

Table 1:Data Analysis Table

Sr No.	Particulars	Responses/ options	Responses of Government aided school teachers in Percentage	Responses of self financed school teachers in Percentage
1	Prescription about hours spent in the school per week	Teaching		
		0-10	37.5%	54.35%
		11-20	-	32.61%
		21-30	62.5%	13.04%
		31-40	-	-
		Planning		
		0-5	100%	78.26%
		6-10	-	21.74%
		11-15	-	-
		16-20	-	-
		Admin		
		0-5	100%	100%
		6-10	-	-
		11-15	-	-
		Other activity		
		0-5	100%	100%
2	Time management for teaching planning and administrative Duties	No response	62.5%	34.78%
		As per circumstances and convenience	12.5%	21.74%
		Extra time	12.5%	21.74%
		Planning	12.5%	21.74%
3	Working as a teacher at this school	first year	-	23.91%
		1-2 years	-	32.61%
		3-5 years	-	21.74%
		6-10 years	27.08%	21.74%
		11-15 years	27.08%	-
		16-20 years	25%	-
		More than 20 years	20.84%	-

4	Professional development activities Courses/workshops	Yes	100%	100%
		NO	-	-
		If you answer 'Yes' then to indicate how much impact it had upon a teacher.		
		No impact	27.08%	21.74%
		A small impact	37.5%	34.78%
		A moderate Impact	25%	21.74%
		A large impact	10.42%	21.74%
5	Days attended for professional development	0 – 10	100%	100%
		11 – 20	-	-
		21 – 30	-	-
		31 – 40	-	-
6	Compulsory days for training as the part of job How training helps in job as well as personal development	0 – 10	100%	100%
		11 – 20	-	-
		21 – 30	-	-
		31 – 40	-	-
		41 – 50	-	-
		Enrich Knowledge	47.92%	65.22%
		No Response	52.08%	34.78%
7	Personally pay for the professional development	None	100%	-
		Some	-	100%
		All	-	-
8	Received scheduled time for undertaking the professional development that took place during regular work hours	Yes	100%	43.48%
		No	-	-
		Did not take place during regular work hours	-	56.52%
9	Received a salary supplement for undertaking the professional development activities that took place outside regular work hours	Yes	100%	34.78%
		No	-	54.35%
		Did not take place during regular work hours	-	10.87%

10	The impact of the professional development activities on the development as a teacher?	Yes	79.17%	56.52%
		No	20.83%	43.48%
		If you answer 'Yes' then to indicate how much impact it had upon A teacher.		
		No impact	18.42%	3.85%
		A small impact	34.21%	38.46%
		A moderate impact	34.21%	38.46%
		A large impact	13.16%	19.23%
11	Participation in more professional development	Yes	37.5%	56.52%
		No	62.5%	43.48%
12	You received appraisal and feedback about your work as a teacher in this school Principal.	Never	-	-
		Once every Two years	-	-
		Once per year	100%	37.5%
		Twice per year		35.42%
		3 or More times per year	-	14.58%
		Monthly		
		More than once per month	-	12.5%
	Other teachers or members of the school management team	Once per year	100%	12.5%
		Twice per year	-	52.09%
		3 or More times per year	-	14.58%
		Monthly		
		More than once per month	-	20.83%
13	The appraisal or feedback the teacher received at this school, to what extent have they directly led to any A change in salary	No change	100%	21.74%
		A moderate change	-	78.26%
	A financial bonus or another kind of monetary reward	No change	79.17%	21.74%
		A small change	-	-
		A moderate change	20.83%	78.26%
		A large change	-	-

13 con	Opportunities for professional development activities	No change	79.17%	-
		A small change	-	-
		A moderate change	20.83%	100%
		A large change	-	-
	A change in the likelihood of career advancement	No change	58.33%	21.74%
		A small change	-	-
		A moderate change	41.67%	78.26%
	Public recognition from the principal and/or you colleagues	No change	58.33%	-
		A small change	-	-
		A moderate change	41.67%	100%
	Changes in your work responsibilities that make the job more attractive	No change	58.33%	-
		A small change	-	-
		A moderate change	41.67%	100%
	Role in development	No change	58.33%	56.52%
		A small change	-	-
		A moderate change	41.67%	43.48%
	Classroom Management & subject knowledge	No change	68.75%	-
		A small change	-	-
		A moderate change	31.5%	32.61%
		A large change	-	67.39%
14	According to teacher the appraisal of his work or feedback received was a) I think the appraisal of my work and/or feedback received was a fair assesment of my work as a teacher in this school	Agree	100%	100%
		Disagree	-	-
	b) I think the appraisal of my work and/or feedback received was helpful in the development of my work as a teacher in this school.	Agree	100%	100%
		Disagree	-	-

15	According to teacher the appraisal and/or feedback he has received at this school, they directly led to	Agree	20.83%	21.74%
		Disagree	79.17%	78.26%
	a) Changes in their job satisfaction	Agree	-	21.74%
		Disagree	100%	78.26%
16	According to teacher in this School	Agree	27.08%	78.26%
		Disagree	72.92%	21.74%
	a) The principal takes steps to alter the monetary rewards of a persistently underperforming teacher	Agree	20.83%	-
		Disagree	79.17%	100%
	b) The sustained poor performance of a teacher would be tolerated by the rest of the staff.	Agree	-	78.26%
		Disagree	100%	21.74%
	c) Teachers will be dismissed because of sustained poor performance.	Agree	20.83%	86.96%
		Disagree	79.17%	13.05%
	d) The principal uses effective methods to determine whether teachers are performing well or badly.	Agree	100%	100%
		Disagree	-	-

	f) The most effective teachers in this school receive the greatest monetary or nonmonetary rewards.	Agree	68.75%	65.22%
		Disagree	31.25%	34.78%
	g) If The teacher improve the quality of his teaching at this school, He will receive increased monetary or nonmonetary rewards.	Agree	62.5%	65.22%
		Disagree	37.5%	34.78%
	h) If the teacher is more innovative in his teaching at this school, he will receive increased monetary or nonmonetary rewards.	Agree	-	65.22%
		Disagree	100%	34.78%
	i) The review of teachers' work is largely done to fulfill administrative requirements.	Agree	89.58%	65.22%
		Disagree	10.42%	34.78%
	j) The review of teachers' work has little impact upon the way teachers teach in the classroom	Agree	-	65.22%
		Disagree	100%	34.78%
	k) his/her contribution to the school is important for yhe welfare of pupils	Agree	100%	100%
		Disagree	-	-
	l) work gives a personal pleasure	Agree	100%	100%
		Disagree	-	-
17	Attend staff meetings to discuss the vision and mission of the school	Once per year	-	-
		Twice per year	-	-
		3 or more times per year	100%	100%

18	Develop a school curriculum or part of it	Once per year	100%	100%
		Twice per year	-	-
		3 or more times per year	-	-
19	Discuss and decide on the selection of instructional media	Once per year	100%	100%
		Twice per year	-	-
		3 or more times per year	-	-
20	Exchange teaching materials with Colleagues	Once per year	37.5%	56.52%
		Twice per year	-	-
		3 or more times per year	62.5%	43.48%
21	Attend team conferences for the age group I teach	Once per year	27.08%	-
		Twice per year	-	-
		3 or more times per year	72.92%	100%
22	Ensure common standards in evaluations for assessing student progress	Once per year	27.08%	-
		Twice per year	-	-
		3 or more times per year	72.92%	100%
23	Engage in discussion about the learning development of specific students	Once per year	100%	-
		Twice per year	-	-
		3 or more times per year	-	100%
24	Teach jointly as a team in the same class	Once per year	27.08%	78.26%
		Twice per year	72.92%	-
		3 or more times per year	-	21.74%
25	Take part in professional learning Activities	Once per year	68.75%	100%
		Twice per year	-	-
		3 or more times per year	31.25%	-
26	Observe other teachers' classes and provide feedback	Once per year	83.33%	78.26%
		Twice per year	-	-
		3 or more times per year	16.67%	21.74%
27	Engage in joint activities across different classes and age groups	Once per year	83.33%	100%
		Twice per year	-	-
		3 or more times per year	16.67%	-
28	Discuss and coordinate homework practice across	Once per year	-	-
		Twice per year	-	-
		3 or more times	100%	100%

	subjects	per year		
29	About the teacher feels him self/her self in this school	Agree	100%	100%
	a) T he teacher is satisfied with his/her job.	Disagree	-	-
	b) He/she significant educational difference in the lives of my students	Agree	100%	100%
		Disagree	-	-
	c) He/she can make progress with even the most difficult and unmotivated students.	Agree	100%	100%
		Disagree	-	-
	d) He/she is successful with the students in his/her class	Agree	100%	100%
		Disagree	-	-
	e) He/she knows how to get through to students	Agree	100%	100%
		Disagree	-	-
	f) Teachers in this local community are well respected.	Agree	100%	100%
		Disagree	-	-
30	About the school... Teachers and students usually get on well with each other.	Agree	100%	100%
		Disagree	-	-
	Most teachers in this school believe that students' well-being is important.	Agree	100%	100%
		Disagree	-	-
	Most teachers in this school are interested in what Students have to say.	Agree	100%	100%
		Disagree	-	-
	If a student from this school needs extra assistance, the school provides it.	Agree	100%	100%
		Disagree	-	-

31	Perceptions of the frequency	Never	-	-
		Seldom	-	13.04%
	a) In meetings, the principal discusses educational goals with teachers.	Quite often	27.08%	-
		Very often	72.92%	86.96%
	b) The principal ensures that teachers work according to the school's educational goals.	Never	-	-
		Seldom	-	13.04%
		Quite often	10.42%	-
		Very often	89.58%	86.96%
	c) The principal or someone else in the management team observes teaching in classes.	Never	47.91%	-
		Seldom	31.25%	13.04%
		Quite often	10.42%	-
		Very often	10.42%	86.96%
	d) The principal gives teachers suggestions as to how they can improve their teaching.	Never	-	-
		Seldom	58.33%	13.04%
		Quite often	-	-
		Very often	41.67%	86.96%
	e) The teacher has problems in his/her classroom, the principal takes the initiative to discuss the matter or the teacher solves it with colleagues	Never	-	-
		Seldom	58.33%	34.78%
		Quite often	-	-
		Very often	41.67%	65.22%
	f) The principal ensures that teachers are informed about possibilities for updating his/her knowledge and skills.	Never	-	-
		Seldom	-	13.04%
		Quite often	-	-
		Very often	100%	86.96%
	g) The principal and teachers work on a school development plan.	Never	-	-
		Seldom	37.5%	13.04%
		Quite often	-	-
		Very often	62,5%	86.96%
	h) The principal defines goals to be accomplished by the staff of this school.	Never	-	-
		Seldom	-	13.04%
		Quite often	-	-
		Very often	100%	86.96%

	i) The task-oriented atmosphere is fostered in this school.	Never	-	-
		Seldom	-	13.04%
		Quite often	-	-
		Very often	100%	86.96%
	j) The principal and teachers act to ensure that education quality issues are a collective responsibility.	Never	-	-
		Seldom	-	-
		Quite often	-	-
		Very often	100%	100%
32	Work experience	Good	100%	100%
		Quite good	-	-
33	Teacher is happy and satisfied with his/her job	Yes	100%	100%
		No	-	-