

TEAch: Head teacher questionnaire

1. COVER PAGE

1.1 State ID	1.2 District ID	1.3 Block /Tehsil ID	1.4 Village ID	1.5 School ID	1.6 Teacher ID

1.7 Date of survey DATE		
----- Day	----- Month	----- Year

1.8 Names of the enumerators -----

1.9 State name STATENAME	1.10 District name DISTNAME
1.11 Block /Tehsil name BLNAME	1.12 Village name VILNAME/
1.13 School Name	1.14 Teacher Name

2. HEAD TEACHER INFORMATION

2.0	Teacher Name	
2.1	What is your current post in this school?	01 = Permanent Head Teacher 02 = Acting Head Teacher
2.2	When were you were appointed as head teacher?	Year: _____
2.3	Head teacher Age	____ years
2.4	Head teacher Gender	01=Male; 02=Female
2.5	What is your caste? [YL amended – as in teacher survey]	Caste (Pakistan): _____ Caste (India): 1 = SC 2 = ST 3 = BC 4 = General 88=NA
2.6	What is your religion?	Pakistan: 01=Hindu 02=Muslim 03=Christian

		04=Sikh 77=Other(specify) India: 01=Hindu 02=Muslim 03=Christian 04=Sikh 77=Other(specify)
2.7	What is your mother tongue? [YL]	India: 01 = Punjabi 02 = Hindi 03 = Haryanvi 04 = Marwari 77 = Other (Specify) _____ Pakistan: 01 = Punjabi 02 = Urdu 03 = Sirayki 77 – Others (Specidy)
2.8	What is your marital status [YL amended – as in teacher survey]	1 - Unmarried – Go to 2.10 2- Married 3- Widowed 4 - Divorced/separated 5 - Married no gauna/nikkah no ruksati – Go to 2.10 99 - Don't know
2.9	How many children do you have? [YL amended – as in teacher survey]	No children _____ Aged < 5 yrs _____ Aged 5 – 15 yrs _____ Older than 15 yrs _____
2.10	Have you got a disability?	1 - Yes - Go to 2.11. 0 - No - Go to 2.13. 99 - Prefer not to say - Go to 2.13. INDIA: Observer comments, if required: _____ _____ _____
2.11	If yes, which?	1. blindness 2. low vision 3. Hearing impairment 4. Speech impairment 5. loco-motor disabilities 10. Multiple disabilities 77. other_____
2.12	If so, do you use an assistive device	Yes – 1, specify _____

		No – 0
2.13	What is your native place?	1 = Within the village 2 = Outside the village but within the district 3 = outside the district but within the State/Province 4 = from another State/Province 77 = other (specify)
2.14	Where do you live? [YL amended – as in teacher survey]	1 = Within the village 2 = Outside the village but within the district 3 = outside the district 77 = other (specify)
2.15	How do you travel to work? [T survey]	1 = Walk ; 2 = bicycle ; 3 = rickshaw ; 4 = scooter/motorbike; 5 = car; 6 = public transport; 77 = other (specify) -----
2.16	How long does it take you to travel to work (one way) on a normal day? [T survey]	Hrs ____ ; Min ____
2.17	What is the highest level of general education that you have completed? [T survey]	0 = below class 10 (specify years completed: -----) 1 = Secondary (matric/class 10) 2 = Intermediate (FA/FSc) 3 = Graduation (BA, BSc) 4 = Masters (MA, MSc) 5 = MPhil/Ph.D 77 = Other (specify) -----
2.18	What is your highest completed pre-service training/certificate?	India: 1 = D.Ed./ ETT/JBT/ETE (2 years) 2 = B.El.Ed (4 years) 3 = D.El.Ed (Spl Ed) 4 = OT (Language) 5 = CPED. 77 = Other (specify name and duration of course) Pakistan: 0 = None (If 0, go to 2.23) 1 = CT 2 = PTC 3 = BEd (1 year) 4 = BEd (4 years) 5 = AED (Associate Degree of Education) 6 = MEd 77 = other (specify name and duration of course)

2.19	Which institution is your pre-service degree (Bed/MEd/others) from? [T survey]	B.Ed _____ M.Ed _____ Refer to highest completed degree from _____ Pakistan: 1 = Allama Iqbal Open University; 2 = Institute of Ed and Research (IER) 3 = University of Education Bahauddin Zakariya University (BZU) 4 = Islamic University Bahawalpur 5 = Arid University Pindi 6 = Sargodha University 7 = UMT 77 = Other, specify: _____ India: 1 = DIET (Haryana) 2 = GETTI 3 = Private ETTI (Haryana) 4 = Private college (Haryana) 5 = RCI 6 = DIET (other states) 7 = Govt institutions (other states) 8 = Private institutions (other states) 77 = Other, specify: _____
2.20	What was the nature of your pre-service qualification?	1 = full time 2 = distance education/correspondence

2.21	How much time did your pre-service training programs allocate to the following topics: (Enumerator Instruction: pre-service qualification refers to B.Ed and M.Ed. Please read subjects below)	0 = none 1 = one session 2 = several sessions 3 = at least a term
A	Child Psychology	
B	Multi-grade training	
C	Teaching in a multi-lingual classroom	
D	Teaching Slow learners	
E	Identifying and Teaching children with disabilities	
F	Teaching children from poor backgrounds	
G	Teaching in a diverse class room (gender/poverty/caste)	
H	Training for teaching in different languages	

2.22	In your teaching, to what extent do you feel your pre-service training was useful in:	0 = Not at all 1 = Somewhat 2 = Well 3 = Very well
A	Providing knowledge about the subjects you teach?	
B	Providing knowledge about the ways of teaching the subjects you teach?	
C	Giving you sufficient classroom practice in the subjects you teach?	

D	Learning how to deal with the learning problems students have?	
E	Learning how to deal with behavioural problems of students?	
F	Learning how to identify and support children with disabilities?	
G	Learning how to teach children from diverse backgrounds (poverty/caste)?	
2.23	How many days of in-service/professional development training have you received in the past school year?	_____ days If 00 days, go to 2.25
2.24	Of the days attended, how many were for:	
A	Contents of the subjects for the class you currently teach?	
B	Pedagogy of the subjects for the class you teach?	
C	Classroom practice in the subjects you teach?	
D	Dealing with the learning problems my students have.	
E	Dealing with behavioural problems of students	
F	Supporting children with disabilities	
G	Teaching children from diverse backgrounds (poverty/caste)	
2.25	Have you ever had any in-service training on:	1 = Yes 0 = No 99 = Don't Know
A	Human Resource Management	
B	Financial Management	
2.26	What is the most important reason you became a teacher?	1 =It is a permanent job/likely to be made permanent 2 = It has some social status 3=It is the most appropriate profession for women 4=I knew I was good at teaching 5=My mother/father/relative was a teacher 6 =I needed something to do after graduation 7 =I could not find another job 77 =Other (specify)
2.27	How many years of work experience do you have? [T survey amended] Enumerator Instructions: Option B should include the duration of option A, similarly, Option D will also include the duration of option C. (Note years if 1 year < , and note months is <1 year.)	a) Years working as a head teacher in this school? _____ b) Years working as a head teacher in total? _____ c) Years working as a teacher in this school _____ d) Years working in as a teacher in total _____ e) Years working in other jobs _____
2.28	What is the post to which you were recruited?	India: 1 = JBT/PRT 2 = PTI 3 = Drawing, Cutting, Tailoring 4 = Special Needs Educator

		5 = Head Teacher 77 = Other (Specify) _____ Pakistan: 1 = PST 2 = SST 3 = Subject Specialists 4 = Head Teacher 77 = Other (Specify)
2.29	How many schools have you changed in the past 3 years?	
2.30	Who has the authority to appoint you to this post?	India: 1 = State Government 2 = District Government 77 = Other (Specify) _____ Pakistan: 1 = Provincial Government 2 = District Government 77 = Other (Specify)
2.31	For your current post, is this district your posting of choice? (NB: Current post refers to headship or acting head)	1 = Yes 0 = No
2.32	Is this school your posting of choice?	Yes = 1 No = 0
2.33	Which point on the pay scale are you on?	India: Grade pay (Source. Haryana Gazette) 1 = 3200 2 = 3300 3 = 3600 4 = 4000 5 = 4200 6 = 4600 7 = 4800 8 = 5200 9 = 5400 Pakistan: 1 = Grade 9 (8015 – 22865) 2 = Grade 10 (8275 – 24595) 3 = Grade 11 (8540 – 26390) 4 = Grade 12 (9055 – 28555) 5 = Grade 13 (9700 – 31150) 6 = Grade 14 (10340 – 34040) 7 = Grade 15 (10985 – 38135) 8 = Grade 16 (12910 – 43690) 9 = Grade 17 (20680 – 51780) 10 = Grade 18 (25940 – 64940)
2.34	What is your monthly take-home pay at this school? Monthly salary after tax, including allowances	

2.35	During the last academic year, have you faced the following	1 = Yes, significant challenge 2 = Yes, but not significant challenge 0 = No
A	Unsafe environment	
B	Lack of community engagement (No donations)	
C	Parents don't come to school	
D	Need to take on non-teaching activities (election duty, campaigns, etc.)	
E	Time taken to report to government authorities (Assessments)	
F	Insufficient/Late resource receipts	
G	Not enough teachers	
H	Uncooperative teachers	
I	Any policy changes (Specify)	

2A. TEACHING RESPONSIBILITIES

If Head Teacher is teaching class 3, 4 or 5, ask all questions in Section 2A

If Head Teacher is not teaching class 3, 4 or 5, skip this section

2A.1	Which classes are you currently teaching?	Classes: _____ Sections: _____ 88=Not Applicable	
2A.2	For which class are you the main teacher?	Class: _____ Section: _____	
2A.3	Is this a multigrade class?	1 = Yes 0= No	
2A.4	How many children are in the class?		
2A.5	Which subjects are you currently teaching?	Write class and the subjects taught to that class next to it. If teaching different subjects to different classes, write each class and each subject taught to that class.	
2A.6	What language do you use in class most often to explain concepts?	India: 1 - Punjabi 2 - Hindi 3 - Haryanvi 4 - Marwari 77 - Other (specify)	Pakistan: 1 = Punjabi 2 = Urdu 3 = Sirayki 77 = Other , specify:
2A.7	Are there any children with disabilities in your class?	Yes=1 ; No=0 If no, end here. If yes, how many? _____ Go to Section 2B.	

		INDIA: Observer comments, if required: _____ _____ _____ _____	
2A.8	What type of disability do these children have?	Tick as many categories as relevant: 1. blindness 2. low vision 3. Hearing impairment 4. Speech impairment 5. loco-motor disabilities 6. mental retardation 7. learning disabilities 8. cerebral palsy 9. autism 10. Multiple disabilities 77. other _____	

2B. CLASSROOM COMPOSITION: We would like to understand the composition of the class for which you are the main teacher

If Head Teacher is teaching class 3, 4 or 5, ask all questions in Section 2B

If Head Teacher is not teaching class 3, 4 or 5, skip this section

2B.1	From among the children you teach in <target class>, how many are:	Write: Yes=1 ; No=0	If yes, how many children?
A	From a religious minority		
B	Students whose first language is different from the language(s) of instruction (or from a dialect of this/these language(s))		
C	Very poor backgrounds		
D	Middle-class backgrounds		
E	'Slow learners'		
F	Academically gifted		
2B.2	What language do children use most often/are most comfortable with in the class room/ in the playground	India: 1 - Punjabi 2 - Hindi 3 - Haryanvi 4 - Marwari 77 - Other (specify) Pakistan: 1 = Punjabi 2 = Urdu 3 = Sirayki	

		77 = Other , specify: _____	
2B.3	How do you identify children in your class who are struggling with their learning/are 'slow learners'?	1 = From my observation/interaction with the children 2 = From learning assessment data 3 = I don't identify them 4 = other	
-2B.4	What do you usually do when you see a child is not learning well?	0 = Nothing, there is nothing I can do about it 1 = I tell the child to study harder 2 = I tell the parents to make the child study 3 = I ask the parents to send the child for tuition 4 = I spend extra time teaching the child, before and after school 5 = I make the child sit with other children who can help 6 = I move the child to the front of the class 77 = Other (specify)_____	
2B.5	How do you identify children with disabilities in your class?	1 = From my observation/interaction with the children 2 = From information provided by health visitors 3 = From information provided by their parents 4 = I don't identify them 5 = other	

3. SCHOOL ORGANISATION**Ask all Head Teachers**

3.0	Do you ever combine different classes in your school? [YL]	00=No; 01=Yes (if no, skip to 3.2)
3.1	What are the reasons for combining classes in your school? [YL]	Low enrolment _____ Not enough teachers _____ Insufficient space for teaching _____ Shortage of teaching and learning materials (TLM) _____ To improve the quality of teaching and learning _____ Other (specify) _____ 00=No; 01=Yes
3.2	What were the two main methods used to allocate students to a particular section of a class (at primary level) if need arises?	01=Randomly, e.g. 'first come, first served', 02=By ability in some subjects 03=By ability in all subjects 04=By age 05=Choice of medium 06= By gender 77= Other (specify) 88=NA
3.3	How is the curriculum specified for each class?	00=Not at all 01=Annually 02=Per Semester / Term 03=Monthly
3.4	Are most teachers able to complete the specified curriculum?	00=No 01=To some extent/partially 02=Yes (Go to 3.6)
3.5	If no, or to some extent, please indicate the main reason	01=Drop in number of working days (e.g. flooding, heat, local festivals, political agitation) 02=teachers busy in extra curricular activities, aadhar card registration, midday meals etc 03=Engagement of teachers in official non-teaching duties, e.g. census/elections 04=Disruption due to teacher transfers 05=Too few teachers appointed 77=Other (specify)
3.6	Do you offer the following activities in your school during school hours?	00=No; 01=Yes
A	Sports/games	
B	Music/dance/drama	
C	Art/Craft	
D	Other (specify)	
3.7	What inter-school competitions do your students go for	01 = Yes 00 = No
A	Sports	
B	Quizzes	
C	Debates/Declamations	
D	Others (Specify)	
3.8	In which year did the school last undertake an educational/recreational trip?	_____ Year

	Enumerator Instruction: If the school has not taken any trips, write 88 (NA)	
3.9	Does your school provide extra classes outside formal school hours within the school premises?	00=No; 01=Yes (If no, skip to Section 3.11)
3.10	If yes, do these have an extra fee?	00=No extra fee; 01= Extra fee
3.11	What type of extra support do children who struggle with learning receive from your school? [LEARNSUP]	1 = No extra support 2 = Additional individual support from teacher 3 = Additional individual support from someone other than the teacher in school 4 = Additional learning materials (e.g. textbooks) in school 5 = Individual support in class from a family member 6 = Remedial support in school out of school time 7 = Additional financial support 77 = Other (specify) 99 = Don't know
3.12	What type of extra support do children with disabilities or children with special needs receive to support their learning from your school? (DABLESUP)	1 = No extra support 2 = Additional individual support from teacher 3 = Additional individual support from someone other than the teacher in school (e.g. Special Educator) 4 = Additional learning materials (eg textbooks) in school 5 = Individual support in class from a family member 6 = Remedial support in school out of school time 7 = Additional financial support from government 8=Physical adaptations in school 9 = Provision of specialized equipment 77 = Other (specify) (e.g. Support from NGOs, corporate groups) 99 = Don't know

4. SCHOOL MANAGEMENT

Ask all Head Teachers

4.0	What is the number of the following in your school? [YL] (NB: 3 refers to teachers hired using SMC funds or non-salary budgets. Volunteer teachers, interns and temporary substitute teachers are often found working in government schools.)	Sanctioned Posts: _____ Filled Posts: _____ Other staff/teachers hired: _____
4.1	Given the present total numbers of students in your school, how many teachers (incl. HM) do you think would be sufficient? [YL] (Enumerator instructions: Might be more than sanctioned)	

4.2	When a teacher is absent/too few teachers are assigned, what is the <u>most common</u> strategy the school adopts? [YL]	01=Another teacher/Head teacher teaches the lesson; 02=The class is combined with another section/grade; 03=Some community members are invited to take class 04=Students complete work under supervision; 05=Students complete work without supervision 06=Class leader or student of higher class is asked to handle the class 07=Students are assigned some non-academic work e.g. Gardening, cleaning 08=Students of the class spend their time playing in classroom or school compound 09=Students of the class are allowed to go home; 10=Students put in a common space 11=Nothing; 77=Other(specify)	
4.3	Are teachers in your school often late?	00=No; 01=Yes (if no, skip to 4.5)	
4.4	If yes, please choose the <u>most important</u> reason for teachers being late?. (Note response, Code later)	Male (Regular) ____ Female (Regular) ____	
4.5	Is the work of your teachers evaluated by	00 =No; 01 = Yes; 88=NA; 99= don't know	If yes, how many times in the last year (or give details)
A	Head Teacher		
B	EDO/BEO		
C	DMO/DEO		
D	DSD/DTE		
4.6	What is the main way in which you monitor teachers' performance?	01 = Having an individual meeting with the teacher to discuss their teaching 02 = Pre announced teacher inspection 03 = External observer inspection 04 = Students' performance appraisal 05 = Checking staff attendance and punctuality 06 = Examining teachers' lesson plans 07 = Interaction with students 08 = Interaction with teachers and other staff 09 = I do not monitor teachers' performance. 77 = Other (specify)	
4.7	Is the work as a head teacher evaluated by:	00 =No; 01 = Yes; 88= NA; 99= don't know	If yes, how many times in the last year (or give details)
A	EDO		
B	DMO		
C	DSD		
D	SMC		

4.8	In a normal month, do you spend time meeting with:	00 =No; 01 = Yes; 88= NA;	If yes, how many hours in a week
A	EDO/BEO		
B	DMO/DEO		
C	DSD		
D	SMC		
4.9	How was the last school's development plan developed? (e.g. Plans regarding construction of new buildings, other requirements of the school, etc)	1= The head teacher developed it 2 = the school dept. developed it and the school head receives it 3 = an NGO helped in developing It 4 = school does not have a school development plan 77 = others, specify: _____	
4.11	Is the school management committee (SMC) effective in	00=No, 01 = somewhat; 02=yes, 88= NA	
A	Making the School Development Plan		
B	Organising the midday meal scheme		
C	Supervising improvement of infrastructure / facilities		
4.12	Did you meet with community groups to discuss school matters in the last six months?	00 =No; 01 = Yes; 88= NA;	If yes, how many times a year (or give details)
A	Pakistan: School Management Committee (SMC) India: SEC/AMC		
B	Parent Teacher Association (PTA)		
C	Pakistan: Others (Specify) India: PRI		
4.13	What were the two main agenda items discussed in the last meeting?	1 = Performance of children 2 = Attendance of children 3 = Attendance of teachers 4 = Grants utilization 5 = School Infrastructure 6 = Mid-day meal 7 = Dropouts/Child Labor 8 = Other (Specify) 88 = Not applicable	
A	Pakistan: School Management Committee (SMC) India: SEC/AMC		
B	Parent Teacher Association (PTA)		
C	Pakistan: Others (Specify) India: PRI		
4.14	Is there a system to follow-up action on the decisions at the meeting?	Yes = 1 No = 0	
A	Pakistan: School Management Committee (SMC) India: SEC/AMC		
B	Parent Teacher Association (PTA)		
C	Pakistan: Others (Specify) India: PRI		
4.15	How useful do you feel these meetings are?	1 = Very Useful 2 = Somewhat Useful	

		3 = Not Useful
4.16	Who is the main decision maker for the following?	<p>Please specify using the codes below: If more than one body makes the decision, please specify the two main bodies</p> <p>India: 1= school (staff/HM/management committee) 2 = Block Education Office 3 = District Education Office 4 = State Education department 5 = Parents/PRI/Community/SMC 77 = Other (Specify) 88 = Not Applicable</p> <p>Pakistan: 1= school (staff/HM) 2 = Assistant Education Officers (AEO) 3 = District Education office (DEO) 4 = Provincial School Education Department (SED) 5 = Parents/Community/SMC 77 = Other (Specify) 88 = Not Applicable</p>
A	Allocation of school grant to different purposes	
B	Allocation of locally collected money to different purposes	
C	No. of teachers to be hired/ allocated	
D	Selection of teachers	
E	Teachers' dismissal	
F	Infrastructure improvements	
G	Examination schedule	
H	Student repetition	
I	Academic calendar	
J	Teacher training program	
K	Working hours of the school day	
L	School closes for local holidays	
M	School closes for special reasons (e.g.agricultural periods)	

4.17	How many times in the last 6 months did your school report to higher authorities in the following areas?					
		I - On Students' Attendance	II – On Students' Achievement	III – On Evaluation of Teaching	IV – Mid-day Meal Programme	V – Other (Specify)
A	EDO/AEOs					
B	DSD					
C	MEAs					

4.18	On an average day how many hours do you have to spend on administrative matters (as opposed to teaching?)	_____ Hours
4.19	How many visits were made to the school by the following official/functionaries during the last school year (Pakistan)/ six months (India)	India: State Monitoring Team ____ District Education Officer (DEO) ____ Mandal Education Officer (MEO) ____ School Inspector ____ Other (specify) Specify ____ Pakistan: District Education Officer (DEO) ____ EDOs ____ DTEs ____ MEAs ____ AEOs ____
4.20	How has your work load changed over the past three years in this school? For India, this will have to not be specific to this school If 1, Go to 4.21 If 2, 3 or 88, go to 4.22	1 = increased 2 = remained same 3 = decreased 88=NA
4.21	If your work load has increased, what are the main reason? (Select at most three)	1 = Increase in the number of students per class 2 = Increase in the number of lessons/change in the textbooks 3 = Introduction of new government program (for India: LEP and monthly assessments For Pakistan: DSD monthly assessments) 4 = Increase in non-teaching activities 5 = Students limited understanding of the language we use for teaching 6 = Lack of involvement of parents in children's education 7 = Shortage of teachers appointed 8 = Absenteeism among colleagues 9 = Lack of discipline among students 10 = Time required to prepare new teaching and learning materials 11 = Administrative tasks (Increase in number of monitoring visits)

		12 = Reporting to officials (Assessments/Enrolments) 13 = Financial Reporting 14 = Mentoring for teachers 77 = Other(Specify) 88=NA
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4.22	To what extent do you agree with the following statements about your job?	Strongly disagree=1 Disagree=2 Neither agree or disagree =3 Agree=4 Strongly agree=5 Don't know = 99
A	I am satisfied with my current salary in this job	1 2 3 4 5 99
B	I am satisfied with the working hours in each school day	
C	I am satisfied with the availability of textbooks in school for myself and for all the children in my class	1 2 3 4 5 99
D	I am satisfied with the training received for the use of new textbooks in my current class	
E	I am satisfied with the availability of basic facilities (such as water and toilets) in the school.	1 2 3 4 5 99
F	I am satisfied with the condition of school infrastructure, such as classrooms.	1 2 3 4 5 99
G	I am satisfied with job security in this job	1 2 3 4 5 99
H	I am satisfied with the level of cooperation from parents.	1 2 3 4 5 99
I	I am satisfied with my social status as a teacher in the community.	1 2 3 4 5 99
J	I am satisfied with opportunities for promotion available to me.	1 2 3 4 5 99
K	I am satisfied with opportunities for in-service training available to me	1 2 3 4 5 99
L	I am satisfied with the support from other teachers	1 2 3 4 5 99
M	I would like to change to another school if that were possible.	1 2 3 4 5 99
N	I regret that I decided to become a teacher.	1 2 3 4 5 99

4.23	In some schools, the following happen. How strongly do you agree or disagree with the following statements with respect to this school?	Strongly disagree=1 Disagree=2 Neither agree or disagree =3 Agree=4 Strongly agree=5 Don't know = 99
A	School inspection visits are useful for improving my teaching	1 2 3 4 5 99
B	Teacher transfers are managed well and fairly	1 2 3 4 5 99
C	Teacher salaries are paid on time	1 2 3 4 5 99
D	Teachers at this school come to work hungry	1 2 3 4 5 99
E	Teacher absenteeism is a problem at this school	1 2 3 4 5 99
F	Teachers at this school come to work on time	1 2 3 4 5 99

G	In this school Teachers provide support to one another (challenges in teaching children/other issues in school)	1	2	3	4	5	99
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5. SCHOOL FINANCES

5.0	How much money was allocated to your school in the last academic year as:	a) SMC Fund b) Non Salary Budget (Grant)
5.1	Does the school keep annual accounts/records of income and expenditure?	00=No; 01=Yes
5.2	Did you spend money on any of the following items (other than TLM) during the last academic year?	00=No; 01=Yes
A	Equipment or furniture	
B	Computers	
C	Textbooks	
D	Notebooks, pens, uniforms and other school materials for children	
E	Other (Specify)	
5.3	Did you spend money on any of the following items during the last three years?	00=No; 01=Yes
A	Construction of new buildings	
B	Renovation of buildings	
C	Sanitation facilities	
D	Drinking water facility	
E	Hiring of additional staff (peon/cleaning)	

6. HEAD TEACHER ATTITUDES

6.1	I am going to read you some statements about factors that may be thought to influence a child's learning in school. Please indicate how much you disagree or agree with each of the following statements.	Strongly disagree=1 Disagree=2 Neither agree or disagree =3 Agree=4 Strongly agree=5 Don't know = 99
6.1.1	In order to learn well, children must have a textbook	1 2 3 4 5 99
6.1.2	In order to learn well, children should be quiet and pay attention in class	1 2 3 4 5 99
6.1.3	In order to learn well, children should enjoy what they are learning	1 2 3 4 5 99
6.1.4	In order to learn well, children should be able to relate to what they are learning	1 2 3 4 5 99
6.1.5	In order to learn well, children should have a friendly relationship with the teacher	1 2 3 4 5 99
6.1.6	Children do better in school if they learn to read and write in their mother tongue [YL]	1 2 3 4 5 99
6.1.7	Children who have not been taught with English as a medium of instruction will find it more difficult to get good jobs in the future [YL]	1 2 3 4 5 99
6.1.8	English should be used as a medium of instruction in first cycle so students can cope better with secondary school [YL]	1 2 3 4 5 99
6.1.9	Students should learn subjects first in their mother tongue [YL]	1 2 3 4 5 99

6.1.10	Using mother tongue in the classroom will increase ability to learn English [YL]	1	2	3	4	5	99
6.1.12	When a student is having difficulty with an assignment, I often have trouble adjusting it to his/her level.	1	2	3	4	5	99
6.1.13	When I really try, I can get through to most difficult students.	1	2	3	4	5	99
6.1.14	If a student did not remember information I gave in a previous lesson, I would know how to increase his/her retention in the next lesson.	1	2	3	4	5	99
6.1.15	If a student in my class becomes disruptive and noisy, I feel assured that I know some techniques to redirect him/her quickly.	1	2	3	4	5	99
6.1.16	The influences of a student's home experiences can be overcome by good teaching.	1	2	3	4	5	99

6.2	I am going to read you some statements about some possible reasons why some children do not learn well. Please indicate how much you disagree or agree with each of the following statements. NOTE Q AS IN H/H SURVEY.	Strongly disagree=1 Disagree=2 Neither agree or disagree =3 Agree=4 Strongly agree=5 Don't know = 99					
6.2.1	Students don't study hard enough	1	2	3	4	5	99
6.2.2	The curriculum is too difficult	1	2	3	4	5	99
6.2.3	Students do not all receive textbooks on time	1	2	3	4	5	99
6.2.4	Students come to school hungry	1	2	3	4	5	99
6.2.5	Parents are not able to teach their children at home	1	2	3	4	5	99
6.2.6	There are too many children in the class for one teacher	1	2	3	4	5	99
6.2.7	Students attend irregularly	1	2	3	4	5	99
6.2.8	Students have no fear of being beaten by the teacher	1	2	3	4	5	99
6.2.9	Students have no fear of failure/ being kept back	1	2	3	4	5	99
6.2.10	The teachers are often absent	1	2	3	4	5	99
6.2.11	Too little teaching time on account of heavy load of administrative duties on teachers	1	2	3	4	5	99
6.2.12	Teachers do not receive adequate training on the use of new textbooks	1	2	3	4	5	99

6.3	I am going to read you some statements about which groups of children may find it difficult to learn. Please indicate how much you disagree or agree with each of the following statements. NOTE Q AS IN H/H SURVEY.	Strongly disagree=1 Disagree=2 Neither agree or disagree =3 Agree=4 Strongly agree=5 Don't know = 99					
6.3.1	Girls have more difficulties than other students	1	2	3	4	5	99
6.3.2	Children from poor households have more difficulties than other students	1	2	3	4	5	99
6.3.3	Children whose parents are illiterate have more difficulties than other students	1	2	3	4	5	99
6.3.4	Children who do not take tuition have more difficulties than other students	1	2	3	4	5	99

6.3.5	Children who speak a different language have more difficulties than other students	1	2	3	4	5	99
6.3.6	Children with some form of disability have more difficulties than other students	1	2	3	4	5	99
6.3.7	No particular group of children, all are the same [not in h/h survey]	1	2	3	4	5	99

6.4	What in your view is the most important reason why it is more difficult to educate children with disabilities?(EDUDISAB) NOTE Q NOW AS IN H/H SURVEY.	1 = Children with disabilities cannot learn like others 2 = Children with disabilities are not interested in studying 3 = Children with disabilities have low self esteem 4 = Teachers in regular schools are not trained to teach children with disabilities 5 = Children with disabilities are unable to become friends with other students 6 = Children with disabilities do not have access to assistive devices such as braille, wheelchairs, etc. 7 = Children with disabilities are not accepted in society 8 = Parents of children with disabilities don't encourage them to study 9 = There is a lack of special schools/special teachers for children with disabilities 77 = Other, specify 99 = Don't know					
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6.5 Attitudes to Inclusion Scale

The AIS measures educators' attitudes to the inclusion of students with diversities in regular schools. Inclusion means that students who have diverse learning needs are educated in regular classrooms alongside their peers with necessary support to students and the teacher. Please rate your degree of agreement by choosing one of the 7 anchors that best reflects your agreement with each statement. Please note that there are no right or wrong answers.

1	2	3	4	5	6	7
Strongly disagree	Moderately disagree	Slightly Disagree	Undecided	Slightly agree	Moderately Agree	Strongly agree

	1	2	3	4	5	6	7
6.5.1. "I believe that all students regardless of their ability should be taught in regular classrooms."							
6.5.2. "I believe that inclusion is beneficial to all students socially."							
6.5.3. "I believe that inclusion benefits all students academically."							
6.5.4. "I believe that all student can learn in inclusive classrooms if their teachers are willing and able to adapt the curriculum."							
6.5.5. "I believe that placement of students with severe disabilities in special schools is the best option for education of such students."							
6.5.6. "I believe that students with social emotional behaviours should be taught in special schools."							

6.5.7. "I am pleased that I have the opportunity to teach students with lower academic ability alongside other students in my class."							
6.5.8. "I am excited to teach students with a range of abilities in my class."							
6.5.9. "I am pleased that including students with a range of abilities will make me a better teacher."							
6.5.10. "I am happy to have students who need assistance with their daily activities included in my classrooms."							

7. SCHOOL DISRUPTIONS

7.0	Was the school closed during the last year for any reason other than declared holidays? If yes give details (reasons and number of days)		1 = Yes 0 = No → Go to 7.2
7.1	Record all the days on which the school was closed during the last school year for the following reasons	Reason	Number of days school was closed
7.1.1		Local holiday	
7.1.2		Bad weather	
7.1.3		Local elections	
7.1.4		Planting and harvesting	
7.1.5		Bandh / Strikes	
7.1.6		Non-availability of teachers	
7.1.7		Other (specify)	

7.2	Did attendance of students fall in particular months in the last year?	0=No;1=Yes (if no, skip to Section 6)				
7.3	If yes provide reasons for each month	88 (Not Applicable)				
	Jan	Feb	March	April	May	June

July	August	September	October	November	December

8. TEACHING PRACTICE**If the Head Teacher is teaching class 3, 4 or 5, ask all questions in Section 8****If the Head Teacher is not teaching class 3, 4 or 5, ask 8.7 – 8.12**

8.1a	How many minutes is a typical class period?	Minutes	
8.1b	How many minutes is a typical morning period? (post assembly and before mid-day meal) (INDIA)	__ Minutes	
8.2	For this <target class>, how many minutes a period do you typically spend on the following activities	Minutes	
A	Administrative tasks in the classroom (e.g. recording attendance)		
B	Teaching/asking questions		
C	Correcting books/Children writing		
D	Children reciting poems/math tables/reading aloud		
E	Administrative work outside the classroom		
F	Group Work		
8.3	How often are children assessed?	0 = never 1 = monthly 2 = every other month 3 = once a term 4 = once a year 5 = other (specify) _____	
8.4b	HOW MUCH TIME DO THE MONTHLY ASSESSMENTS TAKE A. PLANNING TIME B. ADMINISTRATION OF THE TESTS C. CORRECTIONS D. UPLOADING THE DATA OTHER		
8.4c	WHAT ARE THE TESTS USEFUL FOR? a) IDENTIFYING WHERE OUR SCHOOL RANKS b) IDENTIFYING SLOW LEARNERS IN OUR CLASS c) ENABLING TEACHERS TO SUPPORT CHILDREN'S LEARNING d) NOT USEFUL BECAUSE WE DON'T RECEIVE INFORMATION OTHER FOR SCHOOL/TEACHER RANKING e) NOT USEFUL REASONS – SPECIFY f) OTHER SPECIFY		
8.5	How many days in the past school year did you spend in non-teaching responsibilities?	_____ days	

	Example: campaigns, election duties, etc. (Do not include training days)		
8.6	How strongly do you agree or disagree with the following statements:	Strongly disagree=1 Disagree=2 Neither agree or disagree =3 Agree=4 Strongly agree=5 Don't know = 99	
a	An interactive classroom is the best classroom	1 2 3 4 5 99	
b	Students should never disrupt the lecture with their questions	1 2 3 4 5 99	
c	Teachers should always ask students if they have understood their lecture	1 2 3 4 5 99	
d	I strictly follow my lesson plan	1 2 3 4 5 99	
e	I am flexible at molding my lessons according to the student response	1 2 3 4 5 99	
f	I often try new ways of teaching to explain concepts to my students	1 2 3 4 5 99	
g	I often use new examples to explain concepts to my students	1 2 3 4 5 99	

8.7	Do you do any other income-generating activity other than teaching at this school?	1 = Yes; Go to 8.7 0 = No. If No, go to 8.11	
8.8	If so, how long have you been doing this secondary activity?	Years _____ Months _____	
8.9	On average approximately how much time per week do you do this activity?	1 = less than 5 hours per week 2 = 5-10 hours per week 3 = more than 10 hours per week	
8.10	What is the nature of the activity?	1 = private home tuitions to students from this school 2 = private home tuitions to students from other schools 3 = private home tuitions to children from this school and other schools 4 = teach at another school/tuition centre 5 = farming and dairy 6 = business or shops 77 = other (specify) : _____ _____	

8.11	What is your total monthly household income?	India: 1 = less than 20,000 Rupees 2 = 20,000-40,000 Rupees 3 = 40,000- 60,000 Rupees 4 =60,000 Rupees- 1 lakh Rupees 5 = 1 lakh Rupees Pakistan:	
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Teacher Time Roster									
8. 12	Section Start Time: _____						Please enter the time at which you started filling this section		
	In a typical school week, estimate the number of (60-minute) hours you spend on the following	Teaching in Class		Planning Lessons or Marking Work		Administrative Duties or Paper Work		Other Tasks (Please specify: _____)	Total: _____
Fill the following time roaster according to the best of your knowledge									
		a. Time Slot 1	b. Time Slot 2	c. Time Slot 3	d. Time Slot 4	e. Time Slot 5	f. Time Slot 6	g. Time Slot 7	h. Time Slot 8
	Time	__:_to __:_	__:_to __:_	__:_to o __:_	__:_to __:_	__:_to o __:_	__:_to __:_	__:_to __:_	__:_to __:_
a	Normal School Day								
b	Mentoring Day								
c	Assessment Day								
d	Professional Development Day								

9. TEACHER APPRAISAL AND FEEDBACK / ACCOUNTABILITY**If the Head Teacher is teaching class 3, 4 or 5, ask all questions in Section 9****If the Head Teacher is not teaching class 3, 4 or 5, skip Section 9**

9.1	During the last school year, how often was your work as teacher in this school evaluated? If never, go to 9.3.		
9.2	By whom was your work evaluated? Allow multiple responses 0: not evaluated (by this agent) 1: more than once a month 2: once a month 3: once a year	AEO/DEO/EDO: _____ MEA/DMO: _____ DTE / DSD Others: _____ -	
9.3	In the last 3 months, how many days have you been absent from school? If 0, End of Survey		
9.4	If so, what were the main reasons (tick all that apply)	1 = orders from the local government (performing official duties such as election duties etc.) 2 = training 3 = principal's orders 4 = illness/family reasons 5 = transport problems 6 = natural disaster 7 = formal leave/maternity leave/special female leave 8=absent without leave 9 = transfer to another school 10 = suspended 77 = other (specify) 99 = reasons unknown	