From

        Director, Higher Education
        Panchkula, Haryana

To

        The Principals of Government Colleges in Haryana

Memo No. 27/73-2019 Co (1)   **Dated: 13th August, 2019**

Sub: **Regarding PRaYAAS (Performance Rating Yardstick for Academic Audit Standards) framework.**

Kindly refer to subject cited above.

The Department of Higher Education, Haryana is committed towards improving the overall performance of the Higher Education Institutes of the state and bring in a culture of excellence in the present set of activities. Accordingly department has been working to design a framework viz., **"Performance Rating Yardstick for Academic Audit Standards (PRaYAAS) - A framework for Quality Improvement in Higher Education Institutes"** for facilitating an efficient and continuous monitoring of the performance of Higher Education Institutes (HEIs) in the state to improve the overall quality and enable them towards the path of excellence.

We would like to announce that department has successfully designed **PRaYAAS** framework which has three component covering all a) State/Private Universities b) Government, aided and c) self-financing colleges of the state. In the first phase it has been decided to roll out this framework for the government colleges. This framework has various parameters under following ten components with total weightage of 500:

1. Academic quality (30 Marks)

2. Teaching and learning quality (95 marks)
3. Research Quality and Impact (25 Marks)
4. Collaboration/Strategic Alliances (10 marks)
5. Employability (80 Marks)
6. Infrastructure (135 Marks)
7. Inclusivity, Representation and Diversity (20 Marks)
8. Student Engagement/ Support Services (40 Marks)
9. Outreach activities and Social Impact (30 Marks)
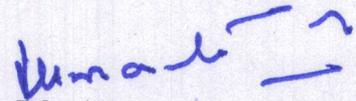10. Governance and Management (35 marks)

PRaYAAS will endeavor to identify gaps and challenges which are being faced by institutes. This will further assist department in formulating policies to provide recognition and support to leading institutes and improve performance of laggard institutes and to help colleges in getting/improving NAAC accreditation and to participate in various ratings. The overall objective of this framework is to encourage healthy competition and ensure a rewarding experience for Higher Education students.

Department has hosted this framework on its portal i.e *highereduhry.ac.in* under **PraYAAS** Link. This link will be active from 17th August till 23rd August, 2019. You are requested to login to this link using MIS credentials and fill up the framework by 23rd August, 2019. Department will compile the results of all colleges and will declare it in the first week of September. For any technical assistance you are requested to get in touch with

i. Amit Sachdeva, Mobile- 9878793377
ii. Atul Uniyal, Mobile- 8847252405

The department is hopeful that PRaYAAS will help in complying with State Government and MHRD mandate of getting all eligible government colleges accredited on NAAC as well as few among them to get listed in top

ratings. The department wishes all participating colleges best of luck for this competition. A copy of the parameters along with scoring is attached herewith.

Deputy Director (Coordination)
for Director Higher Education
Panchkula, Haryana

1. Academic Quality - 30 marks

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
Status of NAAC/ NBA* Accreditation	5	- A+ and above - 5 marks - A - 3marks - B++/B+ - 2 marks - - B -1 marks *Extra 1 marks would be accorded to those institutes which has NBA accreditation for its technical programs
Recognition under section 2(f) of UGC Act	5	- Yes - 5 marks
Recognition under section 12(B) of UGC Act	5	- Yes - 5 marks
Recognition as a 'College with Potential for Excellence (CPE)' by UGC	5	- Yes - 5 marks
% increase in the Full time students on campus against sanctioned seats	5	- 10% increase - 5 marks - 8% increase - 3 marks - 6% increase - 2 marks - 4% increase - 1 marks
Average cut off % of the students for admission across various programs	5	- more than 15% of the total 1st year students admitted across all courses should have secured 70% and above - 5 marks - 11% - 15% of the total 1st year students admitted across all courses should have secured 70% and above - 3 marks - 6% - 10% of the total 1st year students admitted across all courses should have secured 70% and above - 2 marks - 1% to 5% of the total 1st year students admitted across all courses should have secured 70% and above - 1 marks

2. Teaching and Learning Quality - 95 marks

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
No. of teaching days	5	- 180 or >180 - 5 marks
Availability and implementation of Annual Academic Calendar	5	- Yes - 5 marks
Availability and implementation of Co-curricular Activity Calendar	5	- Yes - 5 marks
Extent to which Lesson Plans and outlines are implemented by the Institute	5	- 81% to 100% - 5 marks - 51 % to 80% - 3 marks - 31 % to 50% - 2 marks
% PG students enrolled on campus	5	- 10% or more PG students on campus - 5 marks - 5% to 9% PG students on campus - 3 marks
Student: Faculty ratio	10	- less than 15:1 - 10 marks - 15: 1 to 24 : 1 - 7 marks - 25: 1 or higher - 3 marks
No. of Job Oriented / B. Voc/ add on courses offered on campus	5	- >=6 courses - 5 marks - 4 to 5 courses - 3 marks - 2 to 3 courses - 1 marks
% of faculty members using Smart classrooms to deliver lectures in last academic year	10	- 81% to 100% - 10 marks - 61% to 80% - 7 marks - 40 % to 60% - 5marks - 20% to 40% - 3 marks
% of faculty members creating or using e-content/ digital content to deliver at-least 40% of their lectures	5	- 81% to 100% - 5marks - 61% to 80% - 4 marks - 40 % to 60% - 3 marks - 20% to 40% - 2 marks
No. of regular teachers receiving awards, recognition, fellowship at State, National, International level from government, recognized bodies	5	- 4 or more - 5 marks - 1 to 3 - 3 marks
	10	- >50% First Class - 10 marks - >50% Second Class - 7 marks - > 50% Pass Class - 5 marks
	5	- >90% retention - 5 marks - 71% - 90% retention - 3 marks - 50% - 70% retention - 2 marks

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
Avg. attendance of students	5	- >90% - 5marks - 71% - 90% - 3 marks
Avg. attendance of faculty members	5	- 100% - 5 marks - 98%-99% - 3 marks - 96%-97% - 2 marks
Performance of Institute on Student Satisfaction Survey	10	- >= 75% students rated good/ excellent satisfaction - 10 marks - At-least 60% to 74% students rated good/ excellent satisfaction - 7 marks - At-least 45% to 59% students rated good/ excellent satisfaction - 5 marks

3. **Research Quality and Impact - 25 marks**

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
Percentage of regular teachers with PhD as the highest qualification	5	- 81% to 100% - 5 marks - 61% to 80% - 3 marks - 41% to 60% - 2 marks
% of regular Faculty members engaged in sponsored/ unsponsored research (ongoing/ completed in the present academic year)	5	- 81% to 100% - 5 marks - 61% to 80% - 3 marks - 41% to 60% - 2 marks
Publications per faculty per year in Scopus/ Web of Science/ Indian Citation Index *(average of last 3 years to be taken in the reference year)*	5	- >3 - 5 marks - 2 to 3 - 3 marks - 1 to 1.99 - 2 marks
Books published by faculty members (single author/ co-author)	5	- >4 books by the faculty members across the Institute - 5 marks - 2 to 4 books by faculty members across the Institute - 3 marks - 1 book by the faculty members across the Institute - 2 marks
Average papers presented by faculty members in national/ international seminars	5	>4 paper - 5 marks - 2 to 4 paper - 3 marks - 1 paper - 1 mark

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4. **Collaborations/ Strategic Alliances - 10 marks**

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
% of faculty members which participate as chairs/ panelists/ rapporteur in state/ national/ international level seminars/ workshops/ conferences in present year	5	- >5 faculty members - 5 marks - 1-4 faculty members - 3 marks
No. of functional MOUs signed with renowned State / National & International Institutions/ Industry for partnering across various areas such as student/ faculty development program	5	- >5 MOUs - 5 marks - 2 to 4 MOUs - 3 marks

5. Employability – 80 marks

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
Availability of Placement cell on campus	5	- Yes - 5 marks
Availability of Career Counselling Cell on campus	5	- Yes - 5 marks
% students provided with Career Counselling Services through Career Counseling Cell	5	- 75% to 100% - 5 marks - 50% to 75% - 3marks - 25% to 50% - 2 marks
% final year students provided with pre placement training through Placement Cell	10	- 75% to 100% - 10 marks - 50% to 75% - 7 marks - 25% to 50% - 5 marks
Average % of final year students registered with the District Employment Office (Avg. of last 2 academic year)	5	- 75% to 100% - 5 marks - 50% to 75% - 3 marks - 25% to 50% - 2 marks
	20	- >90% - 20 marks - 75% to 90% - 15 marks - 60% to 74% - 10 marks - 40% to 59% - 5 marks - 25% - 39% - 3 marks
Average salary of students	10	- INR 4 Lakh to INR 5 Lakh - 10 marks - INR 3 Lakh to INR 4 Lakh - 7 marks - INR 2 Lakh to INR 3 Lakh - 5 marks - INR 1 Lakh to INR 2 Lakh - 3 marks
No. of entrepreneurship related talks/ sessions/ seminars/ activities organized on campus	10	- >10 - 10 marks - 6 to 9 - 6 marks - 2 to 5 - 3 marks
Number of registered start-ups/ businesses created by the students in present year	10	- 4 and above - 10 marks - 1 to 3 -5 marks

6. Infrastructure (Buildings/ IT/ Digital) and Services on Campus – 135 marks

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
Percentage of Smart Classrooms on campus	10	- >50% classes are smart classrooms - 10 marks - 26% - 50% classes are smart classrooms - 6 marks - at-least 25% classes are smart classrooms – 3 marks
Availability of functional and updated website	5	- **Yes** - 5 marks
Availability of Language Labs on campus	5	- **Yes** - 5 marks
Availability of power back-up facility on campus	5	- **Yes** - 5 marks
Availability of parking facility on campus for staffs	5	- **Yes** - 5 marks
Availability of Seminar Rooms on campus	5	- **Yes** - 5 marks
Availability of Auditorium/ Multi-Purpose Hall on campus	5	- **Yes** - 5 marks
Availability of Medical Centre Facility on campus	5	- **Yes** - 5 marks
	5	- **Yes** - 5 marks
Availability of Canteen facility on campus	5	- **Yes** - 5 marks
Ratio of students per computer	10	- 10:1 - 10 marks - **11:1 to 20:1**- 6 marks - **21:1 to 30:1** - 3 marks
Available bandwidth of internet connection in the Institution (Leased line)	10	- **35 MBPS - 50 MBPS - 10 marks** - **20 MBPS - 35 MBPS – 7 marks** - **5 MBPS - 20 MBPS - 5 marks** - **<5 MBPS – 3 marks**
Percentage campus area covered by wireless internet access	10	- 100% - 10 marks - **75% - 7 marks** - **50% - 5 marks**
Availability of Online/Biometric attendance for students and staffs	5	- **Yes** - 5 marks
Availability of facilities for e-content development such as Media Centre, Recording facility, Lecture Capturing System (LCS) etc.	5	- **Yes** - 5 marks
Availability of e-content/ digital content for academic delivery	10	- **80%+ courses across all departments have e-content in the form of ppts/ videos/ recorded lectures etc. and is also shared with the students after each lecture - 10 marks** - **60%+ courses across all departments have e-content in the form of ppts/ videos/ recorded lectures etc. and is also shared with the students after each lecture - 6 marks** - **40%+ courses across all departments have e-**

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
		content in the form of ppts/ videos/ recorded lectures etc. and is also shared with the students after each lecture - 3 marks
Colleges using ERP module of the Department	5	Yes - 5 marks
% faculty members using mobile apps	5	- >50% - 5 marks - 25% to 49% - 3 marks
Availability of Library on campus	5	- Yes - 5 marks
Subscriptions of leading database/ journals/ e-journals/ e-ShodhSindhu/ e-books etc. by the library on campus	5	- at-least 5 subscriptions - 5 marks - at-least 4 subscriptions - 4 marks - at-least 3 subscriptions - 3 marks - at-least 2 subscriptions - 2 marks
Availability of separate reading rooms for students and staffs in library	5	- Yes - 5 marks
Availability of common rooms for boys and girls and separate common rooms in case of co-ed colleges	5	- Yes - 5 marks

7. Inclusivity, Representation and Diversity – 20 marks

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
% female students across all courses on campus	5	- >=50% - 5 marks - 35% - 49% - 3 marks - 20% - 34% - 2 marks
% reserved category students admitted across all courses on campus	5	- 35% - 50% - 5 marks - 20% - 34% - 3 marks - 5% - 19% - 2 marks
% Below Poverty Line Students (BPL) on campus	5	- 15% and above students - 5 marks - 10% to 14% students - 3 marks
% domestic students from other states and foreign students on campus	5	- >15% - 5 marks - 10% to 15% - 3 marks - 5% to 9% - 2 marks

8. Student Engagement/ Support Services and uptake – 40 marks

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
% eligible students availing the trainings organized in Language Labs/ EduSAT	10	- >50% students - 10 marks - 25% to 50% students - 7 marks - 10% to 24% students - 4 marks

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
(faded text)	10	- >15 events in a year - 10 marks - >10 to 14 events in a year - 7 marks - >5 to 9 events in a year - 5 marks
(faded text)	10	- >=10 awards - 10marks - 6 to 9 awards - 7 marks - 1 to 5 awards - 5marks
(faded text)	10	- >=10 awards - 10marks - 6 to 9 awards - 7 marks - 1 to 5 awards - 5marks

9. Outreach activities and Social Impact – 30 marks

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
No. of extension and outreach Programmes conducted in collaboration with Govt., industry, community and NGO through NSS/ NCC/ Red Cross/ YRC etc.	10	- >=10 activities - 10 marks - 7 - 9 activities - 8 marks - 4 to 6 activities - 6 marks - 1 to 3 activities - 4 marks
No. of students participated in extension and outreach Programmes conducted in collaboration with Govt., industry, community and NGO through NSS/ NCC/ Red Cross/ YRC etc.	10	- >40% students - 10 marks - 30% - 39% students- 7 marks - 20% - 29% students - 4 marks
Presence of registered and functional Alumni Association on campus	5	Yes- 10 marks
No. of Alumni Association / Chapters meetings held	5	At-least 1 on campus - 5 marks

10. Governance and Management – 35 marks

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
Availability of Annual perspective/ strategic plan as per the guidelines	5	- Yes - 5 marks
Presence of active Student council & representation of students on academic & administrative bodies/ committees of the Institution	5	- Yes - 5 marks
Presence of registered and functional Alumni Association on campus	5	- Yes - 5 marks

Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
Presence of documented feedback mechanism (students, Faculties & others) on campus	5	- **Yes** - 5 marks
Presence of publicly notified Grievance Redressal Committee on campus	5	- **Yes** - 5 marks
Presence of publicly notified Anti - ragging Committee on campus	5	- **Yes** - 5 marks
Presence of publicly notified Committee for Sexual Harassment at workplace on campus	5	- **Yes** - 5 marks