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TITLE: Comparative study of job satisfaction of secondary school teachers of self finance and government aided schools

NAME OF THE GUIDE: Ms. Shamsha Emanuel

DAY:

- This question concerns your work for this school only. Please do not include the work you do for other schools.

Please write a number in each row and round to the nearest hour in your responses.

Write 0 (zero) if none.

- a) ☐ ☐ Teaching of students in school (either whole class, in groups or individual
- b) ☐ ☐ Planning or preparation of lessons either in school or out of school (including marking of student work)
- c) ☐ ☐ Administrative duties either in school or out of school (including school administrative duties, paperwork and other clerical duties you undertake in your job as a teacher)
- d) ☐ ☐ Other (please specify):_____

- e) How do you manage to maintain a balance between teaching-planning and administrative duties?

3. How long have you been working as a teacher at this school?

Where possible exclude extended periods of absence (e.g. career breaks).

This my first year	1-2 years	3-5 Years	6-10 years	11-15 years	16-20 years	More than 20 years
☐	☐	☐	☐	☐	☐	☐

4. During the last 18 months, did you participate in any of the following kinds of professional development activities, and what was the impact of these activities on your development as a teacher?

For each question below, please mark one choice in part (A). If you answer ‘Yes’ in part (A) then please mark one choice in part (B) to indicate how much impact it had upon your development as a teacher.

		(A) Participation		(B) Impact				Please justify
		Yes	No	No Impact	A small Impact	A moderate impact	A large impact	
a	Courses/workshops (e.g. on subject matter or methods and/or other education-related topics)							
b	Education conferences or seminars (where teachers and/or researchers							

	present their research results and discuss educational problems)							
c	Qualification programme (e.g. a degree programme)							
d	Observation visits to other schools							
e	Participation in a network of teachers formed specifically for the professional development of teachers							
f	Individual or collaborative research on a topic of interest to you professionally							
G	Mentoring and/or peer observation and coaching, as part of a formal school arrangement at							

5. In all, how many days of professional development did you attend during the last 18 months?

Please round to whole days. Write 0 (zero) if none.

Days

If you answered '0' (zero)→ Please go to question 16.

6. a) Of these, how many days were compulsory for you to attend as part of your job as a teacher?

Please round to whole days. Write 0 (zero) if none.
Days

- b) How did this training help you in your job as well as personal development?

- None Some All

- Did not take place during regular work hours

- Did not take place during regular work hours

- For each question below, please mark one choice in part (A). If you answer 'Yes' in part (A) then please mark one choice in part (B) to indicate how much impact it had upon your development as a teacher.

		(A) Participation		(B) Impact				Please justify
		Yes	No	No Impact	A small Impact	A moderate impact	A large impact	
a)	Reading professional literature (e.g. journals, evidence-based papers, thesis papers)							
b)	Engaging in informal dialogue with your colleagues on how to improve your teaching							

11. In the last 18 months, did you want to participate in more professional development than you did?

☐ Yes

No → Please go to question 13.

12. If ‘Yes’ in the previous question, which of the following reasons best explain what prevented you from participating in more professional development than you did?

Please mark as many choices as appropriate.

☐ I did not have the pre-requisites (e.g. qualifications, experience, seniority).

☐ Professional development was too expensive/I could not afford it.

☐ There was a lack of employer support

☐ Professional development conflicted with my work schedule.

☐ I didn’t have time because of family responsibilities.

☐ There was no suitable professional development offered.

☐ Other (please specify) _____

13. From the following people, how often have you received appraisal and/or feedback about your work as a teacher in this school?

Please mark one choice in each row.

		Never	Less than once every two years	Once every two years	Once per year	Twice per year	3 or more times per year	Monthly	More than once per month
a)	Principal								
b)	Other teachers or members of the school management team								
c)	External individual or body (e.g. external inspector)								

If you answered 'Never' for all of the above (a, b, and c) ☐ Please go to question 17.

14. Concerning the appraisal and/or feedback you have received at this school, to what extent have they directly led to any of the following?

		No change	A small change	A moderate change	A large change	Justify
a)	A change in salary					
b)	A financial bonus or another kind of monetary reward					
c)	Opportunities for					

	professional development activities					
d)	A change in the likelihood of career advancement					
e)	Public recognition from the principal and/or your colleagues					
f)	Changes in your work responsibilities that make the job more attractive					
g)	Role in school development initiatives (e.g. curriculum development group, development of school objectives)					
h)	Your class room management and subject knowledge					

- 15. Regarding the appraisal and/or feedback you received at this school, to what extent do you agree or disagree with the following statements?**

		Strongly Disagree	Disagree	Agree	Strongly Agree
a)	I think the appraisal of my work and/or feedback received was a fair assessment of my work as a teacher in this school.				
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.				

- 16. Concerning the appraisal and/or feedback you have received at this school, to what extent have they directly led to any of the following?**

		Strongly Disagree	Disagree	Agree	Strongly Agree
a)	Changes in your job satisfaction				
b)	Changes in your job security				

- 17. This section asks you about appraisal and/or feedback to teachers in this school more generally. To what extent do you agree or disagree with the following statements?**

		Strongly Disagree	Disagree	Agree	Strongly Agree
a)	In my opinion, in this school the principal takes steps to alter the monetary rewards of a persistently underperforming teacher				
b)	In my opinion, in this school the sustained poor performance of a teacher would be tolerated by the rest of the staff				
c)	In this school, teachers will be dismissed				

	because of sustained poor performance				
d)	In my opinion, in this school the principal uses effective methods to determine whether teachers are performing well or badly				
e)	In my opinion, in this school a development or training plan is established for teachers to improve their work as a teacher.				
f)	In my opinion, the most effective teachers in this school receive the greatest monetary or nonmonetary rewards.				
g)	If I improve the quality of my teaching at this school, I will receive increased monetary or nonmonetary rewards				
h)	If I am more innovative in my teaching at this school, I will receive increased monetary or nonmonetary rewards				
i)	In my opinion, in this school the review of teachers' work is largely done to fulfill administrative requirements.				
j)	In my opinion, in this school the review of teachers' work has little impact upon the way teachers teach in the classroom.				
k)	In my opinion, my contribution to the school is important for the welfare of pupils				
l)	In my opinion, work gives a person pleasure				

18. How often do you do the following in this school?

Please mark one choice in each row.

		Never	Less than once every two years	Once every two years	Once per year	Twice per year	3 or more times per year
a)	Attend staff meetings to discuss the vision and mission of the school						
b)	Develop a school curriculum or part of it						
c)	Discuss and decide on the selection of instructional media (e.g. textbooks, exercise books)						
d)	Exchange teaching materials with colleagues						
e)	Attend team conferences for the age group I teach						
f)	Ensure common standards in evaluations for assessing student progress						
g)	Engage in discussion about the learning development of specific students						
h)	Teach jointly as a team in the same class						
i)	Take part in professional learning activities (e.g. team supervision)						
j)	Observe other teachers' classes and provide feedback						
k)	Engage in joint activities across different classes and age groups (e.g. projects)						

1)	Discuss and coordinate homework practice across subjects						
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19. How strongly do you agree or disagree with the following statements ...

Please mark one choice in each row.

	... about yourself as a teacher in this school?	Strongly Disagree	Disagree	Agree	Strongly Agree	Justify
a)	All in all, I am satisfied with my job.					
b)	I feel that I am making a significant educational difference in the lives of my students					
c)	If I try really hard, I can make progress with even the most difficult and unmotivated students					
d)	I am successful with the students in my class					
e)	I usually know how to get through to students					
f)	Teachers in this local community are well respected					

	... about what happens in this school?					
g)	In this school, teachers and students usually get on well with each other.					
h)	Most teachers in this school believe that students' well-being is important					
i)	Most teachers in this school are interested in what students have to say					
j)	If parents appreciate my efforts					

20. Below you can find statements about the management of your school. Please indicate your perceptions of the frequency with which these activities took place during the current school year.

Please mark one choice in each row.

		Never	Seldom	Quite often	Very often
a)	In meetings, the principal discusses educational goals with teachers				
b)	The principal ensures that teachers work according to the school's educational goals.				
c)	The principal or someone else in the management team observes teaching in classes.				
d)	The principal gives teachers suggestions as to how they can improve their teaching				
e)	When I have problems in classroom, the principal takes the initiative to discuss the matter or I solve it with colleagues				
f)	The principal ensures that I am informed about possibilities for updating my knowledge and skills.				
g)	The principal compliments me and teachers for special effort or accomplishments.				
h)	In this school, the principal ,teachers and myself work on a school development plan.				
i)	The principal defines goals to be accomplished by the staff of this school.				
j)	The principal ensures that a task-oriented atmosphere is fostered in this school.				
k)	In this school, the principal and teachers act to ensure that education quality issues are a collective responsibility				

21. Please give a brief description of your work experience at the school.

22.Are you happy and satisfied with your job? Please justify.

Thank you