

Interviews :

Region

District

School

Teacher Code

Team

Enumerator



New Interview

File Name	region_id	district_id	school_id	teacher_id	team_id	enumerator_id	Validated Timestamp	Errors	Warnings	Open	Validate
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Start

Q.1 **Interviewer:** Copy the teacher's name from the head teacher interview.

Q.2 **Interviewer:** Copy the teacher code again from the head teacher interview. If you used the wrong code on the dashboard, write correct code here.

Q.3 **Interviewer:** Select interview location.  School (3)  Phone (4)  Home (1)  Other (96)

Q.4 **Interviewer:** Mark start of the interview/test

Q.5 **Interviewer:** Is the respondent the head teacher, a government paid teacher (including academic master, special responsibilities, etc) or a volunteer teacher?  Head Teacher (1)  Government paid teacher (2)  Volunteer teacher (3)

Hello. My name is ..... and I am working for OPM, a survey company from Dar-e-Salaam. I am here as part of a study to find out what is happening in schools in Tanzania. Your school has been selected for the study by chance, and I would like to ask you some questions about what happens in the school, what you do and your background.

The purpose of the study is to find out how education in Tanzania has changed over recent years, what is working, and what could be improved. The answers that you give us will be completely confidential and will not be linked to you. Therefore, nobody – in this community, in the school, or any other concerned organization – will know what you tell us. This information is not being collected to assess your school but to understand education in Tanzania, so please feel free to answer without any reservations, and you can talk to anyone you like about this exercise.

Before we begin, we would like to ask for your explicit oral informed consent. Please note that you are under no obligation to answer any or all of our questions, although it would help us if you did. If you do not understand anything, or would like to ask a question, please feel free to do so. If you agree to this interview, you can still choose not to answer any question during the interview, or to terminate the interview at any time. You can also call (insert phone number) if you would like further information or have questions. The interview will take approximately 40 minutes.

Do you have anything you want to ask me, or can we start?

Q.6 **Interviewer:** Confirm that you have read the consent statement and that the respondent has agreed to be interviewed.  Yes (1)  No (2)

Teacher

**Q.1** Is your name (unanswered)? Your name will be kept confidential and will not appear in any reports or documents.  Yes (1)  No (2)  Refused (7)  Don't know (8)

Mobile phone number  
**Q.2** **Interviewer:** If the teacher does not have a number, record of other person that can be used to reach the teacher. Do NOT record the leading 0, e.g. 723 456 532. Only if absolutely no number available, record 777 777 777.

**Q.3** **Interviewer:** Record the gender of the teacher.  Male (1)  Female (2)

How old are you?  
**Q.4** **Interviewer:** Record the number of years in the box. If the teacher does not know her/his age - code 98. If the teacher refuses to answer - code 97.

How many years have you been working as a teacher?  
**Q.5** **Interviewer:** Record the number of years in the box. Write 0 if less than one year.

How many years have you been working as a teacher at this school?  
**Q.6** **Interviewer:** Record the number of years in the box. Write 0 if less than one year.

**Q.7** Where was your previous teaching job?  
**Interviewer:** Read out options  In another school in this district (2)  In another school in this region (3)  In another school in another region (specify region) (4)

**Q.8** Do you hold a professional education qualification?  Yes (1)  No (2)  Refused (7)  Don't know (8)

**Q.9** What is the highest professional education qualification you hold?

**Q.10** What is your highest level of academic education?

**Q.11** What is the main language that you speak at home?  Vernacular language (1)  Swahili (2)  Foreign language (3)  Refused (97)  Don't know (98)

**Q.12** Select language

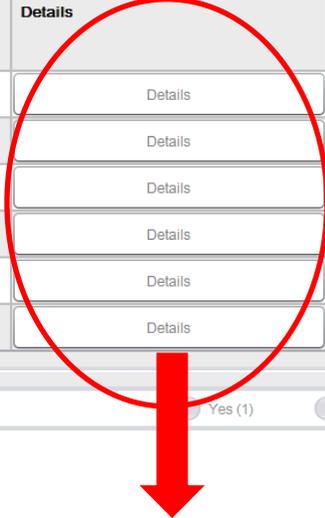
Training

Now I would like to ask you some questions about in-service training. This means training which you have received while you are employed as a teacher, and actively working, usually short courses and seminars. The course must be related to your role as a teacher.

Q.1 During the calendar years 2014 and 2015, did you attend any in-service training, including training given by teachers or headteachers?  Yes (1)  No (2)  Refused (7)  Don't know (8)

**In-service training**

ID	Training Program	Q.2 Did you receive inservice training in the calendar years 2014 and 2015 from (name), including training given by teachers or the headteacher?	Details	Q.3 Other specify
14	Education Quality Improvement Programme (EQUIP)-Tanzania	<input type="radio"/> Yes (1) <input type="radio"/> No (2)	<input type="text" value="Details"/>	<input type="text"/>
15	3R Literacy and Numeracy Education Support Programme (LANES)	<input type="radio"/> Yes (1) <input type="radio"/> No (2)	<input type="text" value="Details"/>	<input type="text"/>
1	BRN (Big Results Now)	<input type="radio"/> Yes (1) <input type="radio"/> No (2)	<input type="text" value="Details"/>	<input type="text"/>
16	STEP Student Teacher Enrichment Programme	<input type="radio"/> Yes (1) <input type="radio"/> No (2)	<input type="text" value="Details"/>	<input type="text"/>
12	Other	<input type="radio"/> Yes (1) <input type="radio"/> No (2)	<input type="text" value="Details"/>	<input type="text"/>
13	Other	<input type="radio"/> Yes (1) <input type="radio"/> No (2)	<input type="text" value="Details"/>	<input type="text"/>



Q.4 Did you find the EQUIP-T inservice training worthwhile?  Yes (1)  Somewhat (2)  No (3)  Refused (7)  Don't know (8)

Q.5 Why was the EQUIP-T inservice training not worthwhile?  
 Interviewer: Do NOT read the options; tick all that are mentioned by the teacher

- Not relevant to my job (1)
- Materials difficult to understand (2)
- Too much content (3)
- Too theoretical/Not practical (4)
- Took up too much time (5)
- Other (96)
- Refused (97)
- Don't know (98)

Q.6 What did you gain from the EQUIP-T inservice training?  
 Interviewer: Do not read the options; tick all that are mentioned by the teacher

- Curriculum knowledge (1)
- Subject knowledge (2)
- Teaching skills (3)
- Inclusive teaching skills (4)
- Classroom management/disciplinary skills (5)
- Lesson/scheme of work planning skills (6)
- Confidence in teaching (7)
- Support network (8)
- Other (96)
- Refused (97)
- Don't know (98)

Q.7 What difficulties, if any, did you experience with the EQUIP-T inservice training?  
**Interviewer:** Do NOT read the options; tick all that are mentioned by the teacher

- No difficulties (0)
- Not relevant to my job (1)
- Materials difficult to understand (2)
- Too much content (3)
- Too theoretical/Not practical (4)
- Took up too much time (5)
- Payment insufficient (6)
- Other (96)
- Refused (97)
- Don't know (98)

Details

Education Quality Improvement Programme (EQUIP)-Tanzania

Name of programme modified depending on training programme participated in

Q.1 What was the main content of the inservice training/s provided by Education Quality Improvement Programme (EQUIP)-Tanzania?  
**Interviewer:** Do NOT read the options. Tick all boxes that apply

- Std 1 & 2 Curriculum (1)
- Std 1-3 Swahili literacy (2)
- Std 1-3 maths (3)
- Std 1-3 other subjects (4)
- Std 4-7 subjects (5)
- General teaching methods (6)
- School leadership & management (7)
- pre-school teaching (8)
- health/nutrition (9)
- Other (96)

**Interviewer: Check that 3Rs delivered by Equip-T is included!**

Q.2 In total, for how many days in 2014 and 2015 did you attend training outside school provided by Education Quality Improvement Programme (EQUIP)-Tanzania?  
**Interviewer:** Consider days partially attended.  
Exclude travel or rest days  
Add separate course together

Q.3 In total, on how many days in 2014 and 2015 did you attend school based training provided by Education Quality Improvement Programme (EQUIP)-Tanzania, including training given by teachers or headteachers?  
**Interviewer:** Consider days partially attended.  
Exclude rest days  
Add separate course together

Q.4 On a typical day of school based training, how many hours did the training take? (training by Education Quality Improvement Programme (EQUIP)-Tanzania)  
**Interviewer:** Record duration in hours

Q.5 Did you attend all, most or some of the school-based inservice sessions that were available?

- All (1)    Most (2)    Some (3)

Teaching practice

Now I would like to ask you some questions about your teaching.

**Kiswahili and Math**

ID	Standard	Q.1 Do you teach Kiswahili including reading and writing to (standard)?	Q.2 Do you teach Maths to (standard)?
1	Standard 1	<input type="radio"/> Yes (1) <input type="radio"/> No (2)	<input type="radio"/> Yes (1) <input type="radio"/> No (2)
2	Standard 2	<input type="radio"/> Yes (1) <input type="radio"/> No (2)	<input type="radio"/> Yes (1) <input type="radio"/> No (2)
3	Standard 3	<input type="radio"/> Yes (1) <input type="radio"/> No (2)	<input type="radio"/> Yes (1) <input type="radio"/> No (2)

Q.3 How confident do you feel about teaching the new Standards 1 and 2 curriculum? Do you feel very confident, fairly confident, or not confident?

Please select...

Q.4 Why don't you feel confident about teaching the new Standards 1 and 2 curriculum?  
*Interviewer: Do NOT read the options; tick all that are mentioned by the teacher*

- Didn't receive any training (1)
- Didn't receive enough training (2)
- Training was difficult to understand/not useful (3)
- Teaching methods are too difficult/different from before (4)
- Don't have appropriate teaching and learning materials (5)
- Other (96)
- Refused (97)
- Don't know (98)

Do you have access to the following documents for use in your teaching?

<b>Q.5</b> Standards 1 and 2 Curriculum	<input type="radio"/> Yes, good access (1)	<input type="radio"/> Yes, limited access (2)	<input type="radio"/> No access (3)	<input type="radio"/> Don't know (8)	
<b>Q.6</b> Syllabi for Standard 1	<input type="radio"/> Yes, good access (1)	<input type="radio"/> Yes, limited access (2)	<input type="radio"/> No access (3)	<input type="radio"/> Don't know (8)	
<b>Q.7</b> Syllabi for Standard 2	<input type="radio"/> Yes, good access (1)	<input type="radio"/> Yes, limited access (2)	<input type="radio"/> No access (3)	<input type="radio"/> Don't know (8)	
<b>Q.8</b> Teachers' guides for reading	<input type="radio"/> Yes, good access (1)	<input type="radio"/> Yes, limited access (2)	<input type="radio"/> No access (3)	<input type="radio"/> Don't know (8)	
<b>Q.9</b> Teachers' guides for writing	<input type="radio"/> Yes, good access (1)	<input type="radio"/> Yes, limited access (2)	<input type="radio"/> No access (3)	<input type="radio"/> Don't know (8)	
<b>Q.10</b> Teachers' guide for arithmetic	<input type="radio"/> Yes, good access (1)	<input type="radio"/> Yes, limited access (2)	<input type="radio"/> No access (3)	<input type="radio"/> Don't know (8)	
<b>Q.11</b> Which language do you use when teaching?	<input type="radio"/> Vernacular language (1)	<input type="radio"/> Swahili (2)	<input type="radio"/> Foreign language (3)	<input type="radio"/> Refused (97)	<input type="radio"/> Don't know (98)
<b>Q.12</b> <i>Select language</i>	Please select... <input type="button" value="v"/>				
<b>Q.13</b> Do you ever switch between Kiswahili and a vernacular language during the teaching and learning process?	<input type="radio"/> Yes (1) <input type="radio"/> No (2)				
<b>Q.14</b> How frequently do you switch between Kiswahili and a vernacular language during the teaching and learning process? Is this occasionally, often or always?	Please select... <input type="button" value="v"/>				
<b>Q.15</b> Do you use any other language to talk to pupils outside the classroom?	<input type="radio"/> Yes (1) <input type="radio"/> No (2) <input type="radio"/> Refused (7) <input type="radio"/> Don't know (8)				
<b>Q.16</b> What language do you use to talk to pupils outside the classroom?	<input type="radio"/> Vernacular language (1)	<input type="radio"/> Swahili (2)	<input type="radio"/> Foreign language (3)	<input type="radio"/> Refused (97)	<input type="radio"/> Don't know (98)
<b>Q.17</b> <i>Select language</i>	Please select... <input type="button" value="v"/>				

Pupil Assessment

**Q.1** Do you measure your pupils' academic progress during the school year?  Yes (1)  No (2)  Refused (7)

**Academic progress**

ID	Pupil assessment methods used	Q.2 In the past five school days, have you assessed pupils using METHOD?
1	Class exercise	<input type="radio"/> Yes (1) <input type="radio"/> No (2) <input type="radio"/> Refused <input type="radio"/> Don't know
2	Written class tests	<input type="radio"/> Yes (1) <input type="radio"/> No (2) <input type="radio"/> Refused <input type="radio"/> Don't know
3	Homework	<input type="radio"/> Yes (1) <input type="radio"/> No (2) <input type="radio"/> Refused <input type="radio"/> Don't know
4	Other written assessment	<input type="radio"/> Yes (1) <input type="radio"/> No (2) <input type="radio"/> Refused <input type="radio"/> Don't know
5	Oral evaluations <i>Interviewer: Accept example if marks are recorded</i>	<input type="radio"/> Yes (1) <input type="radio"/> No (2) <input type="radio"/> Refused <input type="radio"/> Don't know

**Q.3** Do you report individually on your pupils' academic progress to their parents/guardians?  Yes (1)  No (2)  Refused (7)

**Q.4** How many times did you report individually on your pupils' academic progress to their parents/guardians in the calendar year 2015?  
*Interviewer: Write the number of times. Write 0 if none.*

**Q.5** In your teaching of Standards 1,2 or 3 classes have you noticed any groups of pupils who find learning particularly difficult?  Yes (1)  No (2)  Refused (7)  Don't know (8)

- Q.6** Which groups of pupils find learning particularly difficult?  
*Interviewer: Do not read the options; tick all that are mentioned by the teacher*
- Pupils with disabilities/special educational needs (1)
  - Girls (2)
  - Boys (3)
  - Pupils who don't speak Kiswahili at home (4)
  - Pupils from poor households (5)
  - Pupils who haven't attended pre-school (6)
  - Pupils with health problems (7)
  - Pupils with parents who are not interested in education (8)
  - No particular group (9)
  - Other (96)
  - Refused (97)
  - Don't know (98)

**Q.7** Are you able to do anything to help pupils who find learning particularly difficult?  Yes (1)  No (2)  Refused (7)  Don't know (8)

**Q.8** What do you do to support pupils who find learning particularly difficult?  
**Interviewer:** Do not read the options; tick all that are mentioned by the teacher

- Adapt materials/teaching to appropriate level (1)
- Use regular assessments to monitor progress (2)
- Ensure pupils are engaged in lessons (3)
- Give extra tuition classes myself (4)
- Suggest extra tuition classes run by others (5)
- Switch between Kiswahili and vernacular language (6)
- Talk to their parents (7)
- Group pupils together (8)
- Give more work/exercise (9)
- Repeat topics until pupils understand (10)
- Other (96)
- Refused (97)
- Don't know (98)

Teaching support

Now I would like to ask you about the type of teaching support and supervision you receive at your school.

- Q.1** Does your Head teacher or Academic master check your lesson plans?  Yes (1)  No (2)  Refused (7)
- Q.2** How many times did the Head teacher or Academic master check your lesson plans during the last 30 days?  
*Interviewer: Write the number of times.*
- Q.3** Do you receive any written feedback on your lesson planning from the Head teacher or Academic master?  Yes (1)  No (2)  Refused (7)
- Q.4** How many times did you receive written feedback on your lesson plans during the last 30 days?  
*Interviewer: Write the number of times.*
- Q.5** Does your Head Teacher observe your teaching?  Yes (1)  No (2)  Refused (7)
- Q.6** How many times did the Head Teacher observe your teaching during the last 30 days?  
*Interviewer: Write the number of times.*
- Q.7** Do you receive any written feedback from the Head Teacher observations of your teaching?  Yes (1)  No (2)  Refused (7)
- Q.8** How many times did you receive written feedback on your teaching during the last 30 days?  
*Interviewer: Write the number of times.*
- Q.9** In the last 30 days, have any other teachers, excluding the Head Teacher, observed your teaching?  Yes (1)  No (2)  Refused (7)

Teacher type

ID	Teacher Type	Q.10 What type of teacher carried out this observation of your teaching?
1	Peers	<input type="text" value="Please select..."/>
2	Academic master/Assistant head teacher	<input type="text" value="Please select..."/>
3	Other senior teachers	<input type="text" value="Please select..."/>

- Q.11** Does the Head Teacher, assistant Head Teacher or academic master hold individual meetings with you to discuss your teacher performance and professional development needs?  Yes (1)  No (2)  Refused (7)  Don't know (8)
- Q.12** In the calendar year 2015, how many times did you attend an individual professional development meeting?  
*Interviewer: Write the number of times.*
- Q.13** On a scale from 1 to 5, where 1 means very poor and 5 means very good, how do you assess the support provided to you in this school to improve your teaching?  
*Interviewer: Show the respondent the show card*
- Q.14** In the calendar year 2015, how frequently did the Ward Education Coordinator visit you individually?  
An individual visit means that the Ward Education Coordinator observed your teaching or held a meeting or discussion with you.  
*Interviewer: Write the number of times. Write 0 if none.*
- Q.15** In the calendar year 2015, how many times did the District School Inspector visit you individually?  
An individual visit means that the inspector observed your teaching or held a meeting or discussion with you.  
*Interviewer: Write the number of times. Write 0 if none.*

**Q.16** How many times in the last 60 days, was a staff meeting held in this school?

**Interviewer:** Write the number of times. Write 0 if none.

**Q.17** In your school, are there any rewards for teachers who perform well?

Yes (1)  No (2)  Refused (7)  Don't know (8)

**Q.18** At your school, what types of rewards are there for good teacher performance?

**Interviewer:** Do NOT READ the options. Tick ALL that apply.

- Financial (1)
- Material (in-kind resources) (2)
- Verbal recognition (3)
- Certificate or cup or medal (4)
- Promotion within school (5)
- Trips or events (6)
- Other (96)
- Refused (97)
- Do not know (98)

**Q.19** In your school is any action taken if teachers perform poorly?

Yes (1)  No (2)  Refused (7)  Don't know (8)

**Q.20** What type of action is taken if teachers perform poorly?

**Interviewer:** Do NOT READ the options. Tick ALL that apply.

- Extra support to improve classroom teaching (1)
- Increased lesson observation (2)
- Increased checks of marking, lesson plans, scheme of work' (3)
- Warning/Sanction from head teacher (4)
- Head teacher reports to WEC (5)
- Warning/Sanction from WEC (6)
- Other (96)
- Refused (97)
- Don't know (98)

**Q.21** Has the head teacher taken any action during the last school year 2015 which has helped to improve education?

Yes (1)  No (2)  Refused (7)  Don't know (8)

Q.22 What action has the head teacher taken in 2015 which has helped to improve education?

Interviewer: Do NOT READ the options. Tick ALL that apply.

- Ensuring teacher attendance and punctuality (1)
- Encouraging teacher inservice training/ other support for teaching (2)
- Ensuring the supply of teaching and learning materials (3)
- Improving school infrastructure (4)
- Strengthening relationship with parents/community (5)
- Strengthening relationship with WEC/district (6)
- Introducing extra tuition classes (7)
- Reducing pupil absenteeism (8)
- Other (96)
- Refused (97)
- Don't know (98)

Q.23 Is there a parent-teacher partnership or parent-teacher group in this school?

- Yes (1)     No (2)     Refused (7)     Don't know (8)

Q.24 Are you a member of the parent-teacher partnership or parent-teacher group?

- Yes (1)     No (2)     Refused (7)     Don't know (8)

Q.25 Has the parent-teacher partnership or parent-teacher group taken any action during the last school year 2015 which has helped to improve education in this school?

- Yes (1)     No (2)     Refused (7)     Don't know (8)

Teacher morale

Now I would like to ask you some questions about how you feel about being a teacher in this school.

Imagine a ten step ladder, where on the bottom, the first step, stand people who are completely unsatisfied about their job, and on the highest, the tenth step, stand those who are extremely satisfied about their job.

**Interviewer:** [Show the respondent the show card](#)



- Q.1** On which step are you today? Please select... ▾
- Q.2** On the same 1 to 10 step scale, where 1 is low and 10 is high, how much do you feel the community around this school values your role as a teacher? Please select... ▾
- Q.3** On the same 1 to 10 step scale, where 1 is low and 10 is high, how much do you feel your head teacher values your role as a teacher? Please select... ▾
- Q.4** Thinking back to your job two years ago, would you say that you are more satisfied, less satisfied, or about the same satisfied with your job today? Please select... ▾

Other conditions

How much time does it take you to travel from home to school each morning?

**Interviewer:** Record time in hours and minutes

Write 0 if lives on school compound

98 Don't know

97 refusal

**Q.1** HOURS

**Q.2** MINUTES

**Q.3** Did you receive each of your last three salary payments on time?  Yes (1)  No (2)  Refused (7)  Don't know (8)

**Q.4** Did you receive the correct amount for each of your last three salary payments?  Yes (1)  No (2)  Refused (7)  Don't know (8)

**Q.5** In your experience, over past two years, have your salary payments become more often on time, less often on time or stayed the same?

**Q.6** In your experience, over past two years, has the amount of your salary payments become more often correct, less often correct or stayed the same?

**Q.7** In the last 30 days, were there any days when you were not in school for all or parts of the day?  Yes (1)  No (2)  Refused (7)  Don't know (8)

**Q.8** Why were you not in school?  
**Interviewer:** Do NOT READ the options. Tick ALL that apply.

- Illness (1)
- Family responsibility (2)
- Attending training (3)
- Official education work/meeting (4)
- Transport problem (5)
- Collecting salary (6)
- Other official government work (7)
- Other private work (8)
- Lack of motivation due to housing (9)
- Lack of motivation due to salary (10)
- Lack of motivation other (specify) (11)
- Alcoholism/drugs (12)
- Other (96)
- Refused (97)
- Don't know (98)

**Q.9** In the past 30 days, have there been any days when you have been present in school but unable to attend all your lessons?  Yes (1)  No (2)  Refused (7)  Don't know (8)

**Q.10** Why were you not able to attend some lessons?  
**Interviewer:** Do NOT READ the options. Tick ALL that apply.

- Large workload (marking/planning lessons/schemes of work etc) (1)
- Meeting with head teacher (2)
- Meeting with other teachers (3)
- Lack of motivation related to salary (4)
- Lack of motivation related to housing (5)
- Lack of motivation other (specify) (6)
- Illness (7)
- Feeling tired/exhausted (8)
- Other (96)
- Refused (97)
- Don't know (98)

Checks

**Interviewer:** Ask the teacher that you would like to see examples of the pupil assessment methods mentioned by the teacher earlier (from the past 5 school days) and of the written feedback on lesson plan and lesson observation (from past 30 days).  
Go with the teacher, check what the teacher presents to you and answer the following questions. Do NOT read out the questions.

Assessment

ID	Pupil assessment methods used	Q.1 Interviewer, did the teacher show you an example that had been marked in the past 5 days?

- Q.2** *Is a written feedback from lesson plans from the last 30 days available?*  
*Ask to see an example of written feedback from the head teacher on lesson plans from the last 30 days*  Yes (1)  No (2)
- Q.3** *Is a written feedback from a lesson observation which took place in the last 30 days available?*  
*Ask to see an example of written feedback from a lesson observation which took place in the last 30 days.*  Yes (1)  No (2)

End

Q.1 **Interviewer:** Was this interview conducted during the HEAD COUNT period?  Yes (1)  No (2)

Q.2 **Interviewer:** Specify reason

Q.3 **Interviewer:** Select interview result.  Complete (1)  Partially complete (2)

Q.4 **Interviewer:** Mark the end of the interview/test

Q.5 **Interviewer:** Was there any issue, question or irregularity with this interview? Select all that applies and specify.

- No, everything went fine (1)
- There were issues with CAPI, e.g. "Q5 in Teacher did not open" (specify) (2)
- There were issues with the protocols, e.g. "we were late" (specify) (3)
- There was a issue with the respondent/school/interview, e.g. "not very cooperative"(specify) (4)
- Something was not clear to me (specify) (5)
- There was something else noteworthy (specify) (6)

Q.6 Comment for enumerator