

RIIAP

on

*“Introducing a Comprehensive Resource Person Evaluation
Matrix at BPATC”*

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Problem Identification:

Broken-down Resource Person Evaluation Matrix at BPATC

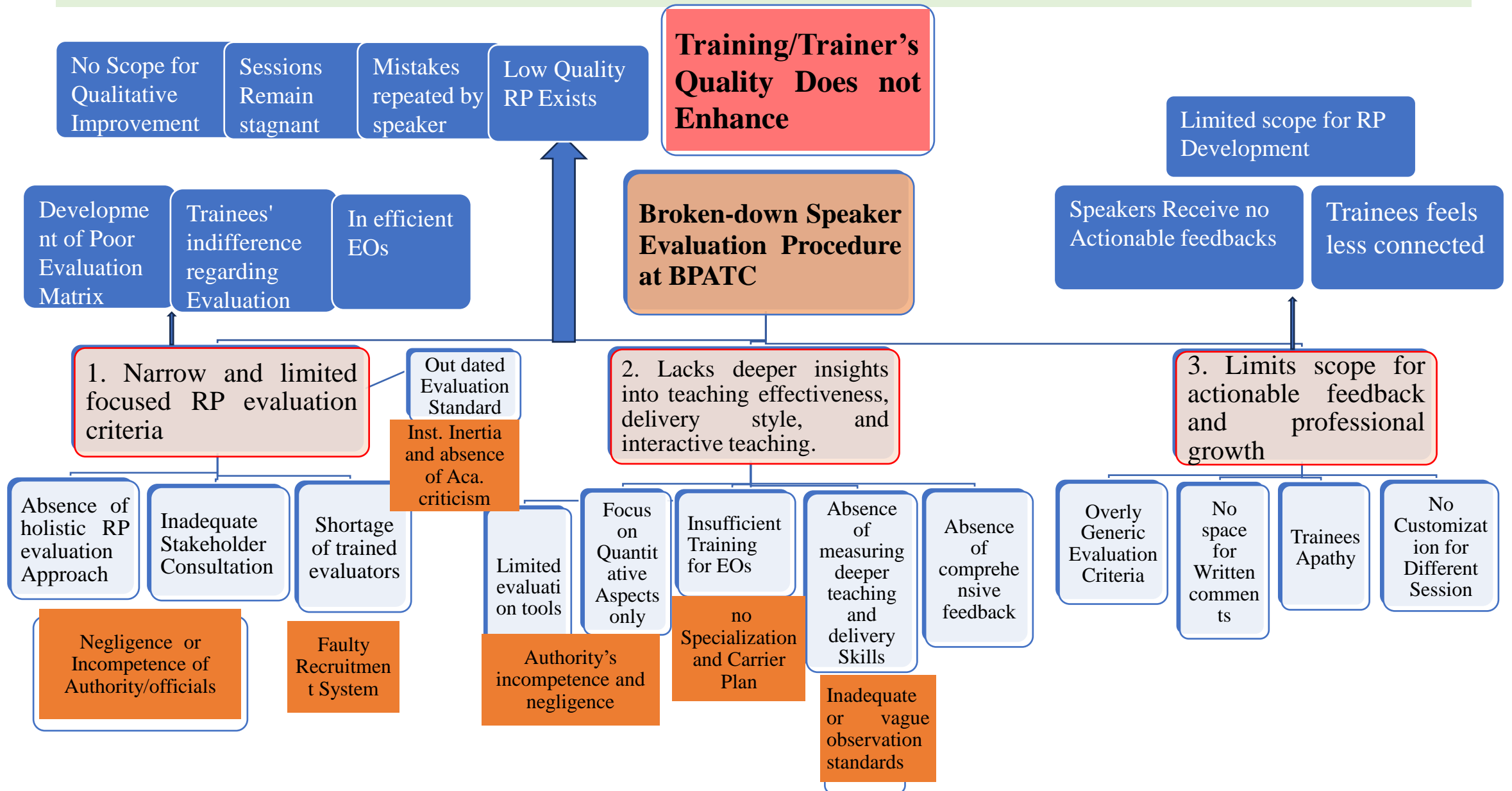
- **Why is it a Problem?**

- ✓ Current *Resource Person (RP)* evaluation criteria are narrow and focus on limited aspects: (*session outline, objectives, illustrations, and English usage*).
- ✓ Lacks deeper insights into teaching effectiveness, delivery style, time management and **engagement**.
- ✓ Limits scope actionable feedback and professional growth for RP.

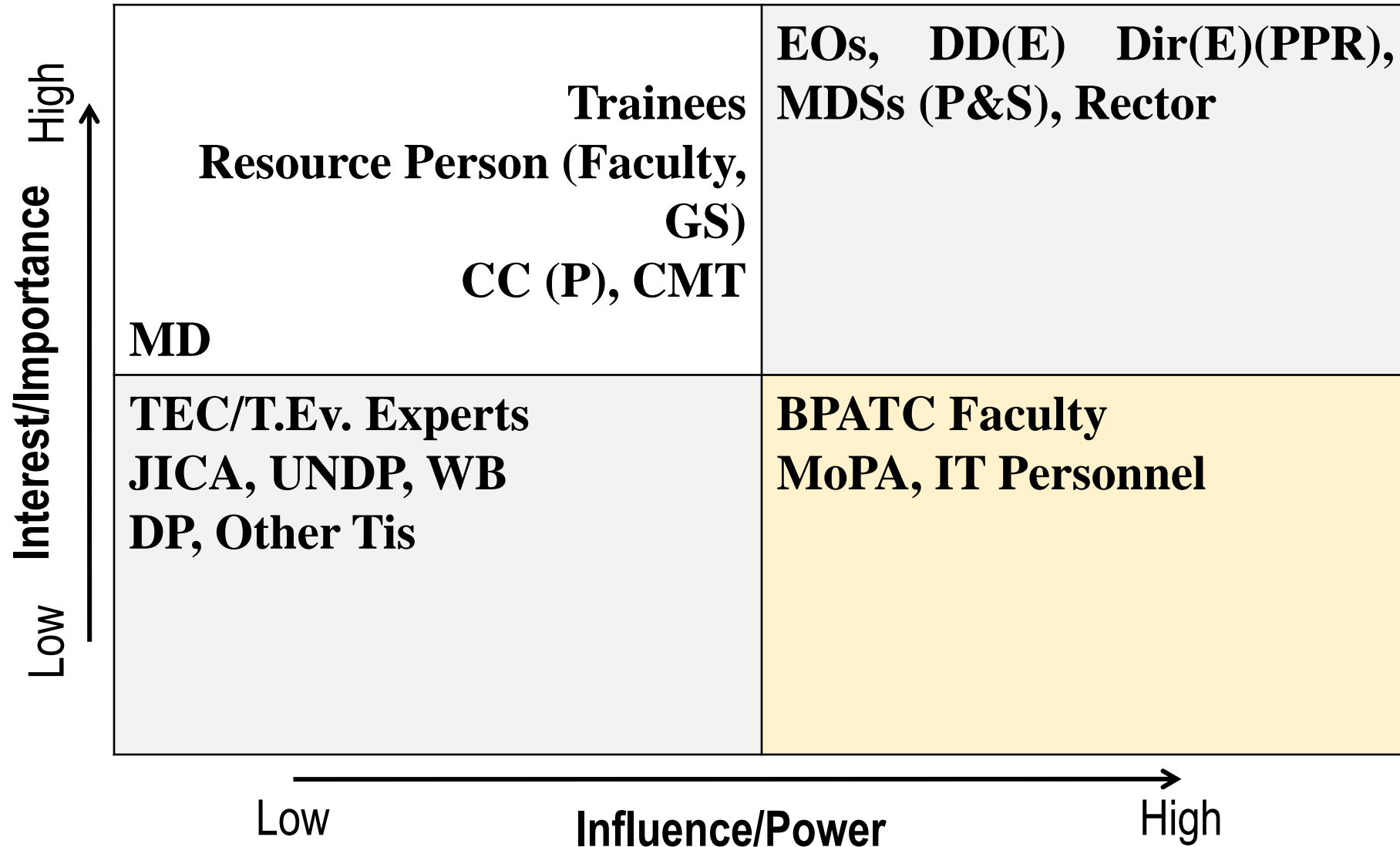
- **How Does It Exist?**

- Emphasis on surface-level evaluation restricts further development.
- No provision for self-reflection, audience connection, or innovation.
- Speakers do not get meaningful feedback for continuous improvement.

Problem Tree



Stakeholder Analysis



Objectives

1. To design a comprehensive resource person evaluation matrix for BPATC by September, 2025.
- 2. To implement the resource person evaluation matrix in a core course at BPATC by October, 2025**

Action Plan: Reforming RP Evaluation Matrix of BPATC

Sl.	Actions (WHAT)	Responsible Person/Team (WHO)	Method/Approach (HOW)	WHEN
1.1	Form a core reform team for revisiting the existing RP evaluation Matrix of BPATC	RIO + Facilitators Team/ Faculty	Consultation With Faculties	By June 2025
1.2	Stakeholder mapping and analysis	RIO + Team	Identify and analyze influence/interest	By June 2025
1.3	Review Current Evaluation Matrix	RIO + Team + Eval. Dept.	Analyze existing formats and feedback	By June 2025
1.4	Apprise the practices of Prominence Institutions	RIO + Team + Researcher/ Research Section	Review national/international Practices/ Literature	By July 2025
1.5	Conduct FGDs & interviews	Reform Team + External Facilitator	Use structured survey tools for feedback	By July 2025
1.6	Draft revised evaluation matrix	RIO + Team	Develop criteria across multiple dimensions	By August 2025
1.8	Validate draft matrix via workshop	MDSs/Director (Evaluation)+ RIO	Host workshop with stakeholder groups	By August 2025
2.1	Pilot matrix in selected courses	Evaluation Dept. + CMT+RIO	Run parallel with old system	By August 2025
2.2	Analyze pilot results	Evaluation Dept.+ Team+ RIO	Review and adjust based on findings	By September 2025
2.3	Finalize the RP Evaluation Matrix and Institutionalize	Team + RIO + Rector	Approval and issue formal memo	By September 2025
2.4	Train faculty and coordinators	RIO + Team+ Evaluation Dept.	Conduct dissemination seminar	By October 2025
2.5	Integrate the RP matrix in the ERP system	IT Cell + RIO + Team	Use digital tools or MIS integration	By October 2025
2.6	Procure digital device for RP Evaluation	Dir Admin + DD (F) +IT Cell	Follow PPA & PPR	By October 2025
2.7	Monitor and review periodically	Evaluation Cell + Monitoring	Annual/Course end review and feedback	By October 2025

SWOT Analysis of RIAP

	Policy [vision, mission, goals, rules, regulations, SOPs]	Executives [actors' competencies, training, their sufficiency]	Resources [budget, technology, materials, linkage with external organizations]	Culture [actors' behavioral patterns: beliefs, norms, relations, attitude, practice]
S	Evaluation Policy, Existing Evaluation Structure	Evaluation Dept., Rector,	Course End Eva. Report, RP Eva. Report, Existing Eva formats, Tech Support	Routine evaluation practices
W	Faulty evaluation matrix, no/inconsistent SOP	Unskilled EOs, DD & Dir (E), MDSs, CD, CC(P), Gaps in training, uneven commitment	limited IT Support, weak HR management, no collaboration with similar org.	Change resistance, fear-based perception of evaluation or do not value the existing evaluation report
O	Higher Edu. Tr. Policy National reform agenda support, Reform Cell in Cabinet	Scope to involve external experts, partner TIs	Practices of other renown TI & Org. Possible donor funding, MIS integration with Evaluation	Increasing demand for transparency and qualitative Change
T	Frequent leadership change, Lack of Ownership	Internal opposition, Official turnover, misplacement	IT system risks, Lack of coordination with MIS, IT & evaluation	Negative feedback backlash, misuse of evaluation

Risk Analysis: Implementation of RP Evaluation Matrix

Risks	Likelihood	Impacts	Mitigation Strategies
Resistance from RP, Faculty and Evaluation Dept	High	High	Orientation & sensitization sessions; focus on developmental use of feedback
Lack of smart & complete digital infrastructure	Medium	High	Use simple, offline-friendly tools initially; phased digitization
Inconsistent coordination and application across wings	High	Medium	Issue clear SOPs; Effective Monitoring from Evaluation dept
Misinterpretation or Ignoring Evaluation Report	Medium	High	Ensure feedbacks are considered; triangulate sources properly (trainee, peer, supervisor)
Limited/no competent/expert evaluator	Medium	Medium	Train EOs, CC(P), DD (MIS) Aps and CDs in modern evaluation approaches
No collaboration with local or international Training Experts, TIs or org for evaluation quality enhancement	Medium	Medium	Expand collaboration with local and international Training evaluation expert, Tis and Org.
Drop in morale due to poor evaluation	Medium	High	Introduce mentoring support; emphasize improvement over punishment
Lack of buy-in from top leadership	Low	Very High	Involve Rector and MDSs from design phase; show quick wins

THANK YOU

The image features the words "THANK YOU" in a bold, sans-serif font. Each letter is a different color: 'T' is blue, 'H' is purple, 'A' is pink, 'N' is orange, 'K' is yellow, 'Y' is green, and 'O' is teal. The letters have a slight 3D effect with shadows. The text is surrounded by numerous small, colorful dots in shades of blue, yellow, orange, and purple. At the bottom right, there is a light orange rectangular box that partially overlaps the end of the word "YOU".