

Teacher Questionnaire

Uganda: Education Sector

Centre for the Study of African Economies
Oxford University

and

Economic Policy Research Centre
Makerere University

Question	Response	Codes/Instructions
[1] Teacher ID Code		Refer to school sampling sheet
[2] Respondent name		
[3] Class taught		
[4] Subject taught		1. MATHS 2. ENGLISH 3. OTHER
[5] Interview Date		
[6] Interview Time		
[7] Name of supervisor		
[8] Name of enumerator		

Question	Response	Codes/Instructions
[9] District		1. APAC 2. HOIMA 3. IGANGA 4. KIBOGA
[10] County		
[11] Sub-county		
[12] Village/Town		
[13] Name of school		
[14] School ID Code		Refer to school sampling sheet
[15] Language used for interview		1. LANGO 2. LUGANDA 3. LUSOGA 4. RUNYORO 5. OTHER (SPECIFY)
[16] Respondent mobile phone number		Enter phone number to contact respondent if available

Teacher Questionnaire

Centre for the Study of African Economies
Economic Policy Research Centre

School ID number:
Teacher ID number:

Good day. My name is _____. I am from the Economic Policy Research Centre, at Makerere University. We are conducting a survey in collaboration with the University of Oxford, in the UK. I do not represent the government or any political party. We are studying the views of teachers, parents, and other stakeholders about quality of primary education in Uganda.

Every rural primary school in this district has an equal chance of being included in the study. All the information will be treated in the strictest confidence. This form will not be seen by anyone other than the survey staff. No names of pupils, parents, teachers or schools will be mentioned in any report of the study. No one at this school, in this district, or in the Ministry of Education will be able to link the responses you give to you.

It will be impossible to pick you out from what you say, so please feel free to tell us what you think. This interview will take about 45 minutes. There is no penalty for refusing to participate. Do you wish to proceed? [*Proceed with interview only if answer is positive*].

Interviewer: If a respondent firmly refuses to answer any question, write “refused” in the answer space and continue to the next question.

To the TEACHER helping to complete this questionnaire:

We would like to thank you for your co-operation in this study of how to improve children’s performance in UPE primary schools.

BEGIN INTERVIEW

Teacher Questionnaire

Centre for the Study of African Economies
Economic Policy Research Centre

School ID number:
Teacher ID number:

SECTION 1. SOCIOECONOMIC CHARACTERISTICS

QUESTION	ANSWER	CODES/INSTRUCTIONS
[1] How old are you?		
[2] What is your gender		1. MALE 2. FEMALE
[3] What is your district of origin?		1. APAC 2. HOIMA 3. IGANGA 4. KIBOGA 5. OTHER (SPECIFY)
[4] What is your tribe ?		Refer to codesheet.
[5] Are you currently married?		1. YES 2. NO
[6] What is the highest level of education that you have obtained?		1. NO FORMAL EDUCATION 2. LESS THAN PRIMARY 3. COMPLETED PRIMARY 4. COMPLETED O-LEVEL 5. COMPLETED A-LEVEL 6. COMPLETED UNIVERSITY 7. OTHER (SPECIFY)
[7] What is your primary occupation?		1. SUBSISTENCE FARMING 2. COMMERCIAL FARMING 3. LIVESTOCK REARING 4. SALARIED JOB 5. CURRENTLY NOT WORKING 6. ENROLLED IN SCHOOL 7. FISHING 8. MARKETER/TRADER 9. HOUSEKEEPING 10. NEVER HAD A JOB 11. OTHER (SPECIFY)
[8] <i>If married (question [5]), what is the highest level of education obtained by your spouse?</i>		1. NO FORMAL EDUCATION 2. LESS THAN PRIMARY 3. COMPLETED PRIMARY 4. COMPLETED O-LEVEL 5. COMPLETED A-LEVEL 6. COMPLETED UNIVERSITY 7. OTHER (SPECIFY)
[9] <i>If married (question [5]), what is your spouse's primary occupation?</i>		1. SUBSISTENCE FARMING 2. COMMERCIAL FARMING 3. LIVESTOCK REARING 4. SALARIED JOB 5. CURRENTLY NOT WORKING 6. ENROLLED IN SCHOOL 7. FISHING 8. MARKETER/TRADER 9. HOUSEKEEPING 10. NEVER HAD A JOB 11. OTHER (SPECIFY)

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SECTION 1, CONTINUED

[10] How many children do you have living with you?		Enter number of children. If zero, >> [14]
[11] How many of these are female?		Enter number of girls.
[12] How many of these are your children by birth?		
[13] How many of the children living with you attend this school?		Enter number of children. If none, enter "0" and >> [14]
[14] What type of housing do you live in?		1. OWN HOUSE 2. RENTED HOUSE OR APARTMENT 3. ACCOMMODATION PROVIDED BY SCHOOL 4. ACCOMMODATION PROVIDED BY COMMUNITY 5. OTHER (SPECIFY)
[15] Where is this home located?		1. SCHOOL PREMISES 2. THIS VILLAGE 3. OTHER VILLAGE NEARBY 4. TRADING CENTER 5. DISTRICT CAPITAL 6. OTHER (SPECIFY)
[16] Approximately how far is it from the school to this home?		Enter number of kilometres
[17] How long does it take you to get from the school to your home?		Enter number of minutes

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SECTION 2. TRAINING AND EMPLOYMENT CONDITIONS

[1] What is your position in this school?		1. HEAD TEACHER 2. DEPUTY HEAD TEACHER 3. SENIOR TEACHER 4. TEACHER 5. ASST. TEACHER 6. OTHER If respondent is Head Teacher or Acting HT , STOP and proceed with HT questionnaire.
[2] How many years of pre-service training have you had?		Record number of years of teacher training. Enter "0" if none.
[3] What is the highest teacher qualification that you have achieved?		1. GT 2. DIP (GRADE V) 3. GRADE III 4. GRADE II 5. LT 6. OTHER (SPECIFY)
[4] Have you had any Management Training outside of that provided in your pre-service training?		1. YES 2. NO
[5] Have you participated in any professional development activities since January 2007? (Do not include pre-service training) Code all that apply or code "NONE"		1. NONE 2. MANAGEMENT TRAINING 3. UNIVERSITY COURSE(S) IN MAIN TEACHING FIELD 4. OBSERVATION VISITS TO OTHER SCHOOLS 5. MENTORING AND/OR PEER OBSERVATION AND COACHING 6. PARTICIPATION IN A NETWORK OF TEACHERS 7. ATTENDING WORKSHOPS, CONFERENCES, OR TRAINING 8. OTHER (SPECIFY)
Teaching experience		
[6] How many years had you taught before coming to this school?		Put 0 if this is the first posting
[7] How long have you been a teacher at this school?		Enter number of years. Enter as "0" if less than one year.
[8] How many years have you worked as a FULL-TIME primary teacher in PUBLIC schools?		[Number of years, or 0 if none]
[9] How many years have you worked as a PART-TIME primary teacher in PUBLIC schools?		[Number of years, or 0 if none]
[10] How many years have you worked as a teacher in a PRIVATE school before coming to this school?		[Number of years, or 0 if none.]
[11] How long do you plan to remain in teaching?		1. AS LONG AS I AM ABLE 2. UNTIL I AM ELIGIBLE FOR RETIREMENT 3. WILL PROBABLY CONTINUE UNLESS SOMETHING BETTER COMES ALONG 4. AS SOON AS I CAN 5. UNDECIDED AT THIS TIME

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Teacher pay		
[12] What is your net salary per month, that is, after tax and pension contributions have been deducted?		USH
[13] Are you paid on the basis of performance?		1. YES 2. NO >> [18]
[14] How is this performance measured? Write all that apply.	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	1. PLE RESULTS 2. TEACHER PREPARATION (LESSON PLANS) 3. TEACHER ATTENDANCE 4. PUPILS STANDARDIZED TESTS 5. CLASSROOM OBSERVATION 6. STUDENT ATTENDANCE 7. PARENT SATISFACTION 8. HEAD TEACHER SUBJECTIVE JUDGMENT 9. OTHER (SPECIFY)
[15] Who is responsible for judging your performance?		1. HEAD TEACHER 2. PTA 3. SMC 4. DISTRICT EDUCATION OFFICE 5. MINISTRY OF EDUCATION 6. OTHER (SPECIFY)
[16] What would happen if you perform well?		1. FINANCIAL BONUS 2. "GOLD STAR" OR SIMILAR 3. PROMOTION TO HT 4. OTHER (SPECIFY)
[17] What would happen if you perform poorly?		1. FINANCIAL PENALTY 2. TRANSFER 3. FIRED 4. OTHER (SPECIFY)
Teacher benefits		
[18] What type of housing does the school provide for you?		1=None: responsible for own accommodation 2=Accommodation provided by school 3=Accommodation provided by community 4=Rented House/Apartment 5=Other (specify)
[19] Do you receive any other benefits from the community? List all that apply		1. TRANSPORT REFUND 2. FOOD 3. OTHER (SPECIFY)
Secondary economic activities		
[20] Do you engage in any economic activity in addition to teaching?		1. YES 2. NO >> NEXT
[21] What type of activity is this?		1. FARMING 2. NON-FARM ENTERPRISE
[22] Where is this activity located?		1. THIS VILLAGE 2. MARKET CENTER 3. DISTRICT TOWN 4. OTHER (SPECIFY)
[23] What was your income from this source in the last four weeks?		USh

SECTION 3. PEDAGOGY

SECTION 3.A. CLASSES TAUGHT AND RESOURCES AVAILABLE

Question	Answer	Codes/Instructions
[1] What classes are you currently teaching?		List all that apply (e.g., P1, P2, P3...)
[2] How many pupils do you teach in each class?		
[3] In how many streams do you teach these pupils?		E.g., P3a, P3b, etc, regardless of how pupils are allocated to streams.
[4] What is the total number of days missed (absented) by pupils in all of your classes last week?		Refer to class register
[5] How many male pupils were absent from all of your classes at least one day last week?		Refer to class register
[6] How many female pupils were absent from all of your classes at least one day last week?		Refer to class register
[7] Do you teach maths to these pupils?		1. YES 2. NO >> [11]
[8] How many maths textbooks are available for use in this class today?		Take total textbooks if maths taught to multiple classes.
[9] How many of these maths textbooks are in poor condition?		Take total textbooks if maths taught to multiple classes.
[10] How many of these maths textbooks were received new this year?		Take total textbooks if maths taught to multiple classes.
[11] Do you teach English to these pupils?		1. YES 2. NO >> [15]
[12] How many English textbooks are available for use in this class today?		Take total textbooks if English taught to multiple classes.
[13] How many of these English textbooks are in poor condition?		Take total textbooks if English taught to multiple classes.
[14] How many of these English textbooks were received new this year?		Take total textbooks if English taught to multiple classes.
[15] How many desks are available for use in this class today?		
[16] How many of these desks are in poor condition?		
[17] How many of these desks were received new this year?		
[18] How many chairs are available for use in this class today?		
[19] How many of these chairs are in poor condition?		
[20] How many of these chairs were received new this year?		
[21] Do you have chalk available for use in this class today?		1. YES 2. NO
[22] How many wall charts are available in your classroom?		[Refer to the classroom where you teach your primary subject.]
[23] How many tests did you give to each pupil in your class(es) in first term of 2008?		
[24] How many homework assignments did you set and mark per pupil in the first term of 2008?		

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SECTION 3B. TEACHING METHODS

[1] What method of teaching do you use most, please rank the 5 most important ones from 1 to 5

a. Explaining and reading to the pupils without expecting them to repeat	
b. Writing on the board while pupils copy	
c. Rote learning, drill: students repeat	
d. Let students themselves read aloud, one by one	
e. Self-study: let students read in silence	
f. Discuss interactively with the pupils	
g. Partition the class into groups and have group discussions	
h. Other: specify: _____	

Comment [AFZ1]:

Question	Answer	Codes/instructions
Did you prepare a scheme of work for this term ?		1 . YES 2 . NO >>
Enumerator: ASK TO SEE THE SCHEME		
[2] Can this scheme of work be produced upon request?		
[3] How many pages is this scheme of work.		
[4] Did you prepare a lesson plan that covers this week ?		1 . YES 2 . NO >> [6]
[5] Enumerator: Please confirm whether the lesson plan corresponds to the scheme of work?		1 . YES 2 . NO

Comment [AFZ2]: ADD QUESTION NUMBER

Below is a list of disciplinary method used in schools today.
Please indicate which methods you use most

Question	Answer	Codes/Instructions
[6] Suspension and/or expulsion		1=Yes, method used 2=No, method not used
[7] Corporal punishment		1=Yes, method used 2=No, method not used
[8] Extra classwork/homework		1=Yes, method used 2=No, method not used
[9] Kept in classrooms/school outside normal hours		1=Yes, method used 2=No, method not used
[10] Exclusion from sport/other activity		1=Yes, method used 2=No, method not used
[11] Report to parent/written or verbal		1=Yes, method used 2=No, method not used
[12] Physical exercise/manual work		1=Yes, method used 2=No, method not used
[13] Time out (within school premises)		1=Yes, method used 2=No, method not used
[14] Other (specify)		[Interviewer write answer in space provided]

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SECTION 4. TEACHER PERFORMANCE AND MONITORING

SECTION 4.A. TEACHER APPRAISAL

Now, let's talk about what methods your school uses to appraise your performance.

[1] Does anyone from the school or community formally appraise your performance? 1. YES
 2. NO >> NEXT SECTION

Question	[2] Is this method used? 1. YES 2. NO >> NEXT ROW	[3] Who has primary responsibility for monitoring this aspect of your performance? 1. HEAD TEACHER 2. SENIOR TEACHER 3. OTHER TEACHER 4. DISTRICT EDUCATION OFFICE 5. CENTRE COORDINATING TUTOR 6. SCHOOL MANAGEMENT COMMITTEE 7. PTA
A. Classroom observation		
B. Monitoring pupils' test scores		
C. Monitoring pupils' work		
D. Monitoring pupils' attendance		
E. Staff interview		
F. Approval of schemes of work		
G. Analysis of Lessons Plans		
H. Monitoring teacher attendance		
I. Monitoring other staff records		
J. Other, please specify		

Comment [AFZ3]: CATEGORIES MISSING FROM ps VERSION

[4] Does this appraisal improve performance in any way? 1. NO
 2. YES, PROVIDES FEEDBACK ON TEACHING METHODS
 3. YES, IMPROVES INCENTIVES FOR TEACHERS
 4. YES, IMPROVES PUPIL'S ACADEMIC INCENTIVES
 5. OTHER (SPECIFY)

Comment [AFZ4]:

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SECTION 4.B. ABSENTEEISM AND LATECOMING

Sometimes we or our families are struck by emergencies. In addition to this, we may have professional or personal reasons for which we have to take time away from school, and we may face difficulties in getting to the school.

Please tell us about any days on which you were late or days missed in the past month, according to the reason for this.

[1] In the past 4 weeks, how many days have you been late to school?	<input type="text"/>	Enter number of days.
[2] How many days of school have you missed for any reason over the past 4 weeks?	<input type="text"/>	Enter number of days. If zero, proceed to next page.

Primary reason for absence	[3] Number of days missed due to _____ ? If none, enter 0 and proceed to next row.	[4] Was permission granted by head teacher in advance? [5] YES [6] NO
A. Own illness	<input type="text"/>	<input type="text"/>
B. Illness of family member	<input type="text"/>	<input type="text"/>
C. Death of family member	<input type="text"/>	<input type="text"/>
D. Other household emergency	<input type="text"/>	<input type="text"/>
E. Gathering salary from district capital	<input type="text"/>	<input type="text"/>
F. Purchasing/ collecting inputs from district capital	<input type="text"/>	<input type="text"/>
G. Attending training workshop	<input type="text"/>	<input type="text"/>
H. Other official function	<input type="text"/>	<input type="text"/>
I. Attending to second source of income	<input type="text"/>	<input type="text"/>
J. Other (specify)	<input type="text"/>	<input type="text"/>

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SECTION 5. ACHIEVEMENTS AND PROBLEMS

What have been the most important **achievements** of this school in the past year? Please list up to three of the most important, with the most important first:

Question	Answer	Response
[1] Most important		1. BUILD/IMPROVE CLASSROOMS 2. BUILD/IMPROVE STAFF HOUSING 3. BUILD/IMPROVE SANITARY FACILITIES 4. SCHOOL PROJECTS (EX: GARDEN) 5. EXTRACURRICULAR ACTIVITIES 6. IMPROVED PLE RESULTS 7. IMPROVED PUPIL PERFORMANCE AT ALL LEVELS 8. REDUCTION IN DROPOUT RATE 9. REDUCTION IN TEACHER ABSENTEEISM 10. IMPROVED PUPIL ATTENDANCE 11. OTHER, SPECIFY 12. NO FURTHER ACHIEVEMENTS
[2] Second most important		
[3] Third most important		

Now let's talk about your concerns in this school's performance. To what extent is each of the following a problem in this school? Please indicate whether it is a serious problem, a minor problem, or not a problem in this school.

Question	Answer	Response
[4] Large class sizes		1. NOT A PROBLEM 2. MINOR PROBLEM 3. MODERATE PROBLEM 4. SERIOUS PROBLEM
[5] Number or quality of classrooms		
[6] Sanitary facilities		
[7] Poor pupil health		
[8] Pupil tardiness		
[9] Pupil absence		
[10] Dropout rates		
[11] Disorderly conduct or physical conflict among pupils		
[12] Pupil apathy or disrespect		
[13] Lack of parental involvement in the school		
[14] Insufficient number of teachers		
[15] Training of staff		
[16] Teacher absence		
[17] Teacher lateness		
[18] Teacher pay too low		
[19] Supervision of staff		
[20] Staff housing		
[21] Motivation of teachers		
[22] School budget not sufficient		
[23] Shortage of teaching materials, such as books		
[24] Provision of meals in school		
[25] Cost of providing tests for students		
[26] Automatic promotion of pupils		
[27] Specific issues with curriculum		
[28] Extracurricular activities		

[29] Please state any other problem you consider to be serious in this school, or write "NONE"

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SECTION 6. BUDGET PRIORITIES

[1] Imagine that the school's budget were increased by 10 percent for this year. I will read you a list of options for how to use this money, and I would like you to tell me **up to (but not necessarily) three** uses that you would make of this additional money.

Potential use of money	Mark X for UP TO THREE selection options
Hiring of additional teaching staff	
Teacher salaries	
Administrative or secretarial staff	
Purchase of textbooks	
Provision of tests for pupils	
Extra tuition for pupils	
School meals	
Purchase/maintenance of furniture (ex: desks, benches)	
Extracurricular activities	
School projects (ex: garden)	
Construction/repair of staff housing	
Construction/repair of classrooms	
Construction/repair of library	
Training of teaching staff	
Other (specify)	

Teacher Questionnaire

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Teacher ID number:

SECTION 7. VALUES AND FAIRNESS

Please tell us to what extent you **agree or disagree** with the following three statements:

Question	Response	Codes
[1] Parents in my community are still naïve about the benefits of education for their children.		1. STRONGLY AGREE 2. AGREE
[2] There is not much point in sending your children to school, as they will do the same job when they are grown up regardless of whether they have been educated or not.		3. NEITHER AGREE NOR DISAGREE 4. DISAGREE 5. STRONGLY DISAGREE
[3] In my community parents do not believe that education has any value.		

I would like to ask you two questions about your own values.

[4] Do you think that most people would try to take advantage of you if they got a chance, or would they try to be fair?		1. WOULD TAKE ADVANTAGE 2. WOULD TRY TO BE FAIR
[5] In general, do you believe that people can be trusted, or do you think that “you can’t be too careful”		1. CAN BE TRUSTED 2. CAN’T BE TOO CAREFUL

Here are a number of statements which may or may not apply to you. Please indicate the extent to which you agree or disagree with each statement.

[6] “I believe my success depends on ability rather than luck”		1. STRONGLY AGREE
[7] “I dislike taking responsibility for making decisions”		2. AGREE
[8] “I make decisions and move on”		3. NEITHER AGREE NOR DISAGREE
[9] “I believe that unfortunate events occur because of bad luck”		4. DISAGREE
[10] “I like to take responsibility for making decisions”		5. STRONGLY DISAGREE
[11] “I tend to analyse too much and therefore miss opportunities”		

I want you to tell me whether you strongly agree, agree, disagree, or strongly disagree with each of the following statements. [There will also be a code of indifferent, but this is not offered.]

[12] Teachers take their responsibilities towards their pupils very seriously.		1. STRONGLY AGREE
[13] The better a child's education, the more he or she will achieve in adult life.		2. AGREE
[14] Teachers are paid a fair wage for what they do.		3. NEITHER AGREE NOR DISAGREE
[15] If Q [14]=4 or 5, do you disagree because the wage is too high or too low?	1. TOO HIGH 2. TOO LOW	4. DISAGREE
[16] The SMCs have a difficult time balancing the interests of pupils and teachers.		5. STRONGLY DISAGREE
[17] Headmasters take their responsibilities towards their pupils very seriously.		
[18] You can't blame teachers for doing work on the side - they have to earn a living somehow.		
[19] The SMC can be trusted to act in the best interest of pupils.		
[20] Headmasters have a difficult time balancing the interests of pupils and teachers.		
[21] For most children, school is a waste of time.		
[22] Teachers are generally demoralized.		

Comment [AFZ5]: appears as question mark in the survey.

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SECTION 8. SOCIAL CAPITAL AND GROUP AFFILIATIONS

<p>[1] Do you belong to any social clubs, community-based organizations, economic organizations (such as microfinance groups), churches, mosques, or other social group in the community?</p>	<p>Enumerator: probe with examples 1. YES 2. NO >> NEXT SECTION</p>
<p>[2] How many of these groups do you belong to?</p>	<p>Enumerator: you may wish to do the listing in order to determine this number.</p>

Please list each of the groups to which you belong. Then answer questions for each.

Group ID	[3] What is the name of this organization?	[4] What type of group is this? 1. CHURCH 2. MOSQUE 3. MICROFINANCE ORGANIZATION 4. GROUP SAVINGS 5. ROTARY OR OTHER SOCIAL CLUB 6. COMMUNITY-BASED ORGANIZATION 7. NGO 8. OTHER (SPECIFY)	[5] How many members does ____ have in this community? Note: membership refers to local branch if the group exists across many villages/towns	[6] Do you hold a position of leadership in this group? 1. YES 2. NO	[7] Where is this group located? 1. THIS VILLAGE 2. TRADING CENTER 3. DISTRICT CAPITAL 4. OTHER (SPECIFY)	[8] Are all members of the group from that village/town? 1. YES 2. NO	[9] How long has this group existed in this village/town? Enter number of years.	[10] How long have you belonged to this group? Enter number of years.	[11] How often do you attend meetings of this group? 1. WEEKLY OR MORE 2. EVERY MONTH 3. EVERY FEW MONTHS 4. TWICE YEARLY 5. YEARLY 6. OTHER, SPECIFY
a									
b									
c									
d									
e									

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SECTION 9. ASSETS

Question	[1] Does any member of your household own any ___ at present? 1. YES 2. NO >> NEXT	[2] How many ___ does your household own at present? [Number]	[3] What is the total value of all the ___ that your household owns at present?
a. Book			
b. Radio			
c. Television			
d. Bicycle			
e. Motorcycle			
f. Motor Vehicle/Car			
g. Oven			
h. Household appliances e.g. Kettle, Flat iron, etc.			
i. Cell Phone			
j. Land [in acres]			
k. Livestock [mature cows]			
l. Oxen (trained)			
m. Oxen (untrained)			
n. Hoe			
o. Ploughs			
p. Pangas, slashers, etc.			
q. Wheelbarrows			
r. Other agricultural equipment			

Question	Answer	Code
[4] What is the average number of meals taken by household members in the last 7 days?		
[5] What did your children between 5 and 13 years old have for breakfast yesterday?		1. TEA/DRINK WITH SUGAR ONLY 2. MILK/MILK TEA WITH SUGAR 3. SOLID FOOD ONLY 4. TEA/DRINK WITH SOLID FOOD 5. TEA/DRINK WITHOUT SUGAR WITH SOLID FOOD 6. PORRIDGE WITH SOLID FOOD 7. PORRIDGE WITH SUGAR ONLY 8. PORRIDGE WITH MILK 9. PORRIDGE WITHOUT SUGAR ONLY 10. NOTHING 11. OTHER (SPECIFY) 12. NOT APPLICABLE
[6] Was your household's economic activity affected by civil strife during the last 12 months?		1. YES 2. NO
[7] Was your household's economic activity affected by theft/violence or other similar attacks in the last 12 months?		1. YES 2. NO

Thank you very much for your time. Your answers have been very helpful.

Comment [AFZ6]: add closing message: PRESS QUIT