

3.2 Module – 2: Professional Ethics and Sustainability

Performance Evaluation Rubric of FIP Phase – II in the Respective Institute
by AICTE Identified Mentor

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Name of Inductee Trainee Teacher:

Name of Department:

Name and address of Institution of Inductee Trainee Teacher:

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A. Major Learning Outcomes of the Module

The following are the major outcomes the inductee trainee will have to display *in three term-work* (indicated by different colours) during the on-the-job-the training in Phase – II:

1. Displays the characteristics of Professionalism.
2. Displays characteristics to develop professional excellence.
3. Displays characteristics to become ‘Guru’ in place of teacher.
4. Maintains diary of evidences of Guidance and Counseling to students effectively.
5. Motivates Students for Social Responsible Works actively as member/leader in committees supervising NCC/NSS/Green Club/Poor Students Help Group and such others.
6. Lives in harmony with self and system.
7. Displays ethical behaviour and positive attitudes according to professional values.
8. Works for development and improvement of department/ institute/ Profession.
9. Displays evidences of academic activities for sustainable development.
10. Displays evidences for concern of environment protection in personal behaviour.

B. Rubric of Module – 2

(Tick \checkmark in relevant column cell for each KPC and total the marks in last row)

Sl. No.	Key Performance Criteria (KPC) of Module Outcomes Displayed by Inductee Teacher	Very Good (4)	Good (3)	Fair (2)	Need to Improve (1)	Suggestions to improve
1	Displays the characteristics of Professionalism 1. Has mastery on the subjects. 2. Engages in research to create new knowledge. 3. Shows initiative to work in new areas having high uncertainty.	Shows all the 5 characteristics	Shows only 4 out of 5 Characteristics. (state which Sl. Nos. are lacking)	Shows only 3 out of 5 Characteristics (state which Sl. Nos. are lacking)	Displays only 2 out of 5 Characteristics (state which Sl. Nos. are lacking in	

Sl. No.	Key Performance Criteria (KPC) of Module Outcomes Displayed by Inductee Teacher	Very Good (4)	Good (3)	Fair (2)	Need to Improve (1)	Suggestions to improve
	4. Enjoys trust of the students. 5. Shows self-regulation in behaviour.				the teacher)	
2	Displays characteristics to develop professional excellence: 1. Devotes time for improving fundamentals by referring back to basic/core subject matter as and when required. 2. Learns new knowledge by reading journals/net/ attending conferences. 3. Proposes procurement of new software/ books/equipment and learns on them. 4. Supervises challenging projects of bright students. 5. Implements new/advance teaching methods. 6. Give suggestions for improvement of working of department/ Institute.	Displays all the 6 characteristics	Displays at least 5 out of 6 Characteristics. (state which Sl. Nos. are lacking)	Displays at least 3 out of 6 Characteristics (state which Sl. Nos. are lacking)	Displays only 1 out of 6 Characteristics (state which Sl. Nos. are lacking)	
3	Displays characteristics to become 'Guru' in place of teacher 1. Behaves in ethical manner and shows right attitude in-front of students so that they also learn the same. 2. Gives extra time to students to solve their individual academic difficulties. 3. Shows affection and compassion towards students so that they feel free to interact with him/her. 4. Apart from transferring knowledge to students also discusses importance of desired values and attitudes (wherever finds scope to discuss these) so that they <i>also imbibe good values.</i>	Displays all the 4 characteristics	Displays only 3 out of 4 Characteristics. (state which Sl. Nos. are lacking)	Displays only 2 out of 4 Characteristics (state which Sl. Nos. are lacking)	Displays only 1 out of 4 Characteristics (state which Sl. Nos. are lacking)	

Sl. No.	Key Performance Criteria (KPC) of Module Outcomes Displayed by Inductee Teacher	Very Good (4)	Good (3)	Fair (2)	Need to Improve (1)	Suggestions to improve
4	<p>Maintains diary as evidence of Guidance and Counseling to students effectively:</p> <ol style="list-style-type: none"> Guides whole class in general about career and personal matters occasionally. Develops good acquaintance with the assigned students for guidance and counseling so that they feel free to interact with him/her. Devotes time for listening patiently to assigned students to understand their background and problems. Gives proper personal and career advice to students according to their context (i.e. family conditions, socio economic and academic level, emotional strength etc.) 	Maintains diary with at least 30 records evidence of guidance and counselling in a semester	Maintains diary with at least 20 records evidence of guidance and counselling in a semester	Maintains diary with at least 10 records evidence of guidance and counselling in a semester	Maintains diary with at least 5 records evidence of guidance and counselling in a semester	
5	<p>Motivates Students for Social Responsible Works actively as member/leader in committees supervising NCC/NSS/Green Club/Poor Students Help Group and such others</p> <ol style="list-style-type: none"> Motivates students to join NCC/NSS/ Green Club/Poor Students Help Group, etc. Motivates students to take up projects which can help villages/poor people such as designing sanitation and water supply for a village/solar power or wind power project for remote village etc. Arranges activities such as blood donation camp/cultural event or run for charity/mass awareness programmes for common people on issues such as AIDS, Cleanliness 	Displays all the 3 characteristics	Displays only 2 out of 3 Characteristics. (state which Sl. Nos. are lacking)	Displays only 1 out of 3 Characteristics (state which Sl. Nos. are lacking)	Displays none of the characteristics	

Sl. No.	Key Performance Criteria (KPC) of Module Outcomes Displayed by Inductee Teacher	Very Good (4)	Good (3)	Fair (2)	Need to Improve (1)	Suggestions to improve
	etc. with the help of students.					
6	<p>Lives in harmony with self and system</p> <ol style="list-style-type: none"> 1. Seems satisfied with the present occupation (do not compare job of faculty with others such as administrators/politicians / businesspersons). 2. Does not try to gain respect/attention by owning very costly and palatial house, cars, ornaments, cloths etc. 3. Chooses tasks according to his/her own interest and capabilities (there is consistency in behaviour). 4. Does not unnecessarily compare his/her performance with others, rather sets his/her own standards and tries to achieve them. 	Displays all the 4 characteristics	Displays only 3 out of 4 Characteristics. (state which Sl. Nos. are lacking)	Displays only 2 out of 4 Characteristics (state which Sl. Nos. are lacking)	Displays only 1 out of 4 Characteristics (state which Sl. Nos. are lacking)	
7	<p>Displays ethical behaviour and positive attitudes according to professional value systems:</p> <ol style="list-style-type: none"> 1. Maintains regularity, punctuality and sincerity in routine working. 2. Does not undertake any other employment such as tuitions/coaching etc. which may affect normal working. 3. Does not engage in antic academic activities such as publishing important questions and guides/keys for them. 4. Acknowledges work done by others and does not engage in plagiarism. 5. Does not use the professional relationship with students for taking private advantage or personal relationship with 	Displays only 7 out of 8 Characteristics (state which Sl. Nos. are lacking)	Displays only 5 out of 8 Characteristics (state which Sl. Nos. are lacking)	Displays only 3 out of 8 Characteristics (state which Sl. Nos. are lacking)	Displays only 1 out of 8 Characteristics (state which Sl. Nos. are lacking)	

Sl. No.	Key Performance Criteria (KPC) of Module Outcomes Displayed by Inductee Teacher	Very Good (4)	Good (3)	Fair (2)	Need to Improve (1)	Suggestions to improve
	<p>students for giving them professional advantage.</p> <p>6. Maintains privacy of students' data (Marks, weaknesses, complaints etc.)</p> <p>7. Does not allow malpractices by students (copying of assignments/ copying during exam/proxy attendance etc.)</p> <p>8. Does not give any student/colleague undue advantage/disadvantage due to his/her religion, race, cast, gender, sexual orientation, economic/ social status etc.</p>					
8	<p>Works for development and improvement of department/institute/ Profession</p> <p>1. Contributes positively as member/leader of different committees constituted for administration and development of labs/ library/hostel/institute etc.</p> <p>2. Joins relevant professional bodies such as ISTE/ IEEE/AMIE and works as active member for development of self and profession.</p> <p>3. Gently criticizes/opposes the wrong policies/ practices of others (Colleagues/ HODs/ Principal) with constructive suggestions for maintaining dignity of the system/profession and for its improvement.</p>	Displays all the 3 characteristics	Displays only 2 out of 3 Characteristics. (state which Sl. Nos. are lacking)	Displays only 1 out of 3 Characteristics (state which Sl. Nos. are lacking)	Displays none of the characteristics	

Sl. No.	Key Performance Criteria (KPC) of Module Outcomes Displayed by Inductee Teacher	Very Good (4)	Good (3)	Fair (2)	Need to Improve (1)	Suggestions to improve
9	<p>Displays evidences of academic activities for sustainable development:</p> <ol style="list-style-type: none"> 1. Relates relevant course content with sustainable development in the theory classes. 2. Guides students to take up researches/ projects which may help in poverty alleviation. 3. Guide students to take up researches/ projects which may help in sustainable development. 4. Attempts to integrate cradle to cradle and 5R approach in design and other relevant subjects such as materials and production processes. 	Displays all the 4 characteristics for sustainable development	<p>Displays only 3 out of 4 Characteristics for sustainable development.</p> <p>(state which Sl. Nos. are lacking)</p>	<p>Displays only 2 out of 4 Characteristics for sustainable development</p> <p>(state which Sl. Nos. are lacking)</p>	<p>Displays only 1 out of 4 Characteristics for sustainable development</p> <p>(state which Sl. Nos. are lacking)</p>	
10	<p>Displays evidences for concern of environment protection in personal behaviour:</p> <ol style="list-style-type: none"> 1. Shows concern for energy conservation in workshop/lab/classrooms /offices by appropriate use of energy consuming appliances. 2. Show commitment for 5Rs in personal consumption pattern (such as refusing use of disposable items, reduction in variety of cloths, repair of appliances (rather than discard them), reduced use of paper and other material, collecting and segregating office waste for recycling and others). 3. Develops culture in the institute for sustainable development by arranging students awareness workshops/ competitions on such themes/working actively for green and clean club/developing 	Displays all the 3 characteristics of environment protection in personal behaviour	<p>Displays only 2 out of 3 Characteristics of environment protection in personal behaviour</p> <p>(state which Sl. Nos. are lacking)</p>	<p>Displays only 1 out of 3 Characteristics of environment protection in personal behaviour</p> <p>(state which Sl. Nos. are lacking)</p>	<p>Displays none of the characteristics of environment protection in personal behaviour</p>	

Sl. No.	Key Performance Criteria (KPC) of Module Outcomes Displayed by Inductee Teacher	Very Good (4)	Good (3)	Fair (2)	Need to Improve (1)	Suggestions to improve
	book bank (to reduce consumption of paper) and others.					
Total Score of 'B'						

C. Attainment of Module - 2 Competency

Module - 2 Competency based on NITTT Policy (2019)	Total Score of 'B'
Displays ethical professional behaviour as a teacher of engineering including attitudes for sustainability.	

Note: Qualifying Score for Each Module is 50%

D. Comments/Suggestions about team work/leadership/inter-personal communication and any other

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E. Evidences of Module 2 to be Maintained by Inductee Teacher

Sl. No.	Evidences Maintained in E-portfolio files by Inductee Teacher	Yes	No
1	Evidence of practicing characteristics of Professionalism		
2	Evidence of characteristics of developing Professional excellence		
3	Evidence of characteristics to become 'Guru' in place of teacher		
4	Diary showing evidence of guidance and counselling		
5	Record of motivating Students for Social Responsible Works		
6	Evidence of living in harmony with self and system		
7	Evidence of ethical behaviour and positive attitudes		
8	Evidence of working for development and improvement of department/ institute/ Profession		
9	Evidence of academical work for sustainable development		
10	Evidence of showing concern for environment protection in personal behaviour		

Signature:

Name of the Mentor:

AICTE Faculty Code:

Designation of the Mentor:

Name and address of Institution of Mentor:

Place:

Date: