
7.	Mobile No.	
8.	Email ID	
9.	PAN Number	
10.	AADHAAR Number	
11.	SCOPUS ID	
12.	Research Scholar ID(WoS)	
13.	Vidwan ID	
14.	Google Sholar ID	

2.0 Educational qualifications (UG, PG & PhD):

Program	Specialization	Period of study	University	Points/CGPA	Class obtained
UG					
PG					
PhD					

3.0 Experience:

S.No.	Designation	Institution	From	To	Service in Years

PART-B

CATEGORY- I: TEACHING- LEARNING & EVALUATION

1. Teaching Load (Max.100 Points)

a). Lecture (L), Tutorials (T), Practical (P), Contact Hours (C) (Max.75 Points)

Year	Sem & Section	Course	Hours per week allotted (L)	Hours per week allotted (T)	Hours per week allotted (P)	Total Contact Hours	Teaching Load (L+T+P)	Avg. Teaching load per week (A)	Self-Appraisal Score (75*A/18)

b). Teaching Load in excess of UGC norm (Remedial classes, Bridge courses, Technical Trainings, Training for Competitive Exams (Max.25 Points)

Semester	Course	Hours per week allotted (L)	Hours per week allotted (P)	Total Contact Hours

		Self-Appraisal Score	DEC score
(a)	Teaching Load (Max.75 Points)		
(b)	Teaching Load in excess of UGC norm (Max.25 Points) (Min.15-20 Hrs)		
	Remedial Classes (25)		
	Bridge Classes (25)		
	Technical Training (25)		
	Training for Competitive Exams (25)		
	Supporting Classes (25)		
	Project Work (25)		
	Student Association (25)		
Total [a+b] (Max.100 Points)			

2. Total lecture periods taken in the previous two semesters (Max.25 Points)

Year	Sem	Course	A	B	A/B	Average A/B (X)	Self-Appraisal Score (25*X)	DEC Score

A - Number of lectures taken as per concerned course attendance register

B - Number of lectures proposed in the concerned course lesson plan

3. Innovative Teaching - learning methodologies, updating of subject contents/ courses, mentoring etc.

Reading / Instructional material and additional knowledge resources provided to students. (Usage of MOODLEs, LMS /blog, ICT, Virtual Lab, Innovation/Prototype Developed/New Experiments Designed for Lab., etc.) **(Max.50 Points)**

S.No		Points per Item	Self-Appraisal Score	DEC score
1.	MOODLE/LMS/blog	5		
2.	ICT	5		
3.	Innovative Delivery Methods	5		
4.	Virtual Lab	5		
5.	New Experiments Designed for Lab	5		
6.	Mentor for prototype development (Per Item)	5		
7.	Mentor for Innovative Projects leads to submission in National level Hackathons/Funding	25		
8.	Mentor for Innovative Projects leads to participation in National level Hackathons/Funding	50		

4. Course files development (Max.25 Points)

S.No	Course file content	Points	Self-Appraisal Score	DEC score
1.	Syllabus page, COs (Syllabus with COs, Mapping with POs, e-references)	1		
2.	Course Handout /Lesson plan	2		
3.	Tutorials/Case Studies	2		
4.	Unit wise Objective/Short Answer Questions	2		
5.	Unit wise Descriptive Questions	2		
6.	Assignments Conducted	2		
7.	Mid Exam Question Papers and scheme of evaluation	2		
8.	Internal marks analysis and Identification of slow & advanced learners	2		
9.	Activities conducted for slow & advanced learners	2		
10.	Content Beyond Syllabus	2		
11.	SEE QP and Scheme of evaluation	2		
12.	SEE result analysis	2		
13.	COs assessment and ATR	2		

5.Examination Duties Assigned and Performed (Max. 25 Points)

Type of Examination Duties	Points (A)	No. of Duties Assigned (X)	No. of Duties Performed (Y)	Self-Appraisal Score (A*Y/X)	DEC score
SEE Invigilation	20				
CIE Invigilation	10				
Flying squad	20				
Chief Examiner	20				
SEE Evaluator	20				
SEE Question Paper Setting	20				
Scheme of Evaluation	20				

6.Student Feedback on Teacher Performance (Exclude RA courses)(Max.150 Points)

% Pass	<50%	50-59.99%	60 - 69.99%	70-79.99%	80-89.99%	>90%
points	00	60	80	100	125	150

Program/ Dept	Semester	Course	% Feedback	Average % Feedback	Self-Appraisal Score	DEC score

7.Result Analysis (Exclude Laboratory & RA courses) (Max.125 Points)

% Pass	<40	40-49.99%	50-59.99%	60-69.99%	70-79.99%	80-89.99%	>90%
points	00	30	40	60	80	100	125

Program/ Dept.	Semester	Course	% Result	Average % Result (R)	Self-Appraisal Score	DEC score

**CATEGORY- II: CO-CURRICULAR, EXTRA-CURRICULAR, CULTURAL, EXTENSION
AND PROFESSIONAL DEVELOPMENT**

a). Administrative Responsibilities. (Max. 75 Points)

S.No.	Type of Activity	Points	Nature of work	Self-Appraisal Score	DEC score
1.	Vice-Principal/Dean/ IQAC Coordinator /CoE/HoD/TPO	75			
2.	Member of Governing Body	25			
3.	Member of Academic council	25			
4.	In-Charge/Coordinator for Institutional administrative responsibility (Per Activity)	20			
5.	Member of Institutional administrative responsibility (Per Activity)	10			
6.	Member of BoS (Internal)	10			
7.	Member of BoS (External)	25			
8.	In-Charge/Coordinator for Department administrative responsibility (Per Activity)	15			
9.	Member of Department administrative responsibility (Per Activity)	10			
10.	Mentoring Co-Curricular activities	10			
11.	Mentoring extension activities	10			
12.	Mentoring extra-curricular/ cultural activities	10			
13.	Student Counselling	20			
Total (Max. 75 Points)					

b). Professional Development Activities (Max. 125 Points)

S.No	Type of Activity	Points per course/ Activity	Details	Self-Appraisal Score	DEC score
1.	Awards/Recognitions (Max.: 25 points)				
2.	International/National Level (Govt./Statutory Bodies)	25			
3.	State Level/ University Level (Govt./Statutory Bodies)	20			
4.	Institution Level	15			
	Online Certification Courses (MOOCS) (Max.: 50 points)				
5.	Toppers/NPTEL STARS	30			
	Elite+ Gold	25			
	Elite+ Silver	20			
	Others (Elite/Successfully Completed)	15			
6.	Global Certifications	30			
7.	Participation in FDPs/ Skill Development / STTPs/ Workshops Attended) (Max.: 20 points)				
	2 Weeks	20			
	1 Week	10			
8.	Convener/Coordinator for FDPs/Skill Development/ STTPs (Min. 5Days) Symposia/ Conferences (Max.: 30 points)				
	Govt. Sponsored	30			
	Self- Sustained	20			
9.	Invited Talks/ Guest Lectures/ Resource person/Session Judge (Max.: 30 points)	15			
10.	Involvement in syllabus framing (Max.: 30 points)	15			
11.	Uploading of lecture Videos in YouTube/Blog (Max.: 30 points)	15			
12.	E-content development (NPTEL, JNTUK LMS, etc..) (Max.: 30 points)	30			
13.	Professional body membership (Max.: 30 points)	15			
Total (Max. 125 Points)					
Total Score (a+b) (Max. 200 Points)					

CATEGORY - III: RESEARCH AND DEVELOPMENT ACTIVITIES

1. Published Papers in Journals (Max: 100 points)

S.No	Indexing	Points per Publication	No. of Publications	Self-Appraisal Score	DEC score
1.	SCI/SCIE	75			
2.	ESCI	50			
3.	SCOPUS	50			

S.No	Title, Journal name, Year, ISSN, DoI (As per citation format)	Author position	Impact Factor
1.			
2.			
3.			

Note:

- Faculty position in a journal paper appearing up to the 5th position only will be considered.
- In case of faculty members publishing papers along with students/LBRCE faculty, 60% score to the corresponding author/First author and remaining 40% score equally distributed.

2. Papers presented in Conferences (Max: 25 points) (Proceedings Indexed in SCOPUS/WoS database)

S.No	Indexing	Points per Publication (25 Points per paper)	No. of Publications	Self-Appraisal Score	DEC score
1.					
2.					

S.No	Title, Journal name, Year, ISSN, DoI (As per citation format)	Author position
1.		
2.		
3.		

Note:

- Faculty position in a journal paper appearing up to the 5th position only will be considered.
- In case of faculty members publishing papers along with students/LBRCE faculty, 60% score to the corresponding author/First author and remaining 40% score equally distributed.

3. Books / chapters published: (Max: 15 points)

S.No	Level	Points per Book/Chapter	No. of Book/Chapter	Self-Appraisal Score	DEC score
1.	Books	15			
2.	Book chapters	10			

S.No.	Authors, Title of book/chapter, publisher, Year, ISBN

4. Patents Published/Granted (Max: 35 points)

S.No	Level	Points per patent	No. of patents	Self-Appraisal Score	DEC score
1.	Indian Patent Granted	35			
2.	Patent Published Applicant-LBRCE	25			
3.	Patent Published Applicant-Faculty	15			

S.No	Title of the patent	File Number	Status (published/awarded)
1.			
2.			
3.			

5. Research Guidance (Max: 25 points)

Level	Number Scholars/Batches	Points per scholar/Batch	Self-Appraisal Score	DEC score
Ph.D		25		
PG		20		
UG (A Grade)		20		
UG (<A Grade)		15		

6. Sponsored Research Projects/ Grants - Sanctioned: (Max: 50 points)**(Total Projects** worth > 10 Lakhs: 50 points, 5 to 10 Lakhs: 40 Points, 1 to 5 Lakhs: 30Points)

S.No	Title	Agency	Grant/Amount Sanctioned (Rs Lakhs)	Self-Appraisal Score	DEC score

7. Sponsored Research Projects/ Grants - Submitted: (Max: 5 points)

S.No	Title	Agency	Project cost	Points per proposal	Self-Appraisal Score	DEC score
				5		
				5		

8. Consultancy (Max: 25 points)**(>5 lakh:25 Points, 1 to 5 Lakhs: 15 Points, <1 Lak & 0.5 Lak: 10 Points, < 0.5 Lak: 5)**

S.No	Nature of work	Amount generated in Rs	Score	Self-Appraisal Score	DEC score

9.Session chair at National or International Conference (Max:10 Points)

S.No	Level	Details	Score	Self-Appraisal Score	DEC score
1.	International		10		
2.	National		10		
3.	State		5		

10.Reviewer/Editor/Editorial Board of referred journals/ Book / Conference proceeding (Max.: 10 points)

Category	Details	Score	Self-Appraisal Score	DEC score
Reviewer		10		
Editor		10		
Editorial Board		10		

PART - C
Score Sheet

CATEGORY	Evaluation parameter	Max API Score	Self-Assessment Score
I	Teaching Load	100	
I	Total lecture periods taken in the previous two semesters	25	
I	Innovative Teaching - learning methodologies	50	
I	Course files development	25	
I	Examination Duties Assigned and Performed	25	
I	Student Feedback on Teacher Performance	150	
I	Result Analysis	125	
Total - CI		500	
II	Administrative Responsibilities	75	
II	Professional Development Activities	125	
Total - CII		200	
III	Published Papers in Journals	100	
III	Papers presented in Conferences	25	
III	Books / chapters published	15	
III	Patents Published/Granted	35	
III	Research Guidance	25	
III	Sponsored Research Projects/ Grants - Sanctioned	50	
III	Sponsored Research Projects/ Grants - Submitted	05	
III	Consultancy	25	
III	Session Chair at National or International Conference	10	
III	Reviewer/Editor/Editorial Board of referred journals/ Book / Conference proceeding	10	
Total - CIII		300	
Total - CI+CII+CIII		1000	

HOD Remarks:

Signature of HOD with stamp:

PERFORMANCE BASED APPRAISAL SYSTEM(PBAS)
for Associate Professors
(2025-26)

Department :

Faculty Name :

Designation :



LAIREDDY BALI REDDY COLLEGE OF ENGINEERING(AUTONOMOUS)
L.B.Reddy Nagar, Mylavaram-521230

Performance Based Appraisal System (PBAS)

Academic Year: 2025-26

Summary Sheet

S.No.	Evaluation parameter	Max API Score	Self-Assessment Score	DEC score
1.	TEACHING- LEARNING & EVALUATION-RELATED ASPECTS	500		
2.	CO-CURRICULAR, EXTRA-CURRICULAR, CULTURAL, EXTENSION AND PROFESSIONAL DEVELOPMENT	200		
3.	RESEARCH AND DEVELOPMENT ACTIVITIES	300		
Total		1000		

S.NO	Name of the DEC Member	Signature of the Member

Signature of Faculty

Signature of HoD

IQAC - Coordinator

Signature of Principal

1. API score is the Appraisal Performance Indicator score obtained from the information pertained in Part-A, Part – B and Part – C of the PBAS.
2. **Minimum API Score:** Every Assoc. Professor should score minimum 500 API score in an Academic Year
3. **Minimum T&L criterion:** Every Assoc. Professor should score minimum 125 points out of 150 in **Student Feedback on Teacher Performance** under Teaching- Learning & Evaluation category
4. **Minimum R&D criterion:**
 - I. Every Associate Professor should have to publish minimum one paper in SCI/SCIE/ESCI journal or two papers in SCOPUS indexed journals (One may be SCOPUS Indexed Conference) (Preferably Q1 and Q2 Journals)
 - II. Associate Professor are required to complete one NPTEL course and one Patent published/granted.
5. **Every Associate Professor should have to meet Minimum API Score, Minimum T&L criterion and Minimum R&D criterion to be eligible for annual increment and /or promotion.**
6. DEC report along with Summary Sheet should be signed by all the members and forwarded to the IQAC.
7. The PBAS formats are forwarded by the DEC to the Central Assessment Committee (CAC) along with summary sheets and are scrutinized meticulously by the CAC comprising of three senior faculty members (IQAC Coordinator, Dean (Academics) & Dean(R&D)) and submitted to the Principal.

PART - A

General Information

1.0 Personal Details:

1.	Name of the Faculty	
2.	Teaching ID	
3.	Name of the Department	
4.	Designation	
5.	D.O.B	
6.	Date of Joining	
7.	Mobile No.	
8.	Email ID	
9.	PAN Number	
10.	AADHAAR Number	
11.	SCOPUS ID	
12.	Research Scholar ID(WoS)	
13.	Vidwan ID	
14.	Google Sholar ID	

2.0 Educational qualifications (UG, PG & PhD):

Program	Specialization	Period of study	University	Points/CGPA	Class obtained
UG					
PG					
PhD					

3.0 Experience:

S.No.	Designation	Institution	From	To	Service in Years

PART-B

CATEGORY- I: TEACHING- LEARNING & EVALUATION

1. Teaching Load (Max.100 Points)

a). Lecture (L), Tutorials (T), Practical (P), Contact Hours (C) (Max.75 Points)

Year	Sem & Section	Course	Hours per week allotted (L)	Hours per week allotted (T)	Hours per week allotted (P)	Total Contact Hours	Teaching Load (L+T+P)	Avg. Teaching load per week (A)	Self-Appraisal Score (75*A/18)

b). Teaching Load in excess of UGC norm (Remedial classes, Bridge courses, Technical Trainings, Training for Competitive Exams (Max.25 Points)

Semester	Course	Hours per week allotted (L)	Hours per week allotted (P)	Total Contact Hours

		Self-Appraisal Score	DEC score
(a)	Teaching Load (Max.75 Points)		
(b)	Teaching Load in excess of UGC norm (Max.25 Points) (Min.15-20 Hrs)		
	Remedial Classes (25)		
	Bridge Classes (25)		
	Technical Training (25)		
	Training for Competitive Exams (25)		
	Supporting Classes (25)		
	Project Work (25)		
Student Association (25)			
Total [a+b] (Max.100 Points)			

2. Total lecture periods taken in the previous two semesters (Max.25 Points)

Year	Sem	Course	A	B	A/B	Average A/B (X)	Self-Appraisal Score (25*X)	DEC Score

A - Number of lectures taken as per concerned course attendance register

B - Number of lectures proposed in the concerned course lesson plan

3. Innovative Teaching - learning methodologies, updating of subject contents/ courses, mentoring etc.

Reading / Instructional material and additional knowledge resources provided to students. (Usage of MOODLEs, LMS /blog, ICT, Virtual Lab, Innovation/Prototype Developed/New Experiments Designed for Lab., etc.) **(Max.50 Points)**

S.No		Points per Item	Self-Appraisal Score	DEC score
1.	MOODLE/LMS/blog	5		
2.	ICT	5		
3.	Innovative Delivery Methods	5		
4.	Virtual Lab	5		
5.	New Experiments Designed for Lab	5		
6.	Mentor for prototype development (Per Item)	5		
7.	Mentor for Innovative Projects leads to submission in National level Hackathons/Funding	25		
8.	Mentor for Innovative Projects leads to participation in National level Hackathons/Funding	50		

4. Course files development (Max.25 Points)

S.No	Course file content	Points	Self-Appraisal Score	DEC score
1.	Syllabus page, COs (Syllabus with COs, Mapping with POs, e-references)	1		
2.	Course Handout /Lesson plan	2		
3.	Tutorials/Case Studies	2		
4.	Unit wise Objective/Short Answer Questions	2		
5.	Unit wise Descriptive Questions	2		
6.	Assignments Conducted	2		
7.	Mid Exam Question Papers and scheme of evaluation	2		
8.	Internal marks analysis and Identification of slow & advanced learners	2		
9.	Activities conducted for slow & advanced learners	2		
10.	Content Beyond Syllabus	2		
11.	SEE QP and Scheme of evaluation	2		
12.	SEE result analysis	2		
13.	COs assessment and ATR	2		

5.Examination Duties Assigned and Performed (Max. 25 Points)

Type of Examination Duties	Points (A)	No. of Duties Assigned (X)	No. of Duties Performed (Y)	Self-Appraisal Score (A*Y/X)	DEC score
SEE Invigilation	20				
CIE Invigilation	10				
Flying squad	20				
Chief Examiner	20				
SEE Evaluator	20				
SEE Question Paper Setting	20				
Scheme of Evaluation	20				

6.Student Feedback on Teacher Performance (Exclude RA courses)(Max.150 Points)

% Pass	<50%	50-59.99%	60 - 69.99%	70-79.99%	80-89.99%	>90%
points	00	60	80	100	125	150

Program/ Dept	Semester	Course	% Feedback	Average % Feedback	Self-Appraisal Score	DEC score

7.Result Analysis (Exclude Laboratory & RA courses) (Max.125 Points)

% Pass	<40	40-49.99%	50-59.99%	60-69.99%	70-79.99%	80-89.99%	>90%
points	00	30	40	60	80	100	125

Program/ Dept.	Semester	Course	% Result	Average % Result (R)	Self-Appraisal Score	DEC score

**CATEGORY- II: CO-CURRICULAR, EXTRA-CURRICULAR, CULTURAL, EXTENSION
AND PROFESSIONAL DEVELOPMENT**

a). Administrative Responsibilities. (Max. 75 Points)

S.No.	Type of Activity	Points	Nature of work	Self-Appraisal Score	DEC score
1.	Vice-Principal/Dean/ IQAC Coordinator /CoE/HoD/TPO	75			
2.	Member of Governing Body	25			
3.	Member of Academic council	25			
4.	In-Charge/Coordinator for Institutional administrative responsibility (Per Activity)	20			
5.	Member of Institutional administrative responsibility (Per Activity)	10			
6.	Member of BoS (Internal)	10			
7.	Member of BoS (External)	25			
8.	In-Charge/Coordinator for Department administrative responsibility (Per Activity)	15			
9.	Member of Department administrative responsibility (Per Activity)	10			
10.	Mentoring Co-Curricular activities	10			
11.	Mentoring extension activities	10			
12.	Mentoring extra-curricular/ cultural activities	10			
13.	Student Counselling	20			
Total (Max. 75 Points)					

b). Professional Development Activities (Max. 125 Points)

S.No	Type of Activity	Points per course/ Activity	Details	Self-Appraisal Score	DEC score	
1.	Awards/Recognitions (Max.: 25 points)					
2.	International/National Level (Govt./Statutory Bodies)	25				
3.	State Level/ University Level (Govt./Statutory Bodies)	20				
4.	Institution Level	15				
	Online Certification Courses (MOOCS) (Max.: 50 points)					
5.	Toppers/NPTEL STARS	30				
	Elite+ Gold	25				
	Elite+ Silver	20				
	Others (Elite/Successfully Completed)	15				
6.	Global Certifications	30				
7.	Participation in FDPs/ Skill Development / STTPs/ Workshops Attended) (Max.: 20 points)					
	2 Weeks	20				
	1 Week	10				
8.	Convener/Coordinator for FDPs/Skill Development/ STTPs (Min. 5Days) Symposia/ Conferences (Max.: 30 points)					
	Govt. Sponsored	30				
	Self- Sustained	20				
9.	Invited Talks/ Guest Lectures/ Resource person/Session Judge (Max.: 30 points)	15				
10.	Involvement in syllabus framing (Max.: 30 points)	15				
11.	Uploading of lecture Videos in YouTube/Blog (Max.: 30 points)	15				
12.	E-content development (NPTEL, JNTUK LMS, etc..) (Max.: 30 points)	30				
13.	Professional body membership (Max.: 30 points)	15				
Total (Max. 125 Points)						
Total Score (a+b) (Max. 200 Points)						

CATEGORY - III: RESEARCH AND DEVELOPMENT ACTIVITIES

1. Published Papers in Journals (Max: 100 points)

S.No	Indexing	Points per Publication	No. of Publications	Self-Appraisal Score	DEC score
1.	SCI/SCIE	75			
2.	ESCI	50			
3.	SCOPUS	50			

S.No	Title, Journal name, Year, ISSN, DoI (As per citation format)	Author position	Impact Factor
1.			
2.			
3.			

Note:

- Faculty position in a journal paper appearing up to the 5th position only will be considered.
- In case of faculty members publishing papers along with students/LBRCE faculty, 60% score to the corresponding author/First author and remaining 40% score equally distributed.

2. Papers presented in Conferences (Max: 25 points) (Proceedings Indexed in SCOPUS/WoS database)

S.No	Indexing	Points per Publication (25 Points per paper)	No. of Publications	Self-Appraisal Score	DEC score
1.					
2.					

S.No	Title, Journal name, Year, ISSN, DoI (As per citation format)	Author position
1.		
2.		
3.		

Note:

- Faculty position in a journal paper appearing up to the 5th position only will be considered.
- In case of faculty members publishing papers along with students/LBRCE faculty, 60% score to the corresponding author/First author and remaining 40% score equally distributed.

3. Books / chapters published: (Max: 15 points)

S.No	Level	Points per Book/Chapter	No. of Book/Chapter	Self-Appraisal Score	DEC score
1.	Books	15			
2.	Book chapters	10			

S.No.	Authors, Title of book/chapter, publisher, Year, ISBN

4. Patents Published/Granted (Max: 35 points)

S.No	Level	Points per patent	No. of patents	Self-Appraisal Score	DEC score
1.	Indian Patent Granted	35			
2.	Patent Published Applicant-LBRCE	25			
3.	Patent Published Applicant-Faculty	15			

S.No	Title of the patent	File Number	Status (published/awarded)
1.			
2.			
3.			

5. Research Guidance (Max: 25 points)

Level	Number Scholars/Batches	Points per scholar/Batch	Self-Appraisal Score	DEC score
Ph.D		25		
PG		20		
UG (A Grade)		20		
UG (<A Grade)		15		

6. Sponsored Research Projects/ Grants - Sanctioned: (Max: 50 points)
(Total Projects worth > 10 Lakhs: 50 points, 5 to 10 Lakhs: 40 Points, 1 to 5 Lakhs: 30Points)

S.No	Title	Agency	Grant/Amount Sanctioned (Rs Lakhs)	Self-Appraisal Score	DEC score

7. Sponsored Research Projects/ Grants - Submitted: (Max: 5 points)

S.No	Title	Agency	Project cost	Points per proposal	Self-Appraisal Score	DEC score
				5		
				5		

8. Consultancy (Max: 25 points)
(>5 lakh:25 Points, 1 to 5 Lakhs: 15 Points, <1 Lak & 0.5 Lak: 10 Points, < 0.5 Lak: 5)

S.No	Nature of work	Amount generated in Rs	Score	Self-Appraisal Score	DEC score

9.Session chair at National or International Conference (Max:10 Points)

S.No	Level	Details	Score	Self-Appraisal Score	DEC score
1.	International		10		
2.	National		10		
3.	State		5		

10.Reviewer/Editor/Editorial Board of referred journals/ Book / Conference proceeding (Max.: 10 points)

Category	Details	Score	Self-Appraisal Score	DEC score
Reviewer		10		
Editor		10		
Editorial Board		10		

PART - C
Score Sheet

CATEGORY	Evaluation parameter	Max API Score	Self-Assessment Score
I	Teaching Load	100	
I	Total lecture periods taken in the previous two semesters	25	
I	Innovative Teaching - learning methodologies	50	
I	Course files development	25	
I	Examination Duties Assigned and Performed	25	
I	Student Feedback on Teacher Performance	150	
I	Result Analysis	125	
Total - CI		500	
II	Administrative Responsibilities	75	
II	Professional Development Activities	125	
Total - CII		200	
III	Published Papers in Journals	100	
III	Papers presented in Conferences	25	
III	Books / chapters published	15	
III	Patents Published/Granted	35	
III	Research Guidance	25	
III	Sponsored Research Projects/ Grants - Sanctioned	50	
III	Sponsored Research Projects/ Grants - Submitted	05	
III	Consultancy	25	
III	Session Chair at National or International Conference	10	
III	Reviewer/Editor/Editorial Board of referred journals/ Book / Conference proceeding	10	
Total - CIII		300	
Total - CI+CII+CIII		1000	

HOD Remarks:

Signature of HOD with stamp:

PERFORMANCE BASED APPRAISAL SYSTEM(PBAS)
for Assistant Professors
(2025-26)

Department :

Faculty Name :

Designation :



LAIREDDY BALI REDDY COLLEGE OF ENGINEERING(AUTONOMOUS)
L.B.Reddy Nagar, Mylavaram-521230

Performance Based Appraisal System (PBAS)

Academic Year: 2025-26

Summary Sheet

S.No.	Evaluation parameter	Max API Score	Self-Assessment Score	DEC score
1.	TEACHING- LEARNING & EVALUATION-RELATED ASPECTS	500		
2.	CO-CURRICULAR, EXTRA-CURRICULAR, CULTURAL, EXTENSION AND PROFESSIONAL DEVELOPMENT	200		
3.	RESEARCH AND DEVELOPMENT ACTIVITIES	300		
Total		1000		

S.NO	Name of the DEC Member	Signature of the Member

Signature of Faculty

Signature of HoD

IQAC - Coordinator

Signature of Principal

1. API score is the Appraisal Performance Indicator score obtained from the information pertained in Part-A , Part – B and Part – C of the PBAS.
2. **Minimum API score:** Every Asst.Professor/Sr.Asst.Professor should score minimum 400 API score in an Academic Year
3. **Minimum T&L criterion:** Every Asst.Professor/Sr.Asst.Professor should score minimum 125 points out of 150 in **Student Feedback on Teacher Performance** under Teaching- Learning & Evaluation category
4. **Minimum R&D criterion:**
 - I. Every Asst.Professor/Sr.Asst.Professor should publish minimum one paper in SCI/SCIE/ESCI/SCOPUS indexed journals (Preferably Q1 and Q2 Journals)
 - II. Assistant/Sr. Assistant Professors are required to complete one NPTEL course / one Patent published/granted.
5. **Every Asst.Professor/Sr.Asst.Professor should have to meet Minimum API Score, Minimum T&L criterion and Minimum R&D criterion to be eligible for annual increment and /or promotion.**
6. DEC report along with Summary Sheet should be signed by all the members and forwarded to the IQAC.
7. The PBAS formats are forwarded by the DEC to the Central Assessment Committee (CAC) along with summary sheets and are scrutinized meticulously by the CAC comprising of three senior faculty members (IQAC Coordinator, Dean (Academics) & Dean(R&D)) and submitted to the Principal.

PART - A

General Information

1.0 Personal Details:

1.	Name of the Faculty	
2.	Teaching ID	
3.	Name of the Department	
4.	Designation	
5.	D.O.B	
6.	Date of Joining	
7.	Mobile No.	
8.	Email ID	
9.	PAN Number	
10.	AADHAAR Number	
11.	SCOPUS ID	
12.	Research Scholar ID(WoS)	
13.	Vidwan ID	
14.	Google Sholar ID	

2.0 Educational qualifications (UG, PG & PhD):

Program	Specialization	Period of study	University	Points/CGPA	Class obtained
UG					
PG					
PhD					

3.0 Experience:

S.No.	Designation	Institution	From	To	Service in Years

PART-B

CATEGORY- I: TEACHING- LEARNING & EVALUATION

1. Teaching Load (Max.100 Points)

a). Lecture (L), Tutorials (T), Practical (P), Contact Hours (C) (Max.75 Points)

Year	Sem & Section	Course	Hours per week allotted (L)	Hours per week allotted (T)	Hours per week allotted (P)	Total Contact Hours	Teaching Load (L+T+P)	Avg. Teaching load per week (A)	Self-Appraisal Score (75*A/18)

b). Teaching Load in excess of UGC norm (Remedial classes, Bridge courses, Technical Trainings, Training for Competitive Exams (Max.25 Points)

Semester	Course	Hours per week allotted (L)	Hours per week allotted (P)	Total Contact Hours

		Self-Appraisal Score	DEC score
(a)	Teaching Load (Max.75 Points)		
(b)	Teaching Load in excess of UGC norm (Max.25 Points) (Min.15-20 Hrs)		
	Remedial Classes (25)		
	Bridge Classes (25)		
	Technical Training (25)		
	Training for Competitive Exams (25)		
	Supporting Classes (25)		
	Project Work (25)		
	Student Association (25)		
Total [a+b] (Max.100 Points)			

2. Total lecture periods taken in the previous two semesters (Max.25 Points)

Year	Sem	Course	A	B	A/B	Average A/B (X)	Self-Appraisal Score (25*X)	DEC Score

A - Number of lectures taken as per concerned course attendance register

B - Number of lectures proposed in the concerned course lesson plan

3. Innovative Teaching - learning methodologies, updating of subject contents/ courses, mentoring etc.

Reading / Instructional material and additional knowledge resources provided to students. (Usage of MOODLEs, LMS /blog, ICT, Virtual Lab, Innovation/Prototype Developed/New Experiments Designed for Lab., etc.) **(Max.50 Points)**

S.No		Points per Item	Self-Appraisal Score	DEC score
1.	MOODLE/LMS/blog	5		
2.	ICT	5		
3.	Innovative Delivery Methods	5		
4.	Virtual Lab	5		
5.	New Experiments Designed for Lab	5		
6.	Mentor for prototype development (Per Item)	5		
7.	Mentor for Innovative Projects leads to submission in National level Hackathons/Funding	25		
8.	Mentor for Innovative Projects leads to participation in National level Hackathons/Funding	35		
9.	Mentor for Innovative Projects leads to participation and received prize in National level Hackathons/Funding	50		

4. Course files development (Max.25 Points)

S.No	Course file content	Points	Self-Appraisal Score	DEC score
1.	Syllabus page, COs (Syllabus with COs, Mapping with POs, e-references)	1		
2.	Course Handout /Lesson plan	2		
3.	Tutorials/Case Studies	2		
4.	Unit wise Objective/Short Answer Questions	2		
5.	Unit wise Descriptive Questions	2		
6.	Assignments Conducted	2		
7.	Mid Exam Question Papers and scheme of evaluation	2		
8.	Internal marks analysis and Identification of slow & advanced learners	2		
9.	Activities conducted for slow & advanced learners	2		
10.	Content Beyond Syllabus	2		
11.	SEE QP and Scheme of evaluation	2		
12.	SEE result analysis	2		
13.	COs assessment and ATR	2		

5.Examination Duties Assigned and Performed (Max. 25 Points)

Type of Examination Duties	Points (A)	No. of Duties Assigned (X)	No. of Duties Performed (Y)	Self-Appraisal Score (A*Y/X)	DEC score
SEE Invigilation	20				
CIE Invigilation	10				
Flying squad	20				
Chief Examiner	20				
SEE Evaluator	20				
SEE Question Paper Setting	20				
Scheme of Evaluation	20				

6.Student Feedback on Teacher Performance (Exclude RA courses)(Max.150 Points)

Program/ Dept	Semester	Course	% Feedback	Average % Feedback (F)	Self-Appraisal Score F*(150/100)	DEC score

7.Result Analysis (Exclude Laboratory & RA courses) (Max.125 Points)

Program/ Dept.	Semester	Course	% Result	Average % Result (R)	Self-Appraisal Score R*(125/100)	DEC score

**CATEGORY- II: CO-CURRICULAR, EXTRA-CURRICULAR, CULTURAL, EXTENSION
AND PROFESSIONAL DEVELOPMENT**

a). Administrative Responsibilities. (Max. 75 Points)

S.No.	Type of Activity	Points	Nature of work	Self-Appraisal Score	DEC score
1.	Vice-Principal/Dean/ IQAC Coordinator /CoE/HoD/TPO	75			
2.	Member of Governing Body	25			
3.	Member of Academic council	25			
4.	In-Charge/Coordinator for Institutional administrative responsibility (Per Activity)	20			
5.	Member of Institutional administrative responsibility (Per Activity)	10			
6.	Member of BoS (Internal)	10			
7.	Member of BoS (External)	25			
8.	In-Charge/Coordinator for Department administrative responsibility (Per Activity)	15			
9.	Member of Department administrative responsibility (Per Activity)	10			
10.	Mentoring Co-Curricular activities	10			
11.	Mentoring extension activities	10			
12.	Mentoring extra-curricular/ cultural activities	10			
13.	Student Counselling	20			
Total (Max. 75 Points)					

b). Professional Development Activities (Max. 125 Points)

S.No	Type of Activity	Points per course/ Activity	Details	Self-Appraisal Score	DEC score
1.	Awards/Recognitions (Max.: 25 points)				
2.	International/National Level (Govt./Statutory Bodies)	25			
3.	State Level/ University Level (Govt./Statutory Bodies)	20			
4.	Institution Level	15			
	Online Certification Courses (MOOCS) (Max.: 50 points)				
5.	Toppers/NPTEL STARS	30			
	Elite+ Gold	25			
	Elite+ Silver	20			
	Others (Elite/Successfully Completed)	15			
6.	Global Certifications	30			
7.	Participation in FDPs/ Skill Development / STTPs/ Workshops Attended) (Max.: 20 points)				
	2 Weeks	20			
	1 Week	10			
8.	Convener/Coordinator for FDPs/Skill Development/ STTPs (Min. 5Days) Symposia/ Conferences (Max.: 30 points)				
	Govt. Sponsored	30			
	Self- Sustained	20			
9.	Invited Talks/ Guest Lectures/ Resource person/Session Judge (Max.: 30 points)	15			
10.	Involvement in syllabus framing (Max.: 30 points)	15			
11.	Uploading of lecture Videos in YouTube/Blog (Max.: 30 points)	15			
12.	E-content development (NPTEL, JNTUK LMS, etc..) (Max.: 30 points)	30			
13.	Professional body membership (Max.: 30 points)	15			
Total (Max. 125 Points)					
Total Score (a+b) (Max. 200 Points)					

CATEGORY - III: RESEARCH AND DEVELOPMENT ACTIVITIES

1. Published Papers in Journals (Max: 100 points)

S.No	Indexing	Points per Publication	No. of Publications	Self-Appraisal Score	DEC score
1.	SCI/SCIE				
2.	ESCI				
3.	SCOPUS				

S.No	Title, Journal name, Year, ISSN, DoI (As per citation format)	Author position	Impact Factor
1.			
2.			
3.			

Note:

Indexing	Q1	Q2	Q3	Q4
SCI/SCIE	100	90	80	75
ESCI	75	70	60	50
Scopus	75	70	60	50

- Faculty position in a journal paper appearing up to the 5th position only will be considered.
- In case of multiple authors, 60% marks to the corresponding author/First author and remaining 40% score equally distributed.

2. Papers presented in Conferences (Max: 25 points) (Proceedings Indexed in SCOPUS/WoS database)

S.No	Indexing	Points per Publication (25 Points per paper)	No. of Publications	Self-Appraisal Score	DEC score
1.					
2.					

S.No	Title, Journal name, Year, ISSN, DoI (As per citation format)	Author position
1.		
2.		
3.		

Note:

- Faculty position in a journal paper appearing up to the 5th position only will be considered.
- In case of multiple authors, 60% marks to the corresponding author/First author and remaining 40% score equally distributed.

3. Books / chapters published: (Max: 15 points)

S.No	Level	Points per Book/Chapter	No. of Book/Chapter	Self-Appraisal Score	DEC score
1.	Books	15			
2.	Book chapters	10			

S.No.	Authors, Title of book/chapter, publisher, Year, ISBN

Note: Conference Proceedings claimed above (item No.2) should not be claimed here

4. Patents Published/Granted (Max: 35 points)

S.No	Level	Points per patent	No. of patents	Self-Appraisal Score	DEC score
1.	Indian Patent Granted	35			
2.	Patent Published Applicant-LBRCE	25			
3.	Patent Published Applicant-Faculty	15			

S.No	Title of the patent	File Number	Status (published/awarded)
1.			
2.			
3.			

5. Research Guidance (Max: 25 points)

Level	Number Scholars/Batches	Points per scholar/Batch	Self-Appraisal Score	DEC score
Ph.D		25		
PG		20		
UG (A Grade)		20		
UG (<A Grade)		15		

6. Sponsored Research Projects/ Grants - Sanctioned: (Max: 50 points)**(A). External Agencies:**Total Projects worth ≥ 10 Lakhs: 50 points, 5 to 10 Lakhs: 40 Points, <5 Lakhs: 30 Points**(B). Seed Money:**1 to 5 Lakhs: 15 Points, ≤ 1 Lakh: 5 Points

S.No	Title	Agency	Grant/Amount Sanctioned (Rs Lakhs)	Self-Appraisal Score	DEC score

7. Sponsored Research Projects/ Grants - Submitted: (Max: 5 points)

S.No	Title	Agency	Project cost	Points per proposal	Self-Appraisal Score	DEC score
				5		
				5		

8. Consultancy (Max: 25 points)

(>5 lakh:25 Points, 1 to 5 Lakhs: 15 Points, <1 Lak & 0.5 Lak: 10 Points, < 0.5 Lak: 5)

S.No	Nature of work	Amount generated in Rs	Score	Self-Appraisal Score	DEC score

9. Session chair at National or International Conference (Max:10 Points)

S.No	Level	Details	Score	Self-Appraisal Score	DEC score
1.	International		10		
2.	National		10		
3.	State		5		

10. Reviewer/Editor/Editorial Board of referred journals/ Book / Conference proceeding (Max.: 10 points)

Category	Details	Score	Self-Appraisal Score	DEC score
Reviewer		10		
Editor		10		
Editorial Board		10		

PART - C
Score Sheet

CATEGORY	Evaluation parameter	Max API Score	Self-Assessment Score
I	Teaching Load	100	
I	Total lecture periods taken in the previous two semesters	25	
I	Innovative Teaching - learning methodologies	50	
I	Course files development	25	
I	Examination Duties Assigned and Performed	25	
I	Student Feedback on Teacher Performance	150	
I	Result Analysis	125	
Total - CI		500	
II	Administrative Responsibilities	75	
II	Professional Development Activities	125	
Total - CII		200	
III	Published Papers in Journals	100	
III	Papers presented in Conferences	25	
III	Books / chapters published	15	
III	Patents Published/Granted	35	
III	Research Guidance	25	
III	Sponsored Research Projects/ Grants - Sanctioned	50	
III	Sponsored Research Projects/ Grants - Submitted	05	
III	Consultancy	25	
III	Session Chair at National or International Conference	10	
III	Reviewer/Editor/Editorial Board of referred journals/ Book / Conference proceeding	10	
Total - CIII		300	
Total - CI+CII+CIII		1000	

HOD Remarks:

Signature of HOD with stamp: