

From

Principal Secretary Higher Education
Haryana, Chandigarh.

To

The Principals of Government Colleges in Haryana
The Principals of Government Aided Colleges in Haryana

Memo No. DHE-080001/1/2023-IT CELL-DHE
Dated, Panchkula 16.01.2023

Sub: Regarding PRaYAAS (Performance Rating Yardstick for Academic Audit Standards) - A framework for Quality Improvement in Colleges of Haryana.

Kindly refer to subject cited above and letter no. 27/73-2019 Co (1) dated 13.08.2019 (copy enclosed).

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, the department developed a framework viz., **"Performance Rating Yardstick for Academic audit Standards (PRaYAAS) – A framework for Quality Improvement in Higher Education Institutes"** in 2019 for facilitating and continuous monitoring of the performance of Government Colleges in the state to improve the overall quality and enable them towards the path of excellence.

In the first phase, PRaYAAS framework was rolled out for the government colleges only and colleges were ranked based on a transparent IT enabled system. In continuation and to carry it forward, the department has redesigned PRaYAAS Version 2 framework for Government Colleges and Government Aided Colleges also. This framework has various parameters under following 14 components with total weightage of 600:

1. Academic quality (40 Marks)
2. Teaching and learning quality (160 Marks)
3. Research Quality and Impact (40 Marks)
4. Collaboration/Strategic Alliances (10 Marks)
5. Employability (60 Marks)
6. Inclusivity and Representation (15 Marks)
7. Student engagement/Support Services and uptake (20 Marks)
8. Outreach activities and Social Impact (30 Marks)
9. Governance and Management (50 Marks)
10. Library as a Learning Resource (20 Marks)
11. IT Infrastructure (10 Marks)
12. Faculty Empowerment Programmes (15 marks)
13. Internal Quality Assurance System (10 Marks)
14. Institutional Values and Best Practices (120 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 national and international 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 the portal i.e. <https://prayaas.highereduhry.ac.in>. The link for 2022-23 session will be active from **20.01.2023 to 31.01.2023**. You are requested to login to this link using **ERP portal credentials** and fill up the framework by 31.01.2023. Department will compile the results of all colleges and will declare it in the first week of February. For any technical assistance, you are requested to raise your queries at itcell.dghe.hry@gmail.com.

PRaYAAS will help the colleges to identify their strengths and vulnerable areas vis-à-vis other colleges of the State and complying with the mandate of National Education Policy, 2020 and the vision of the State Government of to prepare and getting all eligible colleges accredited by NAAC. This will also be helpful for colleges to participate in NIRF and other international ratings. A copy of the PRaYAAS framework V2 is enclosed with this letter.

Vijayendra Kumar, IAS
Principal Secretary Higher Education,
Haryana, Chandigarh.

A copy is forwarded to the following for information:-

1. PS to Principal Secretary Higher Education.
2. PS to Director Higher Education.
3. PA to Joint Director (Admn).
4. IT Cell, Higher Education


Project Manager
for Principal Secretary Higher Education,
Haryana, Chandigarh

PRaYAAS Framework for Government Colleges – Total Marks (600)

1. Academic Quality - 40 marks

S.N	Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
1	Status of NAAC/ NBA Accreditation	10	- A+ and above - 10 marks - A - 06marks - B++/B+ - 04marks - B -1 marks - Not Accredited/Not Eligible - 0 marks
2	Recognition under section 2(f) of UGC Act	5	- Yes - 5 marks
3	Recognition under section 12(B) of UGC Act	5	- Yes - 5 marks
4	Recognition as a 'College with Potential for Excellence (CPE)' by UGC	5	- Yes - 5 marks
5	% increase in the Full-time students on campus against sanctioned seats (last 3 academic years)	5	- 10% increase - 5 marks - 8% increase - 3 marks - 6% increase - 2 marks - 1-4% increase - 1 marks - No Change- 0 marks
6	Average cut off % of the students for admission across various programs (last 3 academic years)	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
7.	NIRF Ranking	5	For 0-100 ranking- 5 Marks For participation-3 Marks

2. Teaching and Learning Quality - 160 marks

S.N	Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
1	No. of teaching days	5	- 180 or >180 - 5 marks - < 180 - 0 marks
2	Availability and implementation of Annual Academic Calendar	5	- Yes - 5 marks
3	Availability and implementation of Co-curricular Activity Calendar	5	- Yes - 5 marks
4	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 - < 30 - 0 marks
5	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 - <2 courses - 0 marks
6	% 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 - <20% - 0 marks
7	% 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 - <20% - 0 marks
8	Graduation Rate of final year students (last academic year)	10	- >50% First Class - 10 marks - >50% Second Class - 7 marks - > 50% Pass Class - 5 marks - N/A - 0 marks
9	Average retention rate of students b/w first year and final year	5	- >90% retention - 5 marks - 71% - 90% retention - 3 marks - 50% - 70% retention - 2 marks - N/A - 0 marks
S.N	Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
10	Avg. attendance of students (Academic year 2021-22)	5	- >90% - 5marks - 71% - 90% - 3 marks - <70 % - 0 marks
11	Avg. attendance of faculty members (Academic year 2021-22)	5	- 100% - 5 marks - 99%-95% - 3 marks - 94%-90% - 2 marks - < 90% - 0 marks
12	Performance of Institute on Student Satisfaction Survey (last 3 academic years)	10	- >= 75% students rated good/ excellent satisfaction - 10 marks - 60% to 74% students rated good/ excellent satisfaction - 7 marks - 45% to 59% students rated good/ excellent satisfaction - 5 marks - < 45% - 0 marks
13	Use of e content/digital content in LMS to deliver at least 40% of lectures	10	- 50% - 05 marks - 50-75% -08 marks - More than 75%- 10 marks (for the purpose of calculation, average of all faculty members may be drawn)
14	Number of students registered in LMS and using LMS	15	- More than 75% students of the college accessing at least 5 digital content items

			in LMS- 10 marks - Less than 75%- No marks
15	Number of Teachers on the Academic Council/Board of Studies of the affiliating University	05	- More than 25%- 05 marks - 5% to 25%- 02 marks
16.	Number of teachers as paper setters of university examination	05	- More than 25%- 05 marks - 5% to 25%- 02 marks
17.	Number of teachers involved in designing of curriculum for add on/certificate/diploma courses	05	- More than 25%- 05 marks - 5% to 25%- 02 marks
18.	Number of teachers involved in evaluation of university answer sheets	05	- More than 25%- 05 marks - 5% to 25%- 02 marks
19.	Number of students enrolled in certificate/add on programs as against the total number of students during the year.	05	- More than 25%- 05 marks - 5% to 25%- 02 marks
20.	Feedback on the syllabus and its transaction at the College from Students	05	-05 Marks if yes(upload the analysis in 200 words) -00 Marks if no
21.	Whether the college assesses the learning levels of the students and organizes special programmes for advanced learners and slow learners	05	-05 marks if yes (upload a report in 200 words) -00 marks if no
22.	Whether experiential learning, participative learning and problem solving methodologies used for enhancing learning experiences	05	-05 marks if yes (upload a report in 200 words) -00 marks if no
24.	Has the mentors assigned to the mentees?	05	05 marks if yes (upload a report in 200 words) -00 marks if no
25.	Is the mechanism of internal assessment transparent and robust in terms of frequency and mode?	05	05 marks if yes (upload a report in 200 words) -00 marks if no
26.	Whether the college offers soft skills and life skills programme for students	05	05 marks if yes (upload a report in 200 words) -00 marks if no
27.	Career counselling and guidance for competitive examination for students	05	05 marks if yes (upload a report in 200 words) -00 marks if no

3. Research Quality and Impact - 40 marks

S.N	Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
1	Percentage of regular teachers with PhD as the highest qualification (As of now)	5	- 81% to 100% - 5 marks - 61% to 80% - 3 marks - 41% to 60% - 2 marks - <40 marks - 0 marks
2	% 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 - <40 marks - 0 marks
3	Publications per year in Scopus/ Web of Science/ Indian Citation Index/UGC care (average of last 3 years to be taken in the reference year)	5	- >3 - 5 marks - >2 to 3 - 3 marks - 1 to 2 - 2 marks - No Publication - 0 marks

4	Books published by faculty members (single author/ co-author) (last 5 academic years)	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 - No Publication - 0 marks
5	Average papers presented by faculty members in national/ international seminars (last 3 academic years)	5	>4 paper - 5 marks - 2 to 4 paper - 3 marks - 1 paper - 1 mark - No Paper presented - 0 marks
6.	Grants received from Government and Non Government agencies for research projects/endowments in the College	5	05 marks if yes (upload a report in 200 words alongwith the amount received) -00 marks if no
7.	Number of seminars/conferences/workshops conducted by the college during the year	10	-10 marks if 10 or more than 10 -09 marks if 9 -08 marks if 8 -07 marks if 7 -06 marks if 6 -No marks for less than 06

4. Collaborations/ Strategic Alliances - 10 marks

S.N	Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
1	No. of functional MOUs signed with renowned State / National & International Institutions/ Industry for partnering across various areas such as student/ faculty development program	10	- >5 MOUs - 10 marks - 2 to 4 MOUs – 6 marks - 1 MOU - 2 mark - No MOU - 0 marks

5. Employability - 60 marks

S.N	Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
1	Availability of Placement cell on campus	5	- Yes - 5 marks
3	% 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 - <25% - 0 marks
4	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 - <25% - 0 marks
5	% of final year students placed	20	- >90% - 20 marks - 75% to 90% - 15 marks - 60% to 74% - 10 marks - 25% - 59 % - 5 marks - <25% - 0 marks

6	Average salary of students (last 3 academic years)	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
7	No. of entrepreneurship related talks/ sessions/ seminars/ activities organized on campus (last 3 academic years)	10	- >10 - 10 marks - 6 to 9 - 6 marks - 2 to 5 - 3 marks - <2 - 0 marks

6. Inclusivity and Representation - 15 marks

S.N	Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
1	% female students across all courses on campus	5	- >=50% - 5 marks - 35% - 49% - 3 marks - 20% - 34% - 2 marks - <20 % 0 marks
2	% reserved category students admitted across all courses on campus	5	- 35% - 50% - 5 marks - 20% - 34% - 3 marks - 5% - 19% - 2 marks - <5 % - 0 marks
3	Adoption of villages under Unnat Bharat Abhiyaan	5	For 01 village- 01 mark For 02 villages- 02 marks For 03 villages- 03 marks For 04 villages- 04 marks For 05 villages- 05 marks

7. Student Engagement/ Support Services and uptake - 20 marks

S.N	Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
1	No. of sports and cultural activities/competitions organized at the inter level on campus (last 3 academic years)	10	- >15 events in a year - 10 marks - >10 to 14 events in a year - 7 marks - >1 to 9 events in a year - 5 marks - No activities - 0 marks
2	Number of awards/medals received by students for outstanding performance in cultural/ extra-curricular activities at university/ national / international level (last 3 academic years)	10	- >=10 awards - 10marks - 6 to 9 awards - 7 marks - 1 to 5 awards - 5marks - No awards - 0 marks

8. Outreach activities and Social Impact - 30 marks

S.N	Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
1	No. of extension and outreach Programmes conducted in collaboration with Govt., industry, community and NGO through NSS/ NCC/ Red Cross/ YRC etc. (last 3 academic years)	10	- >=10 activities - 10 marks - 7 - 9 activities - 8 marks - 4 to 6 activities - 6 marks - 1 to 3 activities - 4 marks - No activity - 0 marks

2	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. (last 3 academic years)	10	- >40% students - 10 marks - 30% - 39% students- 7 marks - 20% - 29% students - 4 marks - <20% - 0 marks
3	Presence of registered and functional Alumni Association on campus	5	Yes- 10 marks
4	No. of Alumni Association / Chapters meetings held	5	- At-least 1 on campus - 5 marks - No Alumni Association / Chapters meeting- 0 marks

9. Governance and Management - 50 marks

S.N	Key Performance Indicators (KPIs)	Weightage	Scoring Criteria
1	Availability of Annual perspective/ strategic plan as per the guidelines	5	- Yes - 5 marks
2	Presence of active Student council & representation of students on academic & administrative bodies/ committees of the Institution	5	- Yes - 5 marks
3	Presence of registered and functional Alumni Association on campus	5	- Yes - 5 marks
4	Presence of publicly notified Grievance Redressal Committee on campus	5	- Yes - 5 marks
5	Presence of publicly notified Anti - ragging Committee on campus	5	- Yes - 5 marks
6	Presence of publicly notified Committee for Sexual Harassment at workplace on campus	5	- Yes - 5 marks
7	Institutional Development Plan prepared or not	20	-Yes- 20 marks

10. Library as a learning Resource-20 marks

S.No	Key Performance Indicator (KPIs)	Weightage	Scoring Criteria
1,	Whether Library is automated	05	-05 marks if yes -00 marks if no
2.	Whether the College has subscription for the following e-resources: i. E-journals ii. E- Shodh Sindhu iii. Shodhganga Membership iv. E- books v. Remote access to resources	05	-01 marks for each item
3.	Whether books purchased and journals subscribed in the year?	05	-05 marks if yes -00 mark if no
4.	Number per day usage of library by teachers and students (foot falls and login data for online access)	05	-05 marks if more than 25% (upload last page of accession register and number of users using library through e-access) -00 marks if less than 25%

11. IT Infrastructure- 10 marks

S.No	Key Performance Indicator (KPIs)	Weightage	Scoring Criteria
1,	IT facilities including Wi-Fi, internet connection	05	-05 marks if yes (2.5 marks for each) -00 marks if no
2.	Student- Computer ratio	05	-05 marks if it is 15:1 or less -00 marks if it more than 15:1

12. Faculty Empowerment Programmes- 15 marks

S.No	Key Performance Indicator (KPIs)	Weightage	Scoring Criteria
1,	Training programs organized by the college for teaching and non teaching staff during the last year	05	-05 marks if yes -00 marks if no
2.	Number of teachers undergoing FDP during the year	05	-05 marks if more than 25% -00 marks if less than 25%
3.	Functional status of performance appraisal system for teaching and non teaching staff	05	-05 marks if functional -00 marks otherwise

13. Internal Quality Assurance System- 10 marks

S.No	Key Performance Indicator (KPIs)	Weightage	Scoring Criteria
1,	Two best practices institutionalized as a result of IQAC initiatives	05	-05 marks for 02 -00 marks if less than 02
2.	AQAR prepared/submitted	05	-05 marks -00 marks if not

14. Institutional values and best practices-120 marks

S.No	Key Performance Indicator (KPIs)	Weightage	Scoring Criteria
1,	Whether facilities such as Common Rooms, Day Care Centre for young children	05	-05 marks -00 marks if not
2.	Whether the college has solar energy, biogas plant, use of LED, etc.	15	-05 marks for each
3.	Whether the college has Solid waste management, liquid waste management, biomedical waste management, e waste management system	20	-05 marks for each
4.	Whether the college has rain water harvesting system and waste water recycling	10	-05 marks for each
5.	Whether the college has restricted entry of automobiles, promote use of bicycles, pedestrian friendly pathways, ban on use of plastics, landscaping with trees and plants	25	-05 marks for each (upload a report of 200 words)
6.	Whether the college has divyangjan friendly and barrier free environment as per provisions	15	-15 marks (upload a report of 200 words)
7.	Whether the college has displayed code of conduct on the website and organizes professional ethics programmes for students, teachers and staff	10	-10 marks (upload a report of 200 words)
8.	Celebration of national/international commemorative days, events and festivals	10	-10 marks (upload a report of 200 words)
9.	Describe two best practices successfully implemented by the colleges	10	-10 marks (upload a report of 200 words)

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)

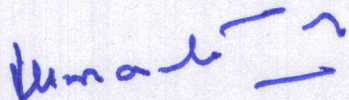
PRaYAAS will endeavor to identify gaps and challenges which are being faced by institutes. This will further assist department in formulating policies to provide recognition and support to leading institutes and improve performance of laggard institutes and to help colleges in getting/improving NAAC 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**