



KEY PERFORMANCE INDICATORS FOR UQA TEACHERS

Mohsin Siddiqui
Dept of Academic Research
Understand Al Quran Academy



OUTLINE

1. What are Key Performance Indicators (KPI)
2. Organizations Vision & Mission
3. KPI for the UQA Teacher
 - 1. KPI's for RQ 2. KPI's for UQ
 - 3. KPI' Pedagogy 4. KPI's Personality
4. Measuring KPI – Data collection
5. Teacher Rating
6. Benefits of KPI's

VISION SHARING



It is essential to know the vision of organization by all employees

Vision sharing exercises are needed to ensure that all are on same page

1. WHAT ARE KEY PERFORMANCE INDICATORS (KPI)

Key Performance Indicators (KPIs) are the critical (key) indicators of progress toward an intended result.

KPIs provides a focus for strategic and operational improvement, create an analytical basis for decision making and help focus attention on what matters most.

“What gets measured gets done.”

PERFORMANCE CRITERIA FOR TEACHERS

KPI's for RQ

1. Should have excellent makharij
2. Should be able to identify and explain harakat and qawaid
3. Should be able to recite Quran fluently
4. Should know TPI, Poem and Stories and RQ differentiators

KPI's for UQ

1. Should know the Quranic Grammar (from root to different forms)
2. Should have excellent Quranic Vocabulary
3. Should be able to give explanatory points (take away) from verses
4. Should know TPI, AEPP, Tadabbur-Tazakkur, Imagine, Feel & UQ Differentiators

KPI's for Pedagogy

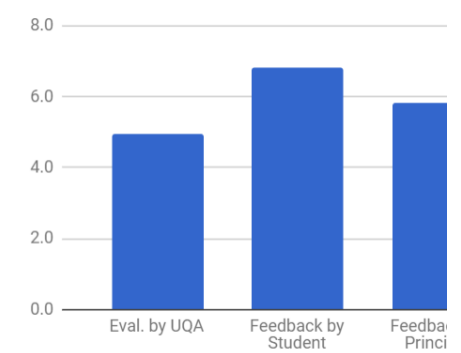
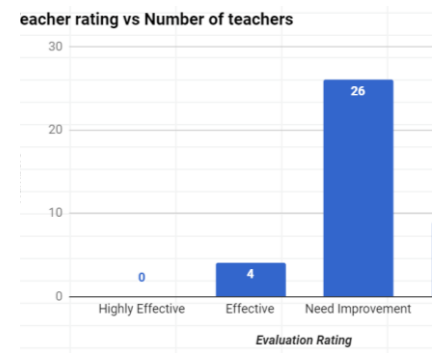
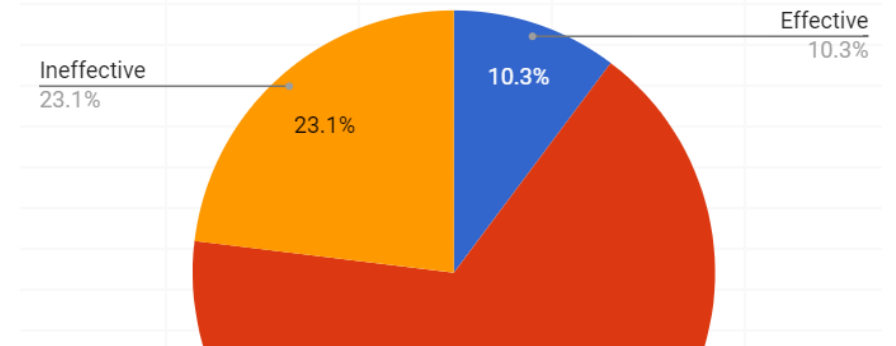
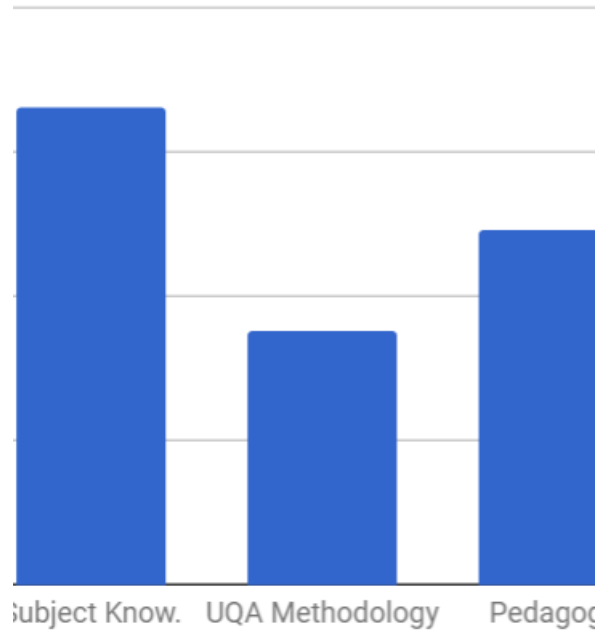
1. Lesson Plan Implémentation
2. Teaching Style & Teaching Quality
3. Classroom Management & Tech issues
4. Student Assessment
5. Planning – lesson plans, year plans

KPI's for Teacher's Personality

1. Passion to teach Qur'an
2. Organizational Commitment
3. Should be able to work in a Team
4. Good coordination with Parents, & Students
5. Responsibility and ownership of the job

Sample file for KPI measurement - [link](#)

Evaluation Areas (out of 10)



MEASURING KPI — DATA COLLECTION

EVALUATION FORM

Sno	Part 1: Lesson Plan Implementation	Points
1	Clear Learning Outcomes	
2	Warm-up Questions, Review	
3	Explanation I DO [rules/Grammar]	
4	Guided Practice WE DO [Activities / Tadabbur/Tazakkur]	
5	Group/Individual Practice YOU DO	
6	Student Assessment & Closure	
7	Meeting the Course Milestones	
	OR	
	Lesson Plan Implementation (Hifz Evaluation)	
1	Tajweed and recitation	
2	Focus while listening Qur'an	
3	Correcting mistakes with patience	
4	Explanation (Hifz with understanding)	
5	Knowledge on pointers	
	Part 2: Teaching Style	
8	Visual, Auditory & Kinesthetic Methods	
9	Positive Language & inspiring	
10	Language skills in communication	
11	Smile & Dressing	

	Part 3: Classroom Management & Tech	
12	Student engagement (3-1-3 rule)	
13	Quality of Relationship with students	
14	Video/Voice/ Internet Quality	
15	Teaching aids (Screen share /whiteboard)	
16	Responds to the student's questions	
	Part 4: Teaching Quality	
17	Are the learning outcomes achieved?	
18	Subject Knowledge	
19	UQA Methodology	
20	Teacher preparation	
	Part 5: Organizational Commitment	
	Report Submissions/Daily Logging on time & with quality	
21		
22	Student Retention	
23	Rapport with Parents	
24	Program promotion & initiative	
	Contribution to UQA Growth with ideas and promotion	
25		
	Maintain Student Records details in specified format.	
26		
27	Prepares Progress Report	
	Comments	

	Part 6: Parent Feedback (Quarterly Entry)	
28	Teacher's Subject Knowledge	
29	Teacher's Punctuality	
30	Teacher's communication skills	
31	Ability to motivate the students	
32	Overall Teacher's Rating by Parent's	
	Comments	
	Part 7: Other Stats (Quarterly Entry)	
33	No of students	
34	No of new students	
35	No of Grievances	
36	No of Dropouts	
37	No of Students Qualified for Evaluation	

4. TEACHER RATING



S No	Rating	Description
1	Highly Effective	Indicates that the teacher's performance consistently exceeds expectations – exemplary.
2	Effective	Indicates that the teacher's performance meets expectations. Learning is evident and methods are frequent. Need more expertise
3	Need Improvement	Indicates that the teacher's performance inconsistently meets expectations. Training is needed on the weaker areas
4	Not Effective	Indicates that the teacher's performance does not meet expectations. An immediate plan of improvement should be designed by the admin.

5. BENEFITS OF KPI'S

1. To keep aligned with the objectives of the course
2. What cannot be measured cannot be achieved, so essential gaps are identified
3. To take the corrective action needed
4. Organizational success
5. Team development
6. System centric rather than people centric
7. Improve the quality of organization as a whole.