**TEACh: Head teacher questionnaire**

**1. COVER PAGE**

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

1.8 Names of the enumerators -------------------------------------------- ------------------------------

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| 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**

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| **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 pre-service training certificate have you obtained for teaching? | **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 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 Unversity 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 |

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| **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 |  |

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| **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)? |  |
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| **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 is the appointing authority for your current 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 |  |
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| **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) |  |
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**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**

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| **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**

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| **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 |  |
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**3. SCHOOL ORGANISATION**

**Ask all Head Teachers**

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| **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 |
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| **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 |  |
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| **e** | 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?  Enumerator Instruction: If the school has not taken any trips, write 88 (NA) | \_\_\_\_\_ Year |
| **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**

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| **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 most common 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 most important 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 |  |  |
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| **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: \_\_\_\_\_\_\_\_\_ | |
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| **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? | Please specify using the codes below: If more than one body makes the decision, please specify the two main bodies  **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  **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 | |
| **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) |  | |

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| **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 |

|  |  |  |
| --- | --- | --- |
| **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 |
|  | I |  |
| 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 |

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| --- | --- | --- |
| **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 | Teachers provide support to one another (challenges in teaching children/other issues in school) | 1 2 3 4 5 99 |

**5. SCHOOL FINANCES**

|  |  |  |
| --- | --- | --- |
| **5.0** | How much money was allocated to your school in the last academic year as: | 1. SMC Fund 2. 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 studying3 = 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 |

**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 | | |  | | | |
| 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 class3, 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  PLANNING TIME  ADMINISTRATION OF THE TESTS  CORRECTIONS  UPLOADING THE DATA  OTHER |  |  |
| **8.4c** | WHAT ARE THE TESTS USEFUL FOR?  IDENTIFYING WHERE OUR SCHOOL RANKS  IDENTIFYING SLOW LEARNERS IN OUR CLASS  ENABLING TEACHERS TO SUPPORT CHILDREN’S LEARNING  NOT USEFUL BECAUSE WE DON’T RECEIVE INFORMATION OTHER FOR SCHOOL/TEACHER RANKING  NOT USEFUL REASONS – SPECIFY  OTHER SPECIFY |  |  |
| **8.5** | How many days in the past school year did you spend in non-teaching responsibilities?  Example: campaigns, election duties, etc.  (Do not include training days) | \_\_\_\_\_ 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 = 20,0000-40,000 Rupees  3 = 40,0000- 60,000 Rupees  4 =60,000 Rupees- 1 lakh Rupees  5 = 1 lakh Rupees  **Pakistan**: |  |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 \_\_\_:\_\_\_** | **\_\_\_:\_\_\_to \_\_\_:\_\_\_** | **\_\_\_:\_\_\_to \_\_\_:\_\_\_** | **\_\_\_:\_\_\_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 |  |