

		-999. [] Refuse to answer	
C07.	Are you a national service teacher?	1. [] Yes 2. [] No	
C08.	How many years have you been a teacher? IN COMPLETED YEARS. OR Respondent can give the year in which they started as a head teacher at this school	/___ ___/Years If less than one year, enter 0. OR [] [] [] [] Year	
C09.	How many years have you been a teacher in this school? IN COMPLETED YEARS. OR Respondent can give the year in which they started as a head teacher at this school	/___ ___/Years If less than one year, enter 0. OR [] [] [] [] Year	
C10.	How do you assess yourself as a teacher? (Enumerator: read all of the options out loud)	1. I am much more effective than other teachers in schools similar to mine 2. I am somewhat more effective than other teachers in schools similar to mine 3. I am just as effective as other teachers in schools similar to mine 4. I am somewhat less effective than other teachers in schools similar to mine I am much less effective than other teachers in schools similar to mine	
C11.	What time did you arrive at school today?	[] [] : [] [] HH MM	
C12.	In the last 5 school days, how many days were you absent from work?	[] constrain >=0, <=5	
C13.	In the last 5 school days, how many days were you late to work?	[] constrain >=0, <=5	
C14.	During terms 1 and 2, how many times did you miss teaching due to an officially excused absence (training, in-service, etc.)?	(Number) [] [] [] If not absent, put 0 -888 if don't know -999 if refused	
C15.	During terms 1 and 2, how many times did you miss teaching due to personal reasons that may be officially excused such as illness for you or a family member, etc.?	(Number) [] [] [] If not absent, put 0 -888 if don't know -999 if refused	
C16.	During terms 1 and 2, how many times of thi did you miss teaching because you do not wish to teach?	(Number) [] [] [] If not absent, put 0 -888 if don't know -999 if refused	
C17.	How many children live with you? (include biological children and wards)	[] []	If zero →C18

C18.	How old is your youngest child?	/ ___ / ___ / Years Months <i>If over 5 years, can just give number of years</i>	
I am now going to ask you some questions about your students, classroom, and resources.			
C19.	What class(es) are you teaching this term? MULTIPLE RESPONSES ALLOWED	1. <input type="checkbox"/> P4 2. <input type="checkbox"/> P5 3. <input type="checkbox"/> P6 4. <input type="checkbox"/> Other: Specify: _____	
C20.	What are the two most significant problems you face in teaching? DO NOT PROMPT. A: most significant B: second most significant	1. <input type="checkbox"/> I am not qualified/properly trained 2. <input type="checkbox"/> Confusion over how to teach 3. <input type="checkbox"/> Following new instructions from GES 4. <input type="checkbox"/> I have too many other responsibilities at school 5. <input type="checkbox"/> I have too many other responsibilities outside of school 6. <input type="checkbox"/> Disciplining students/ Lack of student discipline or interest 7. <input type="checkbox"/> Student absenteeism 8. <input type="checkbox"/> Lack of student ability 9. <input type="checkbox"/> Class size too big 10. <input type="checkbox"/> Inadequate facilities /furniture/ books/ materials 11. <input type="checkbox"/> Inadequate pay 12. <input type="checkbox"/> Pay is delayed/unreliable 13. Other1 (Specify) _____ 14. Other2 (Specify) _____	
C21.	Who do you approach for these problems? DO NOT PROMPT. CHECK ALL THAT APPLY	1. <input type="checkbox"/> Head teacher 2. <input type="checkbox"/> Assistant head teacher 3. <input type="checkbox"/> Circuit Supervisor 4. <input type="checkbox"/> Other teachers 5. <input type="checkbox"/> Parents of students 6. Other (specify): _____	
C22.	What percent of the pupils in your class do you think are at grade level in English?	[] [] [] [constrain >=0, <=100]	
C23.	What percent of the pupils in your class do you think are at grade level in Math?	[] [] [] [constrain >=0, <=100]	
C24.	What percent of the pupils in your class can read a simple sentence in English?	[] [] []	
C25.	What percent of the pupils in your class could do a simple two digits minus one digit subtraction question, e.g. 15 minus 7?	[] [] []	
C26.	Do your pupils have access to text books for Math?	1. Yes, one per pupil 2. Yes, some pupils share 3. None have textbooks	

C27.	Do your pupils have access to text books for English?	1. Yes, one per pupil 2. Yes, some pupils share 3. None of have textbooks	
C28.	Do you have access to a copy of the book(s) that outline the curriculum for P[X]? <i>Insert their answer to class above</i>	1. <input type="checkbox"/> Yes 2. <input type="checkbox"/> No	

D. SUPPORT

I am now going to ask you a series of questions about how you feel about your job. For each question, rate your agreement with the statement on a scale of 1-5, 5 being “strongly agree”, 4 = agree, 3=neutral, 2=disagree, and 1 being “strongly disagree.”

Remember, we will not be sharing your individual responses with anyone at your school.

No.	Questions	1.	2.	3.	4.	5.
D01.	I feel valued and appreciated as a teacher.					
D02.	My head teacher has helped me become a better teacher.					
D03.	My circuit supervisor has helped me become a better teacher.					
D04.	I feel confident in my ability to teach in the classroom.					
D05.	If I have a teaching question or issue, I can go to someone at my school for help or guidance.					

E. HT Mentorship

We’re now going to ask you come questions about how you interact with your head teacher.

E01.	During terms 1 and 2, how many times did your head teacher hold a staff meeting (with all teachers in the school)?	(Number) [__ __ __] -888 if Don't know -999 if refused.	
E02.	During terms 1 and 2, how many times did your head teacher observe your classroom teaching? By observe we mean sitting in your class for at least 5 minutes.	(Number) [__ __ __] -888 if Don't know -999 if refused.	
E03.	Does your head teacher give you feedback about your classroom teaching?	1. <input type="checkbox"/> Yes 2. <input type="checkbox"/> No	2. →E06

E04.	During terms 1 and 2, how many times did your head teacher give you suggestions about how you can improve your teaching?	(Number) [__ __ __] -888 if Don't know -999 if refused.	
E05.	Is the feedback that you receive from your head teacher useful?	1. <input type="checkbox"/> Yes, always 2. <input type="checkbox"/> Yes, sometimes 3. <input type="checkbox"/> Never	
E06.	Do you think your head teacher should do more to support your teaching?	1. <input type="checkbox"/> Yes 2. <input type="checkbox"/> No	
E07.	Does your head teacher acknowledge you or other teachers for doing a good job at teaching?	1. <input type="checkbox"/> Yes 2. <input type="checkbox"/> No	
E08.	How many times does your circuit supervisor have staff meetings on average (with all teachers in your school)?	(Number) [__ __ __] -888 if Don't know -999 if refused	
E09.	In the last year, did you receive any rewards for good performance? For example, financial rewards, public acknowledgement, private acknowledgement, etc?	1. <input type="checkbox"/> Yes 2. <input type="checkbox"/> No	2. →E12
E10.	What was the reward?	1. <input type="checkbox"/> Transfer 2. <input type="checkbox"/> Promotion 3. <input type="checkbox"/> Additional Payment (cash or in-kind) 4. <input type="checkbox"/> Social recognition/Public announcement 5. <input type="checkbox"/> Private announcement 6. <input type="checkbox"/> Other (specify) _____	
E11.	Who gave the reward?	1. <input type="checkbox"/> Head teacher 2. <input type="checkbox"/> Circuit supervisor 3. <input type="checkbox"/> School committee 4. <input type="checkbox"/> Community organization 5. <input type="checkbox"/> State or district government 6. <input type="checkbox"/> NGO 7. <input type="checkbox"/> Other (specify) _____	
E12.	Does your head teacher criticize you or other teachers for not fulfilling their responsibilities sufficiently?	1. <input type="checkbox"/> Yes, always 2. <input type="checkbox"/> Yes, sometimes 3. <input type="checkbox"/> Never	
E13.	Does the head teacher treat all teachers equally?	1. <input type="checkbox"/> Yes, always 2. <input type="checkbox"/> Yes, sometimes 3. <input type="checkbox"/> Never	

E14.	How many trainings or workshops have you attended this academic year?	[] [enter 0 if none]	zero → F01
E15.	Who organized these trainings or workshops? TICK ALL THAT APPLY	1. <input type="checkbox"/> Head teacher 2. <input type="checkbox"/> Circuit Supervisor 3. <input type="checkbox"/> Other GES official 4. <input type="checkbox"/> NGO 5. <input type="checkbox"/> GNAT 6. <input type="checkbox"/> NAGRAT 7. <input type="checkbox"/> Other (specify) _____ 8. <input type="checkbox"/> Don't remember/don't know	
E16.	Do you find the trainings and workshop to be useful for improving your teaching?	1. <input type="checkbox"/> Yes, always 2. <input type="checkbox"/> Yes, sometimes 3. <input type="checkbox"/> Never	

F. Time Use			
Now I'd like to ask you a few questions on how you spend your time.			
F01.	On average, how long do you spend on commuting to school, (one-way)? [ENTER NUMBER OF HOURS/MINUTES]	[][] hours [][] minutes	
F02.	On average how long per week do you spend on lesson preparation not including grading? [ENTER NUMBER OF HOURS//MINUTES]	In school: [][] hours [][] minutes At home: [][] hours [][] minutes	
F03.	On average how long per week do you spend on marking or grading? [ENTER NUMBER OF HOURS/MINUTES]	In school: [][] hours [][] minutes At home: [][] hours [][] minutes	
F04.	Do you currently earn money besides being employed as a teacher at this school? Include income-generating self-employment activities.	1. <input type="checkbox"/> Yes 2. <input type="checkbox"/> No	→ G01
F05.	How long per week do you work at that other job? [ENTER NUMBER OF HOURS/MINUTES]	[][] hours [][] minutes	
F06.	What type of work is this other job(s)?	1. <input type="checkbox"/> Teacher at another school 2. <input type="checkbox"/> Tutor/Remedial instructor 3. <input type="checkbox"/> Farming/selling produce or	

		home-produced items 4. [] Other (specify) _____	
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G. List Randomization and Teacher Absenteeism

Now I'm going to read you a list of statements. Please tell me in total how many are true overall. You do not need to tell me how many are true in particular.

Respondent will be asked EITHER G01 or G02, not both. Will be based on pre-determined basis from respondent ID]

G01.	<p>A. I have been absent this term due to illness B. I have been absent this term due to a teacher training C. I have been absent this term because of bad weather D. I have been absent this term because of a religious holiday</p> <p>How many are true for you this term?</p>	<p>[] [constrain >=0, <=4]</p>	
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G02.	<p>A. I have been absent this term due to illness B. I have been absent this term due to a teacher training C. I have been absent this term because of bad weather D. I have been absent this term because of a religious holiday E. I have been absent this term because I did not feel like coming to school</p> <p>How many are true for you this term?</p>	<p>[] [constrain >=0, <=5]</p>	
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We want to learn about your opinion on school and teaching practices. I will present situations about school personnel from a different district than yours. These are people you do not know. Please indicate the extent to which these people are effective at their jobs relative to others in similar positions—much more effective [1], more effective [2], as effective [3], less effective [4], much less effective [5]

Enumerator: Gender of teacher and/or student will be randomly assigned.

		Much more effective than most other T/HT/CS	More effective than most other T/HT/CS	As effective as most other T/HT/CS	Less effective than most other T/HT/CS	much less effective than most other T/HT/CS
No.	Questions	1.	2.	3.	4.	5.
G03.	<p>[Mary/Peter] is a teacher who is absent at least once a week from school. All of her/his pupils like her/him a lot.</p> <p>Is [name] much more effective, more effective, as effective, less effective, or as</p>					

	less effective than other teachers in schools in this circuit?					
G04.	[Bridget/Jonathan] is a HT who observes teachers teaching in their classrooms once per term. S/he follows up with teachers directly only if they do something wrong. Is [name] much more effective, more effective, as effective, less effective, or as less effective than other head teachers in schools in this circuit?					
G05.	[Henry/Becky] is a HT who is absent once per week from school. All of the teachers in the school like the HT. Is [name] much more effective, more effective, as effective, less effective, or as less effective than other head teachers in schools in this circuit?					
G06.	[Joyce/Joseph] is a CS who mostly keeps to him/herself during school visits. S/he does not observe lessons or meet with head teachers. Is [name] much more effective, more effective, as effective, less effective, or as less effective than other circuit supervisors in schools in this district?					
G07.	[Cynthia/Cornelius] is a CS that visits a school three times per term, completes relevant forms, but rarely provides feedback to the school. Is [name] much more effective, more effective, as effective, less effective, or as less effective than other circuit supervisors in schools in this district?					

Now I'm going to present to you some situations about individuals that you do not know. Please tell me in whether you think the situation is very acceptable, acceptable, unacceptable, or very unacceptable. You can also say that you are neutral. For all of the below, gender of teacher and/or student will be randomly assigned.

Scale: [1] Very Acceptable [2] Acceptable [3] Neutral [4] Unacceptable [5] Very Unacceptable

		Very acceptable 1	Acceptable 2	Neutral 3	Unaccepta ble 4	Acceptable 5
G08.	[Samuel/Sarah] is an upper primary pupil. S/He attends school every day but does not always follow the classroom rules. How acceptable is [name's] behavior?					
G09.	[John/Jessica] is an upper primary pupil. S/He misses school one day per week but always follows the classroom rules when s/he attends. How acceptable is [name's] behavior?					
G10.	[David/Deborah] is an upper primary teacher. S/he is paid less than his brother who works in a factory. S/he is at school every day and spends half of the class time teaching and the other half doing personal activities. How acceptable is [name's] behavior?					
G11.	[Frank/Felicia] is an upper primary teacher. S/he has been a teacher for 20 years. S/he goes to school when s/he feels like it and stays home when s/he doesn't feel like teaching. How acceptable is [name's] behavior?					
G12.	[Harry/Harriet] is an upper primary teacher. Students in his/her class have little interest in learning. S/he is absent frequently because s/he doesn't think students will learn anyway. How acceptable is [name's] behavior?					
G13.	[Michael/Mary] is an upper primary teacher. S/he comes to school 2 or 3 out of 5 days per week. s/he can explain concepts to most of the students in his/her class. How acceptable is [name's] behavior?					

H. WORK STRESS/BURNOUT

Finally, we would like to ask you some questions about your attitude towards work. For these questions, please indicate how frequently you experience the following in your work using the scales: 1 = Never; 2 = A few times per year; 3 = A few times per month; 4 = A few times per week; and 5 = Every day. I want to remind you that we will not share your answers with anyone outside of the research time, and that you do not have to answer if you do not want to.

Enumerator, tick 99 if refused.

No.	Questions	Scale: 1 = Never; 2 = A few times per year; 3 = A few times per month; 4 = A few times per week; and 5 = Every day					Refused 99
		1	2	3	4	5	
H01.	I feel mentally exhausted from my work.						
H02.	I feel fatigued when I get up in the morning.						
H03.	I feel I am positively influencing other people's lives.						
H04.	I feel very energetic about my job.						
H05.	I am satisfied with my job at this school						

M01. Outcome of this questionnaire (circle one)

1. Refused
2. Completed >thank and end survey. Thank you, we have now completed this questionnaire.
Thank you very much for your time.
3. Partially completed
4. Not at school/ not available
5. Incapacitated
6. Other (specify)_____

M02. Do not ask respondent Include any other relevant information here regarding the survey completion.
